

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: **DIRECTOR: TOURISM INTEGRATION (DT41/2026)**
The purpose of this role is to integrate tourism with other related sectors.

SALARY: R 1 317 384 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 in Tourism Management or an equivalent qualification. A minimum of 5 years' experience in an appropriate field at a Middle/Senior Management position. *Essential Knowledge and skills:* Understanding of the PFMA and Treasury Regulations. Ability to interact with high-level stakeholders.

Understanding of tourism trends. Sound understanding of the NDP, NTSS. Computer Literacy. Coordination skills. Financial management skills. Change management skills. People Management and empowerment skills. Strategic capacity and leadership skills. Communication and interpersonal skills. Negotiation skills. Incumbent should be honest, possess integrity, tact and diplomacy. 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 Chief Director: Tourism Enhancement, the successful candidate will be responsible for the following key functions: *Provide leadership and strategic direction in the 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. *Manage the integration of tourism and other related sectors*: • Provide effective coordination and management of the integration of tourism and the other related sectors (Identify opportunities for integration of tourism to ensure benefits and impact/s for the sector). Provide policy and strategy alignment of NDT priorities with those of stakeholders. Facilitate synergy in programmes of NDT and those of stakeholders. Establish effective collaborations and partnerships with stakeholders. Manage joint planning and implementation of interventions/initiatives with stakeholders. Manage and coordinate reporting. Facilitate consultations both internally and externally with the related sectors. Render and monitor an integrated advisory service for tourism objectives to be implemented. Monitor integrated project coordination. Monitor co-ordinated product implementation. Develop, maintain and monitor the database in respect of consultations in respect of related sectors (national, provincial, local departments and state-owned entities). *Manage the integration of tourism, culture and heritage*: Provide effective coordination and management of the integration of tourism and the culture and heritage sectors (Identify opportunities for integration of tourism to ensure benefits and impact/s for the sector). Provide policy and strategy alignment of NDT priorities with those of stakeholders. Facilitate synergy in programmes of NDT and those of stakeholders. Establish effective collaborations and partnerships with stakeholders. Manage joint planning and implementation of interventions/initiatives with stakeholders. Manage and coordinate reporting. Facilitate consultations both internally and externally with the transport sector. Render and monitor an integrated advisory service for tourism objectives to be implemented. Monitor integrated project coordination. Monitor co-ordinated product implementation. *Manage the integration of tourism and the creative industries*: Provide effective coordination and management of the integration of tourism and the creative industries (Identify opportunities for integration of tourism to ensure benefits and impact/s for the sector). Provide policy and strategy alignment of NDT priorities with those of stakeholders. Facilitate synergy in programmes of NDT and those of stakeholders. Establish effective collaborations and partnerships with stakeholders. Manage joint planning and implementation of interventions/initiatives with stakeholders. Manage and coordinate reporting. Monitor consumers' role in the development of creative industries and experiences. Monitor business development of the core sector (Creative Industries). Monitor emerging sectors and creative hubs. Monitor tourism demand and supply in creative industries. *Formulate and manage the component's resources against its strategic objectives*: Ensure that the preparations of the budget are in line with strategic plans & department objectives. Ensure proper implementation of the budget by monitoring, projecting & reporting expenditure. Ensure that spending is maximised in line with the strategic objective. Manage Human Resources. Monitor and report on the utilisation of equipment. Coordinate memorandum of understanding, service level agreements and expenditure review.

EMAIL APPLICATION: Recruitment4126@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