

NATIONAL DEPARTMENT OF HEALTH

It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

APPLICATIONS: The Director-General, National Department of Health, Private Bag X399, Pretoria. 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR or should be forwarded to recruitment@health.gov.za quoting the reference number on the subject e-mail

FOR ATTENTION: Ms T Moepi

NOTE: All short-listed candidates 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 for SMS posts, 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 batteries. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV only (previous experience must be comprehensively detailed). The Z83 must be fully completed (in line with DPSA Practice note), failure to comply will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to the final selection phase. Applications should be on one PDF format (If emailed). Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act (POPIA) Your information will be used solely for the purpose of this promotion and will not be shared with third parties without prior consent unless required by law. The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications.

POST : **DEPUTY DIRECTOR: CHANGE MANAGEMENT (REF NO: NDOH 86/2025)**

Please note that this is a re-advert, applicants who previously applied need to re-apply.

SALARY : An all-inclusive remuneration package of R896 436 per annum [basic salary consists of 70% or 75% of total package, salary package will be structured according to Middle Management Service guidelines]

CENTRE : Chief-Directorate: Health System Digital Information. Pretoria

REQUIREMENTS : A Grade 12 certificate and an NQF Level 7 qualification in Information Communication Technology / Information Technology and/or Computer Science. ICT Project Management and Change Management certificates will be an advantage. At least three (3) years' middle managerial/supervisory at ASD or equivalent level experience in Change management. Knowledge of change management principles, methodologies, and tools. Understanding of NHI Digital Health Context and its various aspects, from strategy through to implementation, understanding of how people go through a change and change process, ICT standards, policies and procedures, familiarity with

project management approaches, tools and phases of the project, knowledge of the health sector (Basic), National Health Insurance Plan, Public Service Regulation and Public Service Act as well as National Health Act/Bill. Good communication (verbal and written), team management, analytical, risk and issue management, strategic thinking and planning, conflict resolution, programme and project Management Methodologies, effective organizational and time management, resilience and teamwork skills. Ability to work independently and as part of a team and willingness to travel regularly. A valid driver's license.

DUTIES : Documenting and maintaining the Change Management policy, processes, and standards. Develop, implement and maintain ICT Change Management policies and procedures and ensure that the entire organization complies with the procedures. Develop and present Change Management reports as required. Establish, document, implement, manage, and monitor the Release Management policies and processes. Foster culture of change and communication.

ENQUIRIES : Ms M Wolmarans at milani.Wolmarans@health.gov.za

CLOSING DATE : 15 December 2025

MEDIA : PSVC and NDOH Website