

Standard Job Advertisements: Infrastructure Development and Technical Services: Provincial Departments of Health – Posts funded in the Division of Revenue Act

March 2015

Post – One Post	Chief Director Physical Resources Management
Salary	<i>Provincial Department to insert entry notch of level 14 or entry notch of the level against which the post was job evaluated by the Department.</i>
Qualifications and Experience	<ul style="list-style-type: none"> ▪ Degree in Built Environment
Other requirements	<ul style="list-style-type: none"> ▪ 5 -8 years' experience as a senior manager. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To manage the planning, resourcing, delivery and maintenance of the physical environment conducive to quality health care services.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Manage infrastructure strategies, policies, systems, plans and norms & standards. ▪ Manage the delivery of the infrastructure programmes/projects. ▪ Manage equipment, leases, acquisitions, disposals and related supportive resources. ▪ Direct the planning, procurement, commissioning and maintenance of medical equipment ▪ Direct the commissioning of health facilities. ▪ Manage the implementation of maintenance of health facilities. ▪ Manage the infrastructure budget. ▪ Manage people ▪ Provide strategic leadership and guidance.

Post – One Post	IDMS Strategic and Technical Advisor – Five year contract
Salary	<i>Provincial Department to insert entry notch of Level 14 with the following: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications and Experience	Degree in either Architecture, Quantity Surveying, Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registration as a Built Environment Professional with relevant Professional Councils in South Africa. ▪ Valid Drivers' Licence. ▪ Computer literate. ▪ 6– 8 years Senior Management experience with the roll out of the IDMS in a Government Department. ▪ 10 years' experience in a general built environment in a professional capacity
Main Role	To provide strategic advice and direction in the built environment for the implementation of the Infrastructure Delivery Management System of Government in all Health

	Facilities.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Implement the Infrastructure Delivery Management System [IDMS]. ▪ Assist with the capacitation of personnel employed in the Infrastructure Unit. ▪ Provide technical and strategic inputs and guidance to Health Facility Planning and Commissioning. ▪ Provide technical and strategic inputs and guidance to the management of Infrastructure Projects and Programmes. ▪ Direct Health Maintenance Projects and Programmes.

Post – One Post	Director Infrastructure Planning
Salary	<i>Provincial Department to insert entry notch of Level 13 or entry notch of the level against which the post was job evaluated by the Department.</i>
Qualifications and Experience	<ul style="list-style-type: none"> ▪ Degree in Built Environment
Other requirements	<ul style="list-style-type: none"> ▪ 5 years' experience as a middle manager. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To develop and manage strategies, policies, systems, norms/standards and plans related to immovable assets.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Manage the physical resources planning framework, prioritisation model(s), Business Cases and Project Briefs. ▪ Interpret and apply norms and standards. ▪ Direct infrastructure analyses and policy formulation. ▪ Finalise all infrastructure planning documents. ▪ Direct property management. ▪ Implement programme and project measurement and evaluation. ▪ Prepare monitoring reports [performance and financial reports]. ▪ Complete Post Project and Post Occupancy Evaluations [POE]. ▪ Manage people. ▪ Manage finances.

Post – One Post	Chief Electrical Engineer
Salary	<i>Province to include the entry notch of Grade A for Chief Engineers as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To provide electrical engineering inputs and guidance which include all aspects of innovative and complex engineering applications for the development of infrastructure strategies, policies, systems, norms, standards and signing off on electrical installations.

Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop and maintain technical and functional norms and standards from an engineering perspective. ▪ Investigate proposals for innovative service delivery mechanisms and undertake feasibility studies. ▪ Compile electrical briefing documentation and specifications. ▪ Provide inputs to the determination of the Construction Procurement Strategy, the User Asset Management Plan and the Infrastructure Programme Management Plan. ▪ Investigate electrical engineering installations and oversee commissioning of electrical engineering installations. ▪ Manage people. ▪ Undertake research.
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Post – One Post	Electrical Engineer
Salary	<i>Province to include the entry notch of Grade A to the maximum notch of Grade C for Engineers with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To provide electrical engineering inputs and guidance which include all aspects of innovative and complex engineering applications for the development of infrastructure strategies, policies, systems, norms, standards and signing off on electrical installations.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop and maintain technical and functional norms and standards from an engineering perspective. ▪ Investigate proposals for innovative service delivery mechanisms and undertake feasibility studies. ▪ Compile electrical briefing documentation and specifications. ▪ Provide inputs to the determination of the Construction Procurement Strategy, the User Asset Management Plan and the Infrastructure Programme Management Plan. ▪ Investigate electrical engineering installations and oversee commissioning of electrical engineering installations. ▪ Undertake research.

Post – One Post	Chief Mechanical Engineer
Salary	<i>Province to include the entry notch of Grade A for Chief Engineers as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence.

	<ul style="list-style-type: none"> ▪ Computer literate.
Main Role	To provide mechanical engineering inputs and guidance which include all aspects of innovative and complex engineering applications for the development of infrastructure strategies, policies, systems, norms, standards and signing off on electrical installations.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop and maintain technical and functional norms and standards from an engineering perspective. ▪ Investigate proposals for innovative service delivery mechanisms and undertake feasibility studies. ▪ Compile mechanical briefing documentation and specifications. ▪ Provide inputs to the determination of the Construction Procurement Strategy, the User Asset Management Plan and the Infrastructure Programme Management Plan. ▪ Investigate mechanical engineering installations and oversee commissioning of mechanical engineering installations. ▪ Manage people. ▪ Undertake research.

Post – One Post	Mechanical Engineer
Salary	<i>Province to include the entry notch of Grade A to the maximum notch of Grade C for Engineers with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To provide mechanical engineering inputs and guidance which include all aspects of innovative and complex engineering applications for the development of infrastructure strategies, policies, systems, norms, standards and signing off on electrical installations.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop and maintain technical and functional norms and standards from an engineering perspective. ▪ Investigate proposals for innovative service delivery mechanisms and undertake feasibility studies. ▪ Compile mechanical briefing documentation and specifications. ▪ Provide inputs to the determination of the Construction Procurement Strategy, the User Asset Management Plan and the Infrastructure Programme Management Plan. ▪ Investigate mechanical engineering installations and oversee commissioning of mechanical engineering installations. ▪ Undertake research.

Post – One Post	Chief Civil/Structural Engineer
Salary	<i>Province to include the entry notch of Grade A for Chief</i>

	<i>Engineers as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. [Civil/structural engineer] ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Key Role	To provide civil/structural engineering inputs and guidance which include all aspects of innovative and complex engineering applications for the development of infrastructure policies, systems, projects, norms and standards aligned to the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop and maintain functional and technical norms and standards from an engineering perspective. ▪ Manage condition assessments and credibility of technical information. ▪ Manage adherence to environmental and occupational health & safety aspects. ▪ Investigate proposals for innovative service delivery mechanisms and undertake feasibility studies. ▪ Compile briefing documentation and specifications from an engineering perspective. ▪ Prepare the User Asset Management Plan. ▪ Make inputs to the Construction Procurement Strategy and the Infrastructure Programme Management Plan. ▪ Conduct post project and post occupancy evaluations. ▪ Develop and review strategies and policies for health infrastructure planning. ▪ Develop and review the Health Infrastructure Planning Cycle document Infrastructure Planning Model. ▪ Coordinate Departmental contributions to the preparation of the Provincial Infrastructure Strategy, Plan and related Departmental Strategic documents/plans. ▪ Manage people. ▪ Undertake research.

Post – One Post	Civil/Structural Engineer
Salary	<i>Province to include the entry notch of Grade A to maximum notch of Grade C for Engineers with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. [Civil/structural engineer] ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Key Role	To provide civil/structural engineering inputs and guidance which include all aspects of innovative and complex engineering applications for the development of infrastructure

	strategies, policies, systems, projects functional / technical norms and standards aligned to the Provincial Infrastructure Delivery Management System. [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop and maintain technical and functional norms and standards from an engineering perspective. ▪ Investigate proposals for innovative service delivery mechanisms and undertake feasibility studies. ▪ Compile civil/structural engineering briefing documentation and specifications. ▪ Provide inputs to the determination of the Construction Procurement Strategy, the User Asset Management Plan and the Infrastructure Programme Management Plan. ▪ Investigate civil/structural engineering installations and oversee commissioning of engineering installations. ▪ Make inputs to the preparation of the User Asset Management Plan. ▪ Undertake research.

Post – One Post	Chief Architect
Salary	<i>Province to include the entry notch of Grade A for Chief Architects as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications	University Degree Architecture
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a professional Architect with SACAP. ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Determine and customise architectural functional & technical norms and standards. ▪ Determine architectural policies, strategies, plans, procedures and criteria of all infrastructure programmes and projects. ▪ Direct Master Planning, Project Briefs, Business Cases, Accommodation Schedules and Operational Narratives. ▪ Preparation of architectural inputs to the development of the User Asset Management Plan and Project List ▪ Manage health facility planning. ▪ Manage people. ▪ Undertake research.

Post – One Post	Architect
Salary	<i>Province to include the entry notch of Grade A to the maximum notch of Grade C for Architects with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications	University Degree Architecture
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a professional Architect with SACAP. ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Determine and customise architectural functional &

	<p>technical norms and standards.</p> <ul style="list-style-type: none"> ▪ Determine architectural policies, strategies, plans, procedures and criteria of all infrastructure programmes and projects. ▪ Undertake Master Planning, Project Briefs, Business Cases, Accommodation Schedules and Operational Narratives. ▪ Preparation of architectural inputs to the development of the User Asset Management Plan and Project List ▪ Assist with health facility planning. ▪ Undertake research.
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Post – One Post	Quantity Surveyor
Salary	<i>Province to include the entry notch of Grade A to the maximum notch of Grade C for Quantity Surveyors with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications	University Degree in Quantity Surveying
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a professional Quantity Surveyor with SACQSP. ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Customise quantity surveying and cost norms/standards for all schools. ▪ Determine quantity surveying policies, plans, procedures and criteria for all infrastructure projects and programmes. ▪ Contribute to project briefing documents, costing models and operational narratives. ▪ Make inputs to the User Asset Management, Project lists and Budgets. ▪ Undertake research.

Post – One Post	Deputy Director Health Facility Planner
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	<ul style="list-style-type: none"> ▪ Degree in any Health Sciences. ▪ Valid Drivers' Licence. ▪ Computer literate.
Other requirements	<ul style="list-style-type: none"> ▪ 3 – 5 Years appropriate experience in health planning from an infrastructure perspective post qualification
Main Role	To provide health planning support and expert health design guidance for the preparation of Business Cases and Project Strategic Briefs.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare Strategic Project Briefs for Capex and Maintenance projects ▪ Assist with preparation and review of Business Cases in consultation with Health Facilities. ▪ Support built environment staff and end users with the

	<p>development of skills to prepare business cases</p> <ul style="list-style-type: none"> ▪ Provide health specific inputs to Infrastructure Plans, Norms and Standards. ▪ Make inputs from a health perspective to all capex and maintenance projects.
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Post – One Post	Deputy Director Monitoring and Evaluation
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	<ul style="list-style-type: none"> ▪ Appropriate B Degree. ▪ Valid Drivers' Licence. ▪ Computer literate.
Other requirements	<ul style="list-style-type: none"> ▪ Understanding of the health system, standards, management practices, Monitoring & Evaluation systems, and provincial infrastructure delivery systems. ▪ 3 - 5 year's post qualification experience.
Main Role	To initiate, lead, coordinate, report and manage the monitoring and evaluation of all activities required to successfully implement the infrastructure and related technical support services portfolio of the Department.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Align infrastructure planning with various plans, for example, User Asset Management Plan, Health Services Plan, Annual Performance Plan, Health Technology Plan, etc. ▪ Align with National Health Priorities. ▪ Prepare infrastructure inputs to Departmental Planning and Reporting Documentation. ▪ Resolve all Auditor General Queries, findings in terms of Planning/Reporting documentation related to infrastructure. ▪ Establish norms and benchmarks for monitoring and evaluation of infrastructure and related technical support programme and projects. ▪ Design and implement programme and project performance measurement.

Post – One Post	Director Infrastructure Delivery Management -
Salary	<i>Provincial Department to insert entry notch of Level 13</i>
Qualifications and Experience	Degree in Built Environment.
Other requirements	<ul style="list-style-type: none"> ▪ 5 years' experience as a middle manager. ▪ Valid Drivers' Licence. ▪ Computer literate. ▪ Public Sector Management and/or related Management experience in the delivery and oversight of infrastructure programmes. [6 – 8 years post qualification].
Main Role	To manage the delivery of the total of Infrastructure Programme related to Capex, Minor capital and Maintenance projects through interaction with Districts and Health Facilities and monitoring/oversight of Implementing Agent[s].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare Construction Procurement Strategies.

	<ul style="list-style-type: none"> ▪ Prepare Infrastructure Programme Management Plans. ▪ Manage construction procurement. ▪ Manage Implementing Agents. ▪ Manage contracts. ▪ Manage people. ▪ Manage finances.
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Post – Province to decide on number of posts	Chief Quantity Surveyor
Salary	<i>Province to include the entry notch of Grade A of Chief Quantity Surveyors as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications and Experience	B Degree in Quantity Surveying
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Quantity Surveyor with SACQSP. ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs. ▪ Manage the interface between the end-user/community structures and Implementing Agent[s]. ▪ Manage people and budgets.

Post – Province to decide on number of posts	Quantity Surveyor
Salary	<i>Province to include the entry notch of Grade A to the maximum notch of Grade C for Quantity Surveyors with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications and Experience	B Degree in Quantity Surveying

Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Quantity Surveyor with SACQSP. ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs. ▪ Manage the interface between the end-user/community structures and Implementing Agent[s].

Post – One Post	Candidate Quantity Surveyor
Salary	<i>Province to include the entry notch to the top notch for Candidates Quantity Surveyors with the following statement: The Department will determine the salary notch based on years of experience post registration as a Candidate.</i>
Qualifications and Experience	B Degree in Quantity Surveying
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Candidate Quantity Surveyor with SACQSP. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial IDMS.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Assist to prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Assist to prepare Packages/Individual Project Briefs. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Assist to monitor the implementation of Programmes/Projects. ▪ Make inputs to different Project Stage reports & designs. ▪ Assist to manage the interface between the end-user/community structures and Implementing Agent[s]. ▪ Undertake research.

Post – Province to decide on number of posts	Chief Architect
Salary	<i>Province to include the entry notch of Grade A for Chief</i>

	<i>Architects as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications and Experience	Bachelor of Architecture
Other requirements	<ul style="list-style-type: none"> ▪ Registration with the SACAP as a Professional Architect. ▪ Six years' experience post qualification. ▪ Valid Drivers' License. ▪ Computer literate.
Main Role	To manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs. ▪ Manage the interface between the end-user/community structures and Implementing Agent[s]. ▪ Manage people and budgets.

Post – Province to decide on number of posts	Architect
Salary	<i>Province to include the entry notch of Grade A to the maximum notch of Grade C for Architects with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications and Experience	Bachelor of Architecture
Other requirements	<ul style="list-style-type: none"> ▪ Registration with the SACAP as a Professional Architect. ▪ Three years' experience post qualification. ▪ Valid Drivers' License. ▪ Computer literate.
Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs.

	<ul style="list-style-type: none"> ▪ Manage the interface between the end-user/community structures and Implementing Agent[s].
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Post – One Post	Candidate Architect
Salary	<i>Province to include the entry notch to the top notch for Candidates Architects with the following statement: The Department will determine the salary notch based on years of experience post registration as a Candidate.</i>
Qualifications and Experience	Bachelor of Architecture
Other requirements	<ul style="list-style-type: none"> ▪ Registration with the SACAP as a Candidate Architect. ▪ Valid Drivers' License. ▪ Computer literate.
Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial IDMS.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Assist to prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Assist to prepare Packages/Individual Project Briefs. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Assist to monitor the implementation of Programmes/Projects. ▪ Make inputs to different Project Stage reports & designs. ▪ Assist to manage the interface between the end-user/community structures and Implementing Agent[s]. ▪ Undertake research.

Post – Province to decide on number of posts	Chief Engineer [Civil/Structural or Electrical or Mechanical]
Salary	<i>Province to include the entry notch of Grade A for Chief Engineers as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications and Experience	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. [Civil/structural engineer or Electrical or Mechanical Engineer] ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors.

	<ul style="list-style-type: none"> ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs. ▪ Manage the interface between the end-user/community structures and Implementing Agent[s]. ▪ Manage people and budgets.
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Post – Province to decide on number of posts	Engineer [Civil/Structural or Electrical or Mechanical]
Salary	<i>Province to include the entry notch of Grade A and maximum notch of Grade C for Engineers with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications and Experience	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. [Civil/structural engineer or Electrical or Mechanical Engineer] ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs. ▪ Manage the interface between the end-user/community structures and Implementing Agent[s].

Post – One Post	Candidate Engineer
Salary	<i>Province to include the entry notch to the top notch for Candidates Engineers with the following statement: The Department will determine the salary notch based on years of experience post registration as a Candidate.</i>
Qualifications and Experience	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Candidate Engineer with ECSA. [Civil/structural engineer or Electrical or Mechanical Engineer] ▪ Valid Drivers' Licence. ▪ Computer literate.

Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial IDMS.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Assist to prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Assist to prepare Packages/Individual Project Briefs. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Assist to monitor the implementation of Programmes/Projects. ▪ Make inputs to different Project Stage reports & designs. ▪ Assist to manage the interface between the end-user/community structures and Implementing Agent[s].

Post – One Post	Chief Construction Project Manager
Salary	<i>Province to include the entry notch of Grade A for Chief Construction Project Managers as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications and Experience	Degree in Built Environment
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Construction Project Manager with SACPSMP. ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial Infrastructure Delivery Management System [IDMS].
Key Responsibilities	<ul style="list-style-type: none"> ▪ Prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Prepare and/or approve Packages/Individual Project Briefs. ▪ Participate in the procurement of Professional Service Providers and Contractors. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Monitor the implementation of Programmes/Projects. ▪ Approve Project Stage reports & designs. ▪ Manage the interface between the end-user/community structures and Implementing Agent[s]. ▪ Manage people and budgets.

Post – One Post	Candidate Construction Project Manager
Salary	<i>Province to include the entry notch to the top notch for Candidates Construction Project Managers with the following statement: The Department will determine the salary notch based on years of experience post registration as a</i>

	<i>Candidate.</i>
Qualifications and Experience	Degree in Built Environment
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a professional Construction Project Manager with SACPSMP. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To assist to manage the delivery of the infrastructure built environment programmes and projects in line with the Provincial IDMS.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Assist to prepare the construction procurement strategy and the Infrastructure Programme Management Plan. ▪ Assist to prepare Packages/Individual Project Briefs. ▪ Contribute to the review and acceptance of the Infrastructure Programme Implementation Plan. ▪ Assist to monitor the implementation of Programmes/Projects. ▪ Make inputs to different Project Stage reports & designs. ▪ Assist to manage the interface between the end-user/community structures and Implementing Agent[s].

Post – One Post	Deputy Director : Finance : Infrastructure
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Degree in Commerce or Accounting or Economics
Other requirements	<ul style="list-style-type: none"> ▪ Valid Driver's Licence. ▪ Computer literate. ▪ Five years' experience post qualification.
Main Role	To give direction to and coordinate all Financial Management functions for the Chief Directorate including all financial issues and supply chain management issues pertaining to infrastructure projects/programmes.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Extract, analyse and validate financial information for infrastructure projects/programmes. ▪ Provide financial administration services for all infrastructure Programmes and Projects. ▪ Prepare financial reports. ▪ Provide budget administration services. ▪ Update and maintain a document management system for all financial documentation.

Post – One Post	Assistant Director : Finance : Infrastructure
Salary	<i>Province to insert entry notch of Level 9 or 10 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Diploma in Commerce or Accounting or Economics.
Other requirements	<ul style="list-style-type: none"> ▪ Valid Driver's Licence. ▪ Computer literate. ▪ Three years' experience post qualification.

Main Role	To assist with the coordination of all Financial Management functions.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Extract, analyse and validate financial information for infrastructure projects/programmes. ▪ Provide financial administration services for all infrastructure Programmes and Projects. ▪ Prepare financial reports. ▪ Provide budget administration services. ▪ Update and maintain a document management system for all financial documentation.

Post – One Post	Assistant Director : Property Management
Salary	<i>Province to insert entry notch of Level 9 or 10 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Diploma in Real Estate or related Property Management fields
Other requirements	<ul style="list-style-type: none"> ▪ Valid Driver's Licence. ▪ Computer literate. ▪ Three years' experience post qualification.
Main Role	To assist to implement property administration functions.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Implement land affairs matters. ▪ Update Immovable Asset Register. ▪ Administer leases. ▪ Administer Municipal Accounts. ▪ Administer use of utilities.

Post – One Post	Deputy Director : Institutional Improvement
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	<ul style="list-style-type: none"> ▪ Degree in Health Sciences or B Admin with Personnel Management or B Com Personnel Management
Other requirements	<ul style="list-style-type: none"> ▪ 3 – 5 Years' experience post qualification. ▪ Experience of the health system, standards, management practices, information systems, organisation development ▪ Valid Driver's Licence. ▪ Computer literate.
Main Role	To provide institutional support to the identified health facilities where infrastructure projects are implemented and changes in the operational health systems are required.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Implementation of organisational development strategies aimed towards seamless service delivery during infrastructure project implementation at Health Facilities. ▪ Facilitate change management programmes at Health Facilities as part of the delivery of infrastructure. ▪ Implementation of quality assurance programmes as part of the delivery of infrastructure. ▪ Monitor and report progress with implementation of institutional systems aligned to infrastructure delivery.

Post – One Post	Director Health Technology
Salary	<i>Provincial Department to insert entry notch of Level 13 or entry notch of the level against which the post was job evaluated by the Department.</i>
Qualifications and Experience	Degree in Health Sciences or Degree and/or Diploma in Electrical or Mechanical or Clinical Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Public Sector Management and/or related Management experience in the planning, commissioning and maintenance of medical equipment [6 – 8 years' experience post qualification]. ▪ 5 Years' middle management experience. ▪ Valid Driver's licence. ▪ Computer literate.
Main Role	To direct and monitor the specification, procurement, application, use and maintenance of health technology services.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Direct and manage strategic healthcare technology planning and assessment. ▪ Manage medical equipment acquisition and deployment. ▪ Direct and manage health technology maintenance services. ▪ Direct health technology policies, norms and procedures. ▪ Manage risks and quality improvements. ▪ Manage people. ▪ Manage finances.

Post – One Post	Deputy Director : Operations [Health Technology]
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Diploma in Electrical or Mechanical or Clinical Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Extensive experience in clinical engineering and maintenance models for medical equipment [Minimum of 3 - 5 year's post qualification]. ▪ Valid Driver's licence. ▪ Computer Literate.
Main Role	To coordinate maintenance and manage Facility Maintenance Hubs.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Provide training to users and clinical engineering personnel. ▪ Design system for reporting of adverse events and manage implementation. ▪ Design and roll out the maintenance management system for medical equipment. ▪ Prepare specifications. ▪ Implement medical equipment acquisition and deployment in the Province. ▪ Manage people. ▪ Manage budgets.

Post – Two Posts	Deputy Director : Projects [Health Technology]
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Diploma in Nursing or related Medical field or Electrical or Mechanical or Clinical Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Experience in medical field, clinical engineering, functioning of medical equipment and the application of health technologies and the interface between medical equipment and patients including outputs and measurements. ▪ Valid Driver's licence. ▪ Computer Literate.
Main Role	To manage health technology services projects [new commissioning] and upgrading.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Conduct planning and costing for health technology. ▪ Interpret and apply approved norms and standards per level of care. ▪ Supervise, monitor and manage procurement plans to obtain health technology required for infrastructure projects. ▪ Prepare commissioning plans for installation of medical equipment. ▪ Manage effective and efficient commissioning of medical equipment. ▪ Manage hand over of new installations and training. ▪ Manage people. ▪ Manage budgets.

Post – One Post	Deputy Director : Policies and Systems [Health Technology]
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Diploma in Nursing or related Medical field or Electrical or Mechanical or Clinical Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Extensive experience in clinical engineering and medical equipment policy, procedural and system modalities. [Minimum of 5 years post qualification]. ▪ Valid Driver's licence. ▪ Computer Literate.
Main Role	To determine policies, systems and standards for health technology services.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Develop policies and Standard Operating Procedures for the maintenance of medical equipment. ▪ Manage the implementation of medical equipment maintenance policies and procedures. ▪ Present training to internal personnel and for suppliers of medical equipment to the Province. ▪ Determine the standards and norms for adverse event case management. ▪ Design the system for adverse event reporting and manage implementation. ▪ Design and update a quality improvement plan.

	<ul style="list-style-type: none"> ▪ Prepare risk assessments and risk mitigation strategies. ▪ Provide Strategic Guidance on Procurement of Medical Equipment to Chief Executive Officers of Health Facilities and Departmental Supply Chain Management Officials.
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Post – One Post	Director Engineering and Technical Services
Salary	<i>Provincial Department to insert entry notch of Level 13 or entry notch of the level against which the post was job evaluated by the Department.</i>
Qualifications and Experience	Degree in Civil/Structural or Electrical/Mechanical Engineering.
Other requirements	<ul style="list-style-type: none"> ▪ Experience in health care engineering. ▪ 6 – 8 Years post qualification experience. ▪ 5 Years' middle management experience. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To provide for the effective and efficient management of the maintenance of Healthcare Facilities, laundries, utilities, other infrastructure and the related technical support services that sustain an enabling environment for healthcare delivery in a cost effective manner.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Manage the maintenance of health facilities, utilities and infrastructure ▪ Manage the provision of professional engineering services and providing support to the Chief Directorate and Health Facilities ▪ Manage the acquisition and deployment of maintenance resources ▪ Manage the provision of linen and laundry services to Health Facilities ▪ Manage healthcare infrastructure risk and quality improvement programmes ▪ Manage compliance with the provisions of the occupational Health and Safety Act [OHS] related to equipment and effective waste management. ▪ Manage people. ▪ Manage finances.

Post – One Post	Deputy Director : Maintenance
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	<ul style="list-style-type: none"> ▪ Degree or Diploma in Engineering. ▪ Valid Drivers' Licence.
Other requirements	<ul style="list-style-type: none"> ▪ Experience in health care engineering. ▪ 3 - 5 Years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To perform and manage technical services and support in engineering research, design, manufacturing, operations and maintenance.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Manage technical services, workshops and technical

	<p>office activities in conjunction with engineering manager.</p> <ul style="list-style-type: none"> ▪ Design and manage maintenance strategy and system. [Only day-to-day, emergency and routine/preventive maintenance]. ▪ Guide the development of maintenance plans by Maintenance Hubs. ▪ Oversee, plan and control the performance of day-to-day, routine/preventative and emergency maintenance at healthcare facilities. ▪ Manage people. ▪ Manage budgets.
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Post – One Post	Chief Engineer [Electrical or Mechanical]
Salary	<i>Province to include the entry notch of Grade A for Chief Engineers as the minimum salary with the following statement: The Department will award a higher salary depending on the expertise of the applicant.</i>
Qualifications and Experience	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. [Electrical or Mechanical Engineer – <i>Province to decide before advertisement is placed</i>] ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To perform and manage all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications and provide strategic direction in the process.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Undertake engineering designs. ▪ Perform final review and approvals of audits on new engineering designs according to design principles or theory. ▪ Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources. ▪ Set engineering maintenance standards, specifications and service levels according to organisational objectives to ensure optimum operational availability. ▪ Monitor maintenance efficiencies according to organisational goals to direct or redirect engineering services for the attainment of organisational objectives. ▪ Provide effective engineering and project management services. ▪ Manage compliance with OHS and related legislation. ▪ Undertake research. ▪ Manage people and budgets.

Post – Two Posts	Engineer [Electrical and Mechanical]
Salary	<i>Province to include the entry notch of Grade A and maximum notch of Grade C for Engineers with the following statement: The Department will determine the salary notch based on</i>

	<i>years of experience post professional registration.</i>
Qualifications and Experience	Degree in Engineering
Other requirements	<ul style="list-style-type: none"> ▪ Registered as a Professional Engineer with ECSA. [Electrical and Mechanical]. ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To perform and manage all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Undertake engineering designs. ▪ Perform final review and approvals of audits on new engineering designs according to design principles or theory. ▪ Implement the maintenance strategy. ▪ Set engineering maintenance standards, specifications and service levels according to organisational objectives to ensure optimum operational availability. ▪ Monitor maintenance efficiencies according to organisational goals to direct or redirect engineering services for the attainment of organisational objectives. ▪ Provide effective engineering and project management services. ▪ Undertake research.

Post – One Post	Deputy Director : Occupational Health and Safety
Salary	<i>Province to insert entry notch of Level 11 or 12 depending on Job Evaluation Results of the Department</i>
Qualifications and Experience	Degree or Diploma in Environmental Health, Engineering or Relevant Field.
Other requirements	<ul style="list-style-type: none"> ▪ 3 – 5 year's post qualification experience. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To maintain a safe environment in Health Facilities in line with the Occupational Health and Safety Act and related legislation in terms of Waste Management.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Strategic Management of Occupational and Equipment Safety in Health Facilities in collaboration with Engineering and Professional Services. ▪ Assist Health Facilities to draw up specifications and monitor compliance by service providers regarding safety matters. ▪ Perform regular compliance inspections and audits at Health Facilities [regular safety audits]. ▪ Conduct and/or arrange investigations into incidents and recommend mitigation measures to prevent recurrence. ▪ Oversee establishment of Health and Safety Committees at various Health Facilities. ▪ Manage the effective implementation of Health Care Risk Waste Management.

	<ul style="list-style-type: none"> ▪ Manage people. ▪ Manage budgets.
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Post - One Post	Control Engineering Technician
Salary	First notch of Grade A for Control Engineering Technicians
Qualifications and Experience	<ul style="list-style-type: none"> ▪ National Diploma in Engineering or equivalent relevant qualification.
Other requirements	<ul style="list-style-type: none"> ▪ Registration with ECSA as a Professional Engineering Technician. ▪ Six years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To render technical services and support in terms of the management of Service Providers responsible for the maintenance of lifts and manage the analysis of information on the use of utilities.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Determine and maintain engineering norms and standards for lifts. ▪ Undertake inspections of lifts to validate quality of performance of Service Providers in terms of maintenance contracts. ▪ Make recommendations related to non-performance in terms of maintenance contracts for lifts. ▪ Investigate all new lift installations and equipment to validate compliance with the Occupational Health and Safety Act and the Engineering Regulations issued in terms of the Act. ▪ Manage the design and establishment of a system to collect credible data on the use of utilities by Health Facilities. ▪ Undertake research. ▪ Manage people. ▪ Manage budgets.

Post - Two Post	Engineering Technician
Salary	<i>Province to include the entry notch of Grade A and maximum notch of Grade C for Engineering Technicians with the following statement: The Department will determine the salary notch based on years of experience post professional registration.</i>
Qualifications and Experience	National Diploma in Engineering or equivalent relevant qualification.
Other requirements	<ul style="list-style-type: none"> ▪ Registration with ECSA as a Professional Engineering Technician. [Mechanical or Electrical] ▪ Three years' experience post qualification. ▪ Valid Drivers' Licence. ▪ Computer literate.
Main Role	To render technical services and support in engineering research, design, manufacturing, operations and maintenance.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Assist the Engineer with technical activities. ▪ Promote safety in line with statutory and regulatory

	<p>requirements.</p> <ul style="list-style-type: none"> ▪ Evaluate existing maintenance technical manuals, standard drawings and procedures. ▪ Produce technical designs with specifications. ▪ Assist to manage the execution of the maintenance strategy. ▪ Assist to set engineering maintenance standards, specifications and service levels according to organisational objectives to ensure optimum operational availability. ▪ Assist to monitor maintenance efficiencies according to organisational goals to direct or redirect engineering services for the attainment of organisational objectives. ▪ Collect and analyse data on use of utilities by Health Facilities. ▪ Undertake research.
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Post - One Post	Chief Works Inspector
Salary	<i>Province to insert entry notch of Level 8</i>
Qualifications and Experience	National Diploma in Building or Mechanical or Electrical or N3 with passed Trade Test or National Diploma in Engineering.
Other requirements	<ul style="list-style-type: none"> ▪ Three to Five Years' experience post qualification. ▪ Valid Drivers' License. ▪ Computer literate.
Main Role	To manage the design and implementation of inspections of buildings and machinery to validate compliance with Occupational Health and Safety Requirements.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Provide technical inputs to Health Facilities to draw up specifications and monitor compliance by service providers regarding safety matters. ▪ Implement regular compliance inspections and audits at Health Facilities [regular safety audits]. ▪ Conduct investigations into accidents and make recommendations. ▪ Manage the analysis of technical data. ▪ Make recommendations in terms of interventions required in terms of condition of buildings and or machinery that are compromising adherence with occupational health and safety requirements. ▪ Manage the development of plans to address shortcomings in terms of compliance in terms of Occupational Health and Safety Requirements, Environmental Requirements and Quality Assurance Standards. ▪ Manage people and budgets.

Post – Two posts	Works Inspector
Salary	<i>Province to insert entry notch of Level 6</i>
Qualifications and Experience	National Diploma in Building or Mechanical or Electrical or N3 with passed Trade Test or National Diploma in Engineering.
Other requirements	<ul style="list-style-type: none"> ▪ One Years' experience post qualification.

	<ul style="list-style-type: none"> ▪ Valid Drivers' License. ▪ Computer literate.
Main Role	To implement inspections on compliance with the OHS legislation in terms of machinery or buildings at all Health Facilities and assist with the development and implementation of remedial plans.
Key Responsibilities	<ul style="list-style-type: none"> ▪ Provide technical inputs to Health Facilities to draw up specifications and monitor compliance by service providers regarding safety matters. ▪ Implement regular compliance inspections and audits at Health Facilities [regular safety audits]. ▪ Conduct investigations into accidents. ▪ Collect and analyse technical data. ▪ Make recommendations in terms of interventions required in terms of condition of buildings and or machinery that are compromising adherence with occupational health and safety requirements. ▪ Implement OHS Plans. ▪ Provide OHS training.