



dcstm

Department:
Community Safety and Transport Management
North West Provincial Government
REPUBLIC OF SOUTH AFRICA



HUMAN RESOURCE MANAGEMENT

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KG MAKAOA

DEPARTMENT OF COMMUNITY SAFETY AND TRANSPORT MANAGEMENT – NORTH WEST VACANCY CIRCULAR NO. 02 OF 2023/2024 FINANCIAL YEAR

This Department 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 and candidates whose transfer/promotion/appointment will promote representivity will receive preference. An indication in this regard will facilitate the processing of applications.

APPLICATIONS: The Head of Department, Department of Community Safety and Transport Management, Private Bag x19, MMABATHO, 2735 Office No. 105, 1st Floor, Tirelo Building, Cnr Albert Luthuli Drive and Dr. James Moroka Drive, for Attention Kegomoditswe Makaota.

Compliance Note: Applications must be submitted on the improved Z83, approved to be utilized with effect 01 January 2021, which must be fully completed and compulsory to be signed and dated. Should the applicant/s use incorrect application form for employment (Z83), the application/s will not be considered for selection purposes (disqualified). The Z83 must be accompanied by detailed Curriculum Vitae with at least three (3) names of referees with current contact details. Subjects of relevant qualification/s should be mentioned in the CV. Applicants are requested to complete the Z83 form properly and in full. Sections A, B, C and D are compulsory, and Sections E, F and G do not need to be completed if a detailed CV covering the Sections mentioned is attached, however question related to conditions that prevent re-appointment under Part F is compulsory. Applicants are not submitting copies//proof/certificates/attachments/drivers licence/qualifications on application, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interviews. The employment application form (Z83) is obtainable at any National or Provincial Department, and it is accessible on the DPSA web-site, www.dpsa.gov.za.

Failure to submit or comply with the requested documents will result in the application not being considered. Should the applicant fail to submit or not comply with the requested documents, or not meet minimum requirements of the job as per the post advertised, this will result in the employment application not being considered.

Qualifications of shortlisted candidates will be verified with SAQA. Candidates must indicate the number of the post/reference number in their applications. Candidates requiring additional information regarding an advertised post must direct their queries to the person reflected as enquiries below the post applied for. Applications should be forwarded in time to the department since applications received after the closing date indicated below will as a rule not be accepted. **Emailed applications will not be accepted.** It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. The Department reserves the right not to make appointments and correspondence will be limited to shortlisted candidates only. Personnel suitability check records will be verified. Applicants must disclose if she/he is not a Director/Shareholder of a company or conducting any Business with organ of State. They must also disclose or inform whether he/she is performing any additional remunerative work outside his /her normal duties. All appointments are subjected to a positive qualifications verification as well as security clearance and vetting. SMS appointments are also subjected to SMS competency assessment as a DPSA requirement. All shortlisted candidates for SMS posts and positions with requisite skills will be subjected to a technical exercise that intends to test relevant technical elements of the job. Certificate for Pre-Entry into Senior Management Services (SMS) is a mandatory requirement (SMS Pre-Entry Programme) is offered by the National School of government,, information can be accessed via this link: <https://www.thensg.gov.za>. The appointee to SMS post must be in possession of such, prior to taking up the post.

CLOSING DATE: 19/06/2023 AT 15H30

"Let's Grow North West Together"



POST - : **DIRECTOR : TRANSPORT TERMINALS**

REF.NO : **04/2023/24**

CHIEF DIRECTORATE : **TRANSPORT OPERATIONS**

SALARY : **Remuneration package of R116 2200.00 per annum. The inclusive contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract.**

CENTRE: MAHIKENG

REQUIREMENTS: Grade 12 certificate plus a recognised NQF 7 Qualification in Transport Economics /Economics/Aviation Management/ Transport Logistics. Five (5) years of experience at middle senior managerial level in Transport Fraternity. Valid Drivers' License

KNOWLEDGE: Knowledge and interpretation of National Transport Policy; National Civil Aviation Policy; National Airport Development Plan; ICAO Annexes; North West Airport Master Plan; National Transport Master Plan; National Freight Logistics Strategy; Civil Aviation Legislation; PFMA; Human Resource Practices; Labour Relation Practices. **SKILLS:** Strategic capacity and leadership. Programme and project management. Financial management and service delivery innovation. Written and verbal communication skills at a high level (report writing, presentation, etc.). Planning and organising. Computer Literacy. Problem-solving. Negotiation. Must have good interpersonal skills and be able to maintain positive interpersonal relations. Ability to work independently and as part of the team. Must be willing to travel and be able to work under pressure. Must be able to manage and empower staff. High level of reliability, ability to act with tact and discretion.

DUTIES: Oversee the implementation of the National Civil Aviation Policies, National Airlift Strategy, National Transport Master Plan, National Transport Policy, National Airport Development Plan, and National Freight Logistics Strategy. Ensure compliance to the South African Civil Aviation Authority and the International Civil Aviation Organisation prescripts in the Provincial airports. Coordinate the development and updates of the Provincial Freight Data Bank Corridor Development Promotion of the use of other modes of transport such as Rail transport. Implementation of the North West Airport Masters plan and other related strategies. Provide strategic Leadership.

Enq: Ms M. Dayel, Tel: 018 200 8027



POST : DIRECTOR: COMMUNICATION SERVICES

REF.NO : 05/2023/24

CHIEF DIRECTORATE : CORPORATE SERVICES

SALARY : Remuneration package of R116 2200.00 per annum. The inclusive contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract.

CENTRE: MAHIKENG

REQUIREMENTS: Grade 12 certificate plus a recognised NQF 7 Qualification in Communications/Public Relations/Journalism/Marketing or any related. Five (5) years of experience at Middle Management at Communication environment. Valid Drivers' License

KNOWLEDGE: Knowledge of Government Communications Regulatory Frameworks. Knowledge of Public Finance Management Act (PFMA). Knowledge of public services Act, public services regulations and frameworks. Ability to Conceptualise policy and apply it successfully.

SKILLS: High level of written and verbal communication with ability to make presentations. Services delivery innovative and management skills. Leadership and administrative skills. High level of proficiency in financial management as well as ability to hold himself/herself accountable. Proven. Computer literacy. Ability to interact professionally and effectively with diverse Stakeholders. Analytic skill and problem solving skills. Have the ability to generate new idea and improve where circumstances require. Problem solving and decision making.

PERSONAL ATTRIBUTES: A creative, Assertive and confident approach. Ample initiative and an independent work ethic, self –motivated and reliable. Ability to provide vision, set organisational direction and inspire others to deliver organisational mandate. Must have good interpersonal skills and be able to maintain positive interpersonal relations. Ability to work independently and as part of the team. Must be willing to travel and be able to work under pressure. Must be able to manage and empower staff. High level of reliability, ability to act with tact and discretion.

DUTIES: Manage, develop and maintain the communications strategy. Develop communication policy and plan of the Department and ensure their effective monitoring and implementation. Ensure effective and integrated coordination of all marketing, branding, media liaison events and promotions in line with Departmental strategies. Contribute to coordinated Government communication. Participate in the Provincial Communicator's Forum, cluster communication work and other forums aimed at collective planning of Government Communication Programmes. Facilitate regular and direct interaction between the MEC/Department, citizens or stakeholders served by the Department. Manage the production and distribution of publications and other information materials and ensure these reach the targeted audiences. Articulate the policy and strategic positions and programmes of the Department in the media and other communication platforms. Evaluate and monitor implementation of communication policies, strategies and programmes. Effectively manage the programmes financial and human resources.

Enq: Dr N. Dikobe, Tel: 018 200 8022



POST : DIRECTOR-DISTRICT OPERATIONS X2

REF. NO : 06/2023/24

CHIEF DIRECTORATE : DISTRICT COORDINATION AND GOVERNMENT FLEET

SALARY : Remuneration package of R116 2200.00 per annum. The inclusive contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract.

CENTRE : NGAKA MODIRI MOLEMA (MAHIKENG) AND DR RUTH SEGOMOTSI MOMPATI(VRYBURG)

REQUIREMENTS: Grade 12 certificate plus a recognised NQF 7 Qualification in Public Administration/Administration Management or related qualification. Five (5) years of experience at middle senior managerial level in Administration. Valid Drivers' License.

KNOWLEDGE: Knowledge of Government Communications Regulatory Frameworks. Knowledge of Public Finance Management Act (PFMA). Knowledge of public services Act, public services regulations and frameworks. Ability to Conceptualise policy and apply it successfully. **SKILLS:** Strategic capacity and leadership. Programme and project management. Financial management and service delivery innovation. Written and verbal communication skills at a high level (report writing, presentation, etc.). Planning and organising. Computer Literacy. Problem-solving. Negotiation. Must have good interpersonal skills and be able to maintain positive interpersonal relations. Ability to work independently and as part of the team. Must be willing to travel and be able to work under pressure. Must be able to manage and empower staff. High level of reliability, ability to act with tact and discretion. **PERSONAL ATTRIBUTES:** A creative, Assertive and confident approach. Ample initiative and an independent work ethic, self –motivated and reliable. Ability to provide vision, set organisational direction and inspire others to deliver organisational mandate. Must have good interpersonal skills and be able to maintain positive interpersonal relations. Ability to work independently and as part of the team. Must be willing to travel and be able to work under pressure. Must be able to manage and empower staff. High level of reliability, ability to act with tact and discretion.

DUTIES: Oversee the District by monitoring law and order for all modes of transport through law enforcement services. Oversee monitoring and oversight of Police Services. Ensure implementation of partnerships strategy to mobilize role players and stakeholders to strengthen service delivery by Police Service. Ensure implementation of Road Safety within the District. Ensure the provision of Government fleet Services. Managing the provision of Transport Operations. Ensure management and controlling operator licenses and permits. Managing the provision of Corporate Management Services within the District. Facilitation of District development model for the Department. Provide strategic Leadership. Manage key areas of personnel.

Enq: Dr N. Dikobe, Tel: 018 200 8022



POST : **DEPUTY DIRECTOR: CRIME PREVENTION PARTNERSHIPS (X3)**

REF.NO : **07/2023/24**

CHIEF DIRECTORATE : **PROVINCIAL SECRETARIAT FOR POLICE SERVICE**

DIRECTORATE : **CRIME PREVENTION PARTNERSHIPS**

SALARY : **Remuneration package of R958 824.00 per annum. The inclusive contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract.**

CENTRE : **NGAKA MODIRI MOLEMA, DR RUTH SEGOMOTSI MOMPATI AND DR KENNETH KAUNDA DISTRICTS**

REQUIREMENTS: Grade (12) certificate or equivalent plus three (3) year National Diploma/ Degree in Social Sciences/ Community Development or any related equivalent qualification. Five (5) to Ten (10) years' relevant work experience within safety and security environment of which three (3) years must be at Junior Management (Assistant Director Level) level. Valid Code EB (08) Driver`s License. **KNOWLEDGE:** Knowledge and Understanding of the National Crime Prevention Strategy, Knowledge of the SAPS Act, Knowledge of the Civilian Secretariat Act, Knowledge of Public Service Act and Regulations. Understanding of Public Financial Management Act. Knowledge of Safety Management. Public Service Code of Conduct. **SKILLS:** Community Mobilisation. Coordination and facilitation. Negotiation and resource mobilization. Interpersonal and Report writing. Programme and project management skills. Client orientation and customer focus. Basic research and data analysis skills. Ability to interpret policies. Facilitation and Good presentation skills. Good verbal and written communication. Computer literacy (Microsoft, Excel and PowerPoint). Ability to function independently and as a team. Willingness to travel and work irregular hours. Problem solving skills and decision making. Conflict management skills.

DUTIES: Enhance the quality and accessibility of safety programmes. Encourage dialogues on safety and crime prevention. Initiate and coordinate crime prevention programmes. Coordinate the development, implementation and review of Provincial Crime Prevention Strategies. Promote community Police relations. Enhance community safety Structures. Establish and promote public –private partnerships. Promote community participation in crime prevention initiatives. Coordinate the development and evaluation of safety models. Manage key performance responsibilities of the managed.

Enquiries: Ms. KF Nchoe, Tel. Nr 018 200 8096/8097



POST : **DEPUTY DIRECTOR: POLICY AND RESEARCH**
REF.NO : **08/2023/24**
DIRECTORATE : **PROVINCIAL SECRETARIAT FOR POLICE SERVICE**
SALARY : **Remuneration package of R958 824.00 per annum. The inclusive remuneration package consists of a basic salary, contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract**

CENTRE: MAHIKENG

REQUIREMENTS: Grade 12 or equivalent. A recognized appropriate Degree in the Policy and Research fields, and or a Degree in Sociology/Human Developmental Studies/Political Science/Law. Five (5) to Ten (10) years of experience at any work related to Community Development, stake holder coordination, and policy and Research environment as a Researcher or Policy Developer. Three (3) years must be at Junior Management (Assistant Director Level). Valid Code EB (08) Driver`s License. **KNOWLEDGE:** Government Legislation, project management, policy Development processes, Research Methodologies, community-level sustainable Development Research and Policy. Monitoring, Evaluation and Analysis exposure/acquired knowledge will be added advantage **SKILLS:** People management; Research and Report writing, Strategic Leadership Qualities, Communication; Conflict Management, Mediation, Evaluation, Monitoring Strategy Development; Review methodologies, Data Analysis and Data packaging; Graphics and presentations; Computer Simulation as a Research tool; Computer Literacy, Development of data spreadsheets.

DUTIES: Develop and Review Frameworks/Strategies/Guidelines on all aspects of Policing, Crime Prevention, Community Development and Stakeholders Coordination. Conduct Analysis of all policy and Legislation relevant to crime Prevention, Monitoring and Oversight in the sector. Direct and supervise all subordinates, Development and Manage the unit budget, Monitor implementation of Resources in the Unit. Analyse crime trends, rate of convictions and crime statistics, provide timeous evidence based strategic research and policy advice and legislative support. Facilitate research on policing matters.

Enq: Ms MC Maleme Tel: 018 200 8030/8031



POST : **DEPUTY DIRECTOR: INFRASTRUCTURE PROJECTS**

REF.NO : **09/2023/24**

DIRECTORATE : **TRANSPORT REGULATIONS**

SALARY : **Remuneration package of R811 560.00 per annum. The inclusive remuneration package consists of a basic salary, contribution to the Government Employee Pension Fund, medical fund and a flexible portion in terms of applicable rules. The successful candidate must enter into a performance agreement and sign employee contract**

CENTRE: MAHIKENG

REQUIREMENTS: A grade 12 certificate or equivalent plus three (3) years National Diploma / Bachelor's Degree in Built Environment field or any related equivalent qualification. Five (5) to Ten (10) years of experience at any work related to Project Management. Three (3) years must be at Junior Management (Assistant Director level). Certificate in project management recognized by SACPCMP. Compulsory registration with SACPCMP as a professional Construction Project Manager. Valid driver's license.

COMPETENCIES: Strategic Capability and Leadership. People Management and Empowerment. Strong Programme and Project Management. Financial Management. Change Management. Knowledge Management. Service Delivery Innovation. Problem solving and Analysis. Client Orientation and Customer focus. Communication. Project Management Skills. Principles and Methodologies. Project and Professional Judgment. Computer-aided Engineering and Project applications. Project design and analysis knowledge. Project operational communication. Process Knowledge and Skills. Maintenance Skills and Knowledge. Mobile equipment operating Skills. Legal and Operational Skill. Legal and Operational Compliance. Research and Development. Creating High Performance Culture. Technical Consulting.

DUTIES: Overseer and manage inputs to the design of all departmental infrastructure project. Manage new infrastructure capital projects planning and implementation. Working with the project stakeholders to successfully implement and complete the project. Monitor planned maintenance projects. Setting norms and standards regarding Project Management Services. Controlling of Infrastructure Projects of the Department. Manage financial management of the projects. Assisting project leaders with business case development. Prioritising project in terms of an organisation's overall governance project portfolio processes, Ensuring the links to departmental strategic goals. Manage personnel.

Enquiries: Mr Molefi Morule, Tel 018 3819104



POST : **ASSISTANT DIRECTOR: CRIME PREVENTION**
REF NO. : **10/2023/24**
CHIEF DIRECTORATE : **PROVINCIAL SECRETARIAT FOR POLICE SERVICE**
DIRECTORATE : **CRIME PREVENTION PARTNERSHIPS**
SALARY : **R 527 298 pa (SL 10)**
CENTRE : **NGAKA MODIRI MOLEMA (X1), DR RUTH
SEGOMOTSI MOMPATI (X2) BOJANALA (X2)
DISTRICTS**

REQUIREMENTS: Grade (12) certificate or equivalent plus three (3) year National Diploma/ Degree in Social Sciences, Community Development or any related equivalent qualification. Three (3) to Five (5) years' relevant work experience in within Crime Prevention Partnerships or Safety & Security environment of which two (2) years must be at supervisory level. Valid Code EB (08) Driver`s License. **KNOWLEDGE:** Knowledge and Understanding of the National Crime Prevention Strategy. Knowledge of the SAPS Act. Knowledge of the Civilian Secretariat Act. Knowledge of Public Service Act and Regulations. Understanding of Public Financial Management Act. Knowledge of Safety Management. Public Service Code of Conduct. **SKILLS:** Community Mobilisation. Coordination and facilitation. Negotiation and resource mobilization. Interpersonal and Report writing. Programme and project management skills. Client orientation and customer focus. Basic research and data analysis skills. Ability to interpret policies. Facilitation and Good presentation skills. Good verbal and written communication. Computer literacy (Microsoft, Excel and PowerPoint). Ability to function independently and as a team. Willingness to travel and work irregular hours. Problem solving skills and decision making. Conflict management skills.

DUTIES: Mobilise communities against Crime. Establish and promote public –private partnerships. Promote community police relations. Enhance community safety structures within the districts. Enhance the quality and accessibility of safety programmes. Review and implement Provincial Crime Prevention Strategies. Manage key performance responsibilities of the managed.

Enquiries: Ms. KF Nchoe, Tel. Nr 018 200 8096/8097



POST : **ADMIN OFFICER: CRIME PREVENTION**
REF NO. : **11/2023/24**
CHIEF DIRECTORATE : **PROVINCIAL SECRETARIAT FOR POLICE SERVICE**
DIRECTORATE : **CRIME PREVENTION PARTNERSHIPS**
SALARY : **R 294 321 pa (SL 7)**
CENTRE : **DR SEGOMOTSI MOMPATI (1x), BOJANALA (x1) AND
DR KENNETH KAUNDA (x1) DISTRICTS**

REQUIREMENTS: Grade 12 Certificate or equivalent and three (3) year National Diploma/Degree in Public Administration /Administration or any related equivalent qualification. Valid Code EB (08) Driver`s License. **KNOWLEDGE:** Knowledge of Public Service Act and Regulations. Understanding of Public Financial Management Act. Knowledge of Public Service Code of Conduct. Knowledge and understanding of basic procurement processes **SKILLS:** Administration. Coordination and facilitation. Negotiation and resource mobilization. Interpersonal and Report writing. Good verbal and written communication. Computer literacy (Microsoft, Excel and PowerPoint). Ability to function independently and as a team. Problem solving skills. Conflict management skills.

DUTIES: Provide administrative support to the Sub-Directorate. Attend to the Procurement processes for the Sub-Directorate. Manage all allocated resources. Compile minutes and reports. Manage key performance responsibilities of the managed.

Enquiries: Ms. KF Nchoe, Tel. Nr 018 200 8096/8097

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**POST : RISK MANAGEMENT COMMITTEE CHAIRPERSON.X1
AND RISK MANAGEMENT COMMITTEE MEMBER X1**

REF.NO : 12/2023/24

DIRECTORATE : RISK MANAGEMENT

In terms of section 38 of the Public Finance Management Act, 1999 (Act No. 1 of 1999)(PFMA), Treasury Regulations and Public Sector Risk Management Framework, the Department of Community Safety and Transport Management calls for qualified and interested persons to serve on its Risk Management Committee (for a three - year period

Terms of Appointments: A suitable and qualified person will be appointed for a period of three (3) Years. Thereafter, the Accounting officer *May* renew the period for another term. four statutory meetings per annum. Additional meetings may be convened as and when necessary. Please note that this Is not a full – time position. The Risk Management Committee schedules four statutory meetings per annum. Additional meetings may be convened as and when necessary.

SALARY: The compensation of Risk Management Committee members is done as per the National three (3) Years. Thereafter, the Accounting officer *May* renew the period for another term. Please note that this is not a full – time position. The Risk Management Committee schedules four statutory meetings per anum. Additional meetings may be convened as and when necessary. Treasury's determination. National Treasury Schedules in this regard are issued annually with specific hourly or daily rates. Other refundable expenses will be based on the Department's related policies and in line with the National and Provincial Treasury guidelines.

CENTRE: MAHIKENG

REQUIREMENTS: Matric plus a National Diploma or Degree in Accounting/ Risk Management/Business Management/ Financial Management and any related Qualification such as chartered Accountant/ Master of Business/ Certified Internal Audit will be an added advantage. **Experience:** A person must have more than five years' Senior Management experience in Auditing/ Finance/ Risk Management. Previous experience of serving in the Risk Management Committees and/ or Audit Committees will be advantageous. Knowledge of the PFMA, Treasury Regulations and the Public Sector Risk Management Framework. Public Sector knowledge will also serve as an added advantage.

Competencies: Must be objective and independent. An enquiring and analytical mind-set regularity framework within which Provincial Department communication and report writing skills. An understanding of the regulatory framework within which Provincial Departments operate.



DUTIES: Assist the Accounting Officer in the effective execution of his/her responsibilities and fulfil Oversight responsibility with regard to Governance, risk management, internal control, legal and regulatory compliance external and internal audit, fraud and irregularities. Assist the Accounting Officer in building trust and confidence on how the Department is managed, and regulate and discharge all the responsibilities as contained in the Risk Management Committee Charter (e.g. review of the risk management literatures; review of the risk register and other related documents etc.)

Enq: M.G Mothibedi – 018 200 8001/5

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POST : **SECRETARY X2**
REF.NO : **13/2023/24**
DISTRICT OPERATIONS : **BOJANALA AND DR KENNETH KAUNDA**
SALARY : **R202 233.00 pa (SL 5)**
CENTRE : **DR. KENNETH KAUNDA (KLERKSDORP) AND
BOJANALA (BRITS)**

REQUIREMENTS: Grade 12/ Senior Certificate with typing as a subject or any other related training course/qualification that will enable the candidate to perform the work satisfactorily. Zero (0) to one (1) Year relevant experience. **KNOWLEDGE:** Knowledge and experience in executing secretarial duties. Knowledge of general office administration and ability to operate and organise office efficiently. Ability to provide excellent customer service. Ability to conceptualise and initiate new innovative approaches to optimise the secretarial service provided to the manager. Knowledge of Word, Excel and Power point. Language proficiency (written and verbal). **SKILLS:** Analytical and innovative thinking ability as well as problem solving skills and interpersonal skills. Computer literacy. Organizing, telephone etiquette and typing skills. High level of reliability. Ability to act with tact and discretion. Ability to work under pressure. Knowledge of documentation management. Good filing (electronic and manual) and problem-solving skills. Ability to do research and analyse documents and situations.

DUTIES: Provide a secretarial support service to the District. Type routine notes, memos, letters and reports. Receive telephone calls and refer to the relevant role players. Finalise telephone queries. Operate office equipment and ensure that they are in a good working order. Record engagements of the Director and assist in the management of his/her diary. Clear the Manager's desk daily. Register incoming and outgoing correspondence. Manage the safekeeping of documents. Draft routine documents as requested. Arrange travel and accommodation and processing subsequent travel claims and currency reconciliation. Handle procurement of stationary, refreshments etc. Set up meetings, including arrangement of meeting rooms, equipment and catering, notifying attendees and circulate material. Collect agenda items. Compile agendas and minutes. Provide a reception, communication and coordination service as well as office security service.

Enq: Dr N. Dikobe, Tel: 018 200 8022

A handwritten signature in black ink, appearing to be 'B. N. Dikobe', written in a cursive style.