

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: 24 April 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 to signing of the employment contract, performance agreement, and annual financial disclosure, and 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: **DEPUTY DIRECTOR: TOURISM B-BBEE CODES REF NO (DT 21/2026)**

SALARY: R 1 059 105 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 according to the MMS dispensation). Salary Level 12

CENTRE: Pretoria

REQUIREMENTS: A recognised NQF 7 qualification in Tourism Management/ Public Management/ Business Management/ Policy Development/ Development Studies/ Economics. A post graduate qualification will be an added advantage. Five (5) years' relevant working experience in the field of Research/ Policy Implementation and monitoring within the

Tourism Sector/ Broad-Based Black Economic Empowerment/ Economic Cluster, of which three (3) years must be at supervisory/ management (ASD) level. The candidate must have an understanding of transformation policy and its imperatives; knowledge of tourism environment, B-BBEE, research and statistical analysis; B-BBEE verification or auditing, and knowledge of funding models, incentives, grants, concessions and other levers to advance economic transformation. Policy development skills. Policy advocacy skills. Monitoring and Evaluation skills. Project Management skills. Knowledge of amended B-BBEE Act 46 of 2013. Knowledge of Tourism Act No. 3 of 2014. Knowledge of Employment Equity Act, No 55 of 1998. Knowledge of the Revised National Tourism Sector Strategy. Knowledge of the Amended Generic Codes of Good Practice and the Amended Tourism B-BBEE Sector Code. A valid driver's licence (Persons with disabilities that prevent them from driving will be considered).

DUTIES:

The successful candidate will be responsible for developing Tourism B-BBEE Sector Code in line with the Generic Codes of Good Practice of the Department of Trade, Industry & Competition, verifying the Department of Tourism for compliance with B-BBEE, developing Tourism B-BBEE Portal to monitor the implementation of the Tourism B-BBEE Sector Codes, developing reports on the implementation of the Tourism B-BBEE Sector Code and state of transformation in the tourism sector; developing Terms of Reference to outline the scope of research work on the extent of transformation in the tourism sector; conducting a survey in the tourism sector to collect quantitative information/ data from a sample of the population; developing research reports on the extent of transformation in the tourism sector; developing implementation and verification guidelines on Tourism B-BBEE Sector Codes; developing a simplified guide on Tourism B-BBEE Sector Codes; developing guidelines on empowerment opportunities and initiatives; developing B-BBEE reporting framework for public institutions in the sector; coordinating and consolidating reports on B-BBEE initiatives implemented by public institutions in the sector; developing annual report on B-BBEE initiatives implemented by public institutions in the sector; developing annual report on implementation of tourism B-BBEE Sector Code by tourism enterprises.

EMAIL APPLICATION:

Recruitment2126@tourism.gov.za

EE REQUIREMENTS:

Coloured Male and White Male candidates as well as Youth and People with Disabilities are encouraged to apply.

ENQUIRIES:

Mr M Mankge, Tel. (012) 444 6569