

ADVERTISEMENT

DEPARTMENT OF TOURISM

The Department of Tourism is an equal opportunity, affirmative action employer. It is our intention to promote representivity (race, gender, and disability) in the Department through the filling of these posts.

APPLICATIONS: Applications, quoting the relevant reference number, must be forwarded to the attention of Chief Director: HR Management and Development at Department of Tourism, Private Bag X424, Pretoria, 0001, or hand delivered at Tourism House, 17 Trevenna Road, Sunnyside, Pretoria, or by email as provided.

CLOSING DATE: 29 June 2026 by 16:30 (Late applications will not be considered)

NOTE: Application must include a Z83 form and CV only. The electronic application must be in PDF format and made up of a single document file. Indicate the correct job title and the reference number of the post on the subject line of your email. Applications quoting the relevant reference number must be submitted on the new form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. Received applications using the incorrect application for employment (old Z83) will not be considered. Each post(s) advert must be accompanied by its own application form for employment and must be fully completed, initialled, and signed by the applicant as instructed below. Failure to fully complete, initial, and sign the Z83 form will lead to the disqualification of the application during the selection process. All fields of Section A, B, C, and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83, it is acceptable for applicants to refer to their CV or see attached. However, the question related to conditions that prevent re-appointment under Part "F" must be answered, and the declaration signed. Only an updated comprehensive CV (with detailed previous experience, if any) and a completed and signed new Z83 application form are required. Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview, following the communication from Human Resources, and such qualifications (s) and other related documents (s) will be in line with the requirements of the advert. Applicants in possession of foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA) (only when shortlisted). Applicants who do not comply with the abovementioned instructions/ requirements, as well as applications received late, will not be considered. Correspondence will be limited to shortlisted candidates only. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements, and the other must be an integrity (ethical conduct) assessment. Candidates will further be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification, and employment verification). Some of the interviewed candidates for Senior Management level vacancies may be subjected to a 2-day competency assessment that will test generic competencies. Appointment validity will be conditional on the signing of the employment contract, performance agreement, and annual financial disclosure, and the applicant must attain a security clearance (vetting) applicable to the post. The Department reserves the right not to make an appointment. You are consenting to the Department of Tourism processing your personal information, subject to POPIA, by applying for this post.

POST: **CHIEF DIRECTOR: TOURISM ENHANCEMENT (DT40/2026)**
The purpose of this role is to manage and increase the competitiveness of South Africa's tourism industry through the development, enhancement and diversification of existing and potential tourism resources.

SALARY: R 1 554 696 per annum (all-inclusive remuneration package consisting of a basic salary, the state's contribution to the Government Employees Pension fund, and a flexible portion that may be structured.)

CENTRE: Pretoria

REQUIREMENTS: A minimum SAQA recognised qualification at NQF level 7 plus proven strategic management and leadership experience. Minimum of 5 years' working experience in a Senior Management position. *Essential Knowledge and skills:* Knowledge of policy formulation and implementation. Knowledge of the holistic concept of the tourism economy. Understanding of the PFMA and other Government acts and prescripts. Programme and project management skills. Ability to interact with stakeholders at all levels. Project management skills. Leadership and management skills. High level of computer literacy. Problem-solving skills. Conceptual and Analytical Skills. Communication and Financial Management skills. Possession of a valid driver's license and willingness to travel. One of the minimum entry requirements for SMS is the pre-entry certificate. For more details on the pre-entry course, visit: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. The candidate must complete the SMS pre-entry certificate prior to any appointment.

DUTIES: Reporting to the Deputy Director-General: Destination Development, the successful candidate will manage the following Directorates: Product Development, Experience and Route Development and Tourism Integration. Key functions include: *Provide leadership and strategic direction in the Chief Directorate:* Establish strategic direction of the component to ensure alignment with departmental strategic objectives. Monitor and ensure the implementation of the strategic and business plans. Oversee the development of Operational Plans to give strategic direction to business components/units. Align individual performance to the strategic business objectives. Implement and report on strategic frameworks in the area of functional responsibility. Monitor the attainability & sustainability of performance standards as per departmental objectives. *Provide maintenance, development and enhancement of infrastructure and tourism products:* Manage the maintenance, development and enhancement of tourism products. Manage the identification and improvement of technology needs of product development. Manage the development of plans and programmes for tourism product development. Manage the enhancement of tourism products of state-owned assets. *Facilitate maintenance, development and enhancement of tourism experiences:* Design route which includes the identification of product development and investment opportunities. Manage the design, development and enhancement of tourism experiences. Monitor trade facilitation and networking. Manage the identification and development of routes and Niche products. Manage partnerships for experience and route development. Manage geographic spread through new experiences and route development. *Facilitate maintenance and enhancement of tourism products of State Owned Assets:* Manage the process of conducting infrastructure and product audits. Manage the identification of infrastructure and product development priority needs. Manage the implementation of product and infrastructure enhancement projects. *Facilitate integration of tourism with other sectors:* Manage the integration of tourism and other related sectors. Manage the integrated link between tourism and creative industries. Manage all the resources, operations, systems and processes of the Chief Directorate.

EMAIL APPLICATION: Recruitment4026@tourism.gov.za

EE NOTE: Coloured and White candidates as well as People living with disabilities are encouraged to apply.

ENQUIRIES: Dr S Chettiar schettiar@tourism.gov.za