



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT

Reference : S4/1
To : ALL HEADS OF DEPARTMENT: LIMPOPO PROVINCIAL GOVERNMENT
ALL QUALIFYING APPLICANTS

SUBJECTS : ADVERTISEMENT OF VACANT POSTS

DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT VACANCY CIRCULAR NO. 46 OF 2025.

Limpopo Department of Agriculture and Rural Development is an equal opportunity, affirmative action employer with clear employment equity targets. Applications are hereby invited for the filling of the vacant posts, which exist in the Limpopo Department of Agriculture and Rural Development. Women and people with disabilities are encouraged to apply.

APPLICATIONS : Applicants using electronic format must quote the relevant reference number on the application and apply on the following website: <https://erecruitment.limpopo.gov.za> and applicants submitting applications in a printed hard copy (manual or hand delivery) must quote the relevant reference number on the application and forward to the below address.

Head Office: Polokwane: The Head of Department: Limpopo Department of Agriculture and Rural Development, Private Bag X9487, Polokwane 0700 or hand delivered to: Office 48, Temo Towers Floor 2, 67/69 Biccard Street, Polokwane, 0699.

Capricorn District: The Director: Capricorn District, Limpopo Department of Agriculture and Rural Development, Private Bag X28, Chuenespoort 0745 or hand delivered to: Block 28 Next to Traffic Government offices: Lebowakgomo.

Waterberg District: The Director: Waterberg District Limpopo Agriculture and Rural Development, Private Bag X1048, Modimolle 0510 or hand delivered to: NTK Building, Modimolle 0510.

CLOSING DATE : 28 November 2025 at 16:00 (walk-in) and 00:00 (online)

NOTE : It is compulsory for the applicant to complete all the mandatory fields of the E-recruitment System. Once all the fields in an E-recruitment System are completed, the applicant shall confirm that they understand that by applying electronically, they agree that all the information presented is true, correct, and legally binding. All applications submitted through an electronic format shall be accepted as the final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. Applicants submitting applications in a printed hard copy (manual or hand delivery) must

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utilize the most recent Z83 application for employment form as issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulation, 2016, as amended, failure to do so will result in disqualification. The Z83 form must be completed in a manner that provides sufficient information about the candidate and the post he or she applies for by completing all relevant fields. The declaration must be signed in order for an applicant to be considered. The following must be considered in relation to the completion of the new Z83 form by the applicants: All the fields in Parts A, B, C, and D must be completed. In Part B, all fields must be completed in full except the following; South African applicants need not provide passport numbers, If an applicant responds "no" to the question "Are you conducting business with the State or are you a Director of a Public or Private Company conducting business with the State?" then the answer to the next question "In the event that you are employed in the Public Service, will you immediately relinquish such business interests?" can be left blank or indicated as not applicable. A "not applicable" or blank response will be allowed on the question "if your profession or occupation requires official registration, provide date and particulars of registration", if you are not in possession of such registration. Noting there is limited space provided for Part E, F & G, applicants often indicate "refer to Curriculum Vitae (CV) or see attached", this is acceptable as long as the CV has been attached and provides the required information. If the information required is not provided in the CV, the applicant may be disqualified. It must be noted that a CV is an extension of the application of employment Z83, and applicants are accountable for the information that is provided therein. The question related to conditions that prevent re-appointment under Part F must be answered (Applicants currently employed by the public service do not need to complete the section). The application must include only completed and signed Z83 form and a recently updated comprehensive CV (with detailed previous experience). Certified copies of Identity Document, Senior Certificate and the highest required qualification as well as a driver's license where necessary, will only be submitted by shortlisted candidates to HR on or before the date of the interview date. The applicant may submit additional information separately where the space provided on Z83 form is not sufficient. Applicants who apply for more than one position are requested to submit separate applications for each position they wish to apply for. Correspondence will be limited to short-listed candidates only due to the large number of applications we envisage to receive and if you have not heard from us within 90 days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, request reasons from the Department for any administrative action which has adversely affected them in terms of section 5(1)(2) of the Promotion of Administrative Justice Act 3 of 2000. By virtue of applying, you are consenting that the department subject you to personnel suitability checks e.g. the verification of educational qualifications, previous experience, citizenship, reference checks, financial checks and security vetting. Candidates with foreign qualifications are advised to attach SAQA accreditation of their qualifications. As per DPSA directive on human resources management and development for public service professionalization volume 1, "All shortlisted

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candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment". Note: Shortlisted candidates for Senior Management Services (SMS) will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency Assessment tool. In order to ensure that potential SMS members have a background on processes and procedures linked to the SMS, a further requirement for appointment at SMS level will be a successful completion of the Senior Management pre-entry certificate/programme as endorsed by the National School of Governance (NSG) with effect from 01st April 2020. This is a Public Service specific training programme which will be applicable for appointments at SMS level. The link for the completion of the SMS pre-entry certificate is as follows: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. All short-listed candidates will be required to have completed the pre-entry SMS certificate and submit such on the date of the interview. Failure to comply with the above requirements will result in the disqualification of the application. Successful incumbents will be expected to sign a performance agreement within three months of the assumption of duty and be required to disclose their financial interest in accordance with the prescribed regulations. Failure to comply with the above requirements will result in the disqualification of the application. The Department reserves the right not to make any appointment for the advertised posts. The employment decision shall be made by the Employment Equity Plan for the Department. Note: Due to austerity measures, the department will not carry any related costs (transport, accommodation, and meals) for candidates attending interviews.

Note: The full contents of the advertised posts will be posted on the following websites: www.lard.gov.za www.dpsa.gov.za / www.limpopo.gov.za and Departmental social media.



MS. MASHAMBA MA
HEAD OF DEPARTMENT


DATE

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<u>POST</u>	:	<u>CHIEF DIRECTOR: AGRICULTURE DEVELOPMENT AND FARMER SUPPORT (REF NO: LDARD 01/11/2025) (01 POST)</u>
<u>SALARY</u>	:	R 1,494,900 per annum (Level 14), all-inclusive package to be structured in terms of applicable rules and guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Head Office: Polokwane Grade 12 plus an appropriate Bachelor's degree (NQF level 7) qualification in Agriculture / Agriculture Extension or equivalent qualification as recognised by the South African Qualifications Authority (SAQA). A Minimum of 5 years of experience at a senior managerial level. A valid driver's license (with exception of people with disabilities). Proof of completion of SMS pre- entry certificate must be submitted before appointed. KNOWLEDGE, COMPETENCIES, AND SKILLS: Extensive knowledge and understanding of the legislative framework governing the Public Service. In-depth knowledge and experience in agricultural development management. Proven experience and thorough understanding of Agriculture and Rural Development sector. Core Competencies: Strategic capability and leadership. People Management and empowerment. Programme and project management. Financial Management. Change management. Process competencies: Knowledge Management. Service delivery innovation. Problem solving analysis. Client orientation and customer focus. Communication.
<u>DUTIES</u>	:	To manage, coordinate and provide strategic leadership and direction for the provision of agriculture development and farmer support services. Provide high level strategic leadership and direction on policy and programmes development and implementation within the chief directorate. Coordinate and promote the implementation of agricultural extension support, agricultural development programmes and identified integrated food security strategy of south africa initiatives. Manage and coordinate the provision of agricultural advisory services to farmers within the districts. Establish and maintain good relations within the department and all stakeholders. Manage and utilise resources (financial, human and physical) in accordance with relevant directives and legislation.
<u>ENQUIRIES</u>	:	Ms Modiba MM Tel No: (015) 294 3170, Ms. Mtswene PV Tel No: (015) 294 3395, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.
<u>POST</u>	:	<u>CHIEF DIRECTOR: CORPORATE MANAGEMENT (REF NO: LDARD 02/11/2025) (01 POST)</u>
<u>SALARY</u>	:	R 1,494,900 per annum (Level 14), all-inclusive package to be structured in accordance with MMS dispensation.
<u>CENTRE REQUIREMENTS</u>	:	Head Office: Polokwane Grade 12 plus an appropriate Bachelor's degree (NQF level 7) qualification in Business Administration / Public Administration / HRM or equivalent qualification as recognised by the South African Qualifications Authority (SAQA). A minimum of 5 years of experience at a senior managerial level. Proof of completion of SMS pre- entry certificate must be submitted before appointed. A valid driver's licence (with exception of people with disabilities). KNOWLEDGE,

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COMPETENCIES AND SKILLS: Extensive understanding and in-depth knowledge of the legislative framework governing the Public Service. Proven experience and knowledge in corporate services. **Core Competencies:** Strategic capability and leadership, People Management and empowerment, Programme and project management, Financial Management, Change and management. **Process competencies:** Knowledge Management, Service delivery innovation, problem solving analysis, client orientation and customer focus, communication. Personal Attributes: Responsiveness; Proactiveness; Professionalism; Accuracy; Flexibility; Independent; Co-operative; Team player; Supportive; Flexible. Willing to work under changing and difficult circumstances.

DUTIES : To manage, coordinate and provide strategic leadership and direction for the provision of corporate management services. Provide high level strategic leadership and direction on policy and programmes development and implementation within the Chief Directorate. Manage and coordinate the provision of human resource management services. Manage and coordinate the provision of human resource development and employee relations services. Manage and coordinate the provision of employee health and wellness services. Manage and coordinate the provision of security and facilities management services. Establish and maintain good relations within the department and all stakeholders. Manage and utilise resources (financial, human and physical) in accordance with relevant directives and legislation.

ENQUIRIES : Ms Modiba MM Tel No: (015) 294 3170, Ms. Mtswene PV Tel No: (015) 294 3395, Ms. Mothapo RL Tel No: (015) 294 3235 or Ms. Kgobe MA Tel No: (015) 294 3347.

POST : **DIRECTOR: DISTRICT AGRICULTURAL ADVISORY SERVICES (02 POSTS)**

SALARY : R 1,266,714 per annum (Level 13), all-inclusive package to be structured in terms of applicable rules and guidelines.

CENTRE : Capricorn District (**Ref No: LDARD 03/11/2025**) (01Post)
Waterberg District (**Ref No: LDARD 04/11/2025**) (01Post)

REQUIREMENTS : Grade 12 plus an appropriate Bachelor's degree (NQF level 7) qualification in Agriculture / Agriculture Extension or equivalent qualification as recognised by the South African Qualifications Authority (SAQA). A Minimum of 5 years of experience at a middle/senior managerial level. A valid driver's license (with exception of people with disabilities). Proof of completion of SMS pre- entry certificate must be submitted before appointed. **KNOWLEDGE, COMPETENCIES, AND SKILLS:** Extensive knowledge and understanding of the legislative framework governing the Public Service. In-depth knowledge and experience in agricultural development management. Proven experience and thorough understanding of agriculture and rural development sectors. Ability to work in a highly pressured environment and driven by a sense of urgency to meet deadlines. **Core Competencies:** Strategic capability and leadership People Management and empowerment, Programme and project management. Financial Management. Change and management. **Process competencies:** Knowledge Management, Service delivery innovation, problem solving analysis,

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client orientation and customer focus, communication. Willing to work under changing and difficult circumstances.

DUTIES

: Manage and coordinate agricultural advisory services within the district. Ensure management of agricultural extension and advisory services across the agricultural development zones. Ensure provision of extension and advisory services to promote livestock and crop development in the district. Ensure provision and management of rural development facilitation and support services. Manage the provision of corporate services. Ensure efficient and effective implementation of financial management services in accordance with relevant directives and legislation. Build sound and sustainable relationships between the employer and the employees, representative bodies and all role-players.

ENQUIRIES

: Capricorn District: Ms Sebatjane LD Tel No: (015) 632 8609, Mr. Masera TN Tel No: (015) 632 8625, Maredi RB (015) 632 8610
Waterberg District: Mr. Matjiu SK Tel No: (014) 717 4949 or Ms. Kekana RM Tel No: (014) 717 1324.