



## correctional services

Department:  
Correctional Services  
REPUBLIC OF SOUTH AFRICA

### DEPARTMENT OF CORRECTIONAL SERVICES CLOSING DATE: 30 JUNE 2025 @ 15H45

**KINDLY INDICATE THE REFERENCE NUMBER ON THE SUBJECT LINE FOR EMAILED APPLICATIONS**

#### **APPOINTMENTS IN TERMS OF THE CORRECTIONAL SERVICES ACT**

##### **CENTRE COORDINATOR: CORRECTIONAL SERVICE CONTROLLER [CB6]**

###### **Limpopo, Mpumalanga and North West Region**

Kutama Sinthumule (Ref: LMN 2025/06/01)

###### **Free State and Northern Cape Region**

Mangaung (Ref: FSNC 2025/06/01)

**Salary: R1 042 434 all-inclusive package**

**Requirements:** Relevant degree or national diploma in Behavioural Sciences and successful completion of Corrections Science Learnership/ Basic Training. Seven (7) years relevant experience in a supervisory post. Valid driver's licence. Computer literate.

**Competencies and attributes:** Firearm skills and the use of relevant security technology. Strategic capability and leadership, policy development and good communication skills. Sound project and programme management skills. Transformation, change and conflict management abilities. Stakeholder management skills. Problem solving, analysis and decision-making skills. Service delivery innovation. People management and empowerment. In depth understanding of safety and security within a correctional environment. Integrity and honesty. Good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998.

**Responsibilities:** Monitor compliance and daily operations in terms of the concession contract and Correctional Services Act 111 of 1998. Verify information received from the contractor. Conduct investigations of possible breaches in terms of the concession contract. Check whether standard requirements have been met. Empowerment and monitoring through ensuring participation of previously disadvantaged enterprises in the contract entity. Monitor issuance of observation and non-compliance notices. Compilation of annual, operational and empowerment reports. Act as a controller over payments and invoices. Management of performance information. Manage human resources, finances and assets.

##### **FARM MANAGER (CB-5)**

###### **Western Cape Region**

Brandvlei (Ref: WC 2025/06/01)

Drakenstein (Ref: WC 2025/06/02)

###### **Limpopo, Mpumalanga and North West**

Rooigrond (Medium B): (Ref: LMN 2025/06/02)

###### **Free State and Northern Cape**

Groenpunt (Medium): (Ref: FSNC 2025/06/02)

**Salary: R579 738 per annum**

**Requirements:** Relevant degree/national diploma in Agriculture (Animal/ Plant Production) or equivalent qualification. Seven (7) years relevant experience gained in a supervisory post. Successful completion of Corrections Science learnership/ Basic Training. Valid driver's license. Computer literate.

**Competencies and attributes:** Sound knowledge of agricultural planning, operations and production processes. Knowledge of agricultural administration, information management, project and programme management. Good financial management, communication, transformation management, change management, stakeholder management, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment, team leadership, policy interpretation, facilitation skills, presentation skills, mentoring and coaching. In depth understanding of safety and security in a correctional environment and the use of relevant security technology. Integrity and honesty, confidentiality and good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998, as amended, agricultural and other relevant legislations, policies and procedures. Assertiveness, ability to network and diplomacy.

**Responsibilities:** Implementation of self-sufficiency and sustainability regarding agricultural production. Quality assessment of agricultural services. Implementation of agricultural policy, procedure manual and agricultural services standards in the management area. Adherence to applicable legislations. Manage plant and animal production, agricultural labour, environment, agricultural machinery, equipment and occupational health and safety. Management of finances, human resources, farm, and assets. Maintain and oversee agricultural administration. Management of performance information. Liaise with stakeholders.

#### **SECURITY MANAGER: AGRICULTURE (CB 4) (ANIMAL PRODUCTION)**

##### **KwaZulu/Natal Region**

Ncome: (Beef Production) (Ref: KZN 2025/06/01)

Ncome: (Piggery) (Ref: KZN 2025/06/02)

Waterval Med A: (Piggery) (Ref: KZN 2025/06/03)

##### **Western Cape Region**

Brandvlei (Medium): (Dairy Production) (Ref: WC 2025/06/03)

Voorberg (Medium A) (Dairy Production): (Ref: WC 2025/06/04)

##### **Limpopo, Mpumalanga and North West**

Barberton (Medium B) (Dairy Production): (Ref: LMN 2025/06/03)

##### **Free State and Northern Cape**

Goedemoed (Medium A): (Piggery) (Ref: FSNC 2025/06/03)

Goedemoed (Medium A): (Dairy Production) (Ref: FSNC 2025/06/04)

##### **Gauteng**

Baviaanspoort: (Piggery) (Ref: GP 2025/06/01)

Zonderwater: (Broiler) (Ref: GP 2025/06/02)

**Salary: R491 799 per annum**

**Requirements:** Relevant degree/national diploma in Agriculture (Animal Production) or equivalent qualification. Seven (7) years relevant experience gained in a supervisory post. Experience in plant production will be an added advantage. Successful completion of Corrections Science learnership/ Basic Training. Valid driver's license. Computer literate.

**Competencies and attributes:** Sound knowledge of animal production processes, agricultural planning, operations and production processes. Knowledge of agricultural administration, information management, project and programme management. Good financial management, communication, transformation management, change management, stakeholder management, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment, team leadership, policy interpretation, facilitation skills, presentation skills, mentoring and coaching. In depth understanding of safety and security in a correctional environment and the use of relevant security technology. Integrity and honesty, confidentiality and good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998, as amended, agricultural and other relevant legislations, policies and procedures. Assertiveness, ability to network and diplomacy.

**Responsibilities:** Maintain agricultural service standards in animal/plant production, agricultural administration for animal/plant production. Adherence with applicable legislations, agricultural policy and policy procedures. Implementation of self-sufficiency and sustainability with regards to agriculture production. Manage agricultural labour, environment, agricultural machinery, equipment and occupational health and safety. Quality assessment of agricultural services. Management of human resources, finances, and assets. Management of performance information.

**SECURITY MANAGER: AGRICULTURE (CB 4)**

**KwaZulu/Natal Region**

Glencoe: (Plant Production) (Agronomy) (Ref: KZN 2025/06/04)

Waterval Med A: (Plant Production) (Vegetables) (Ref: KZN 2025/06/05)

**Western Cape Region**

Southern Cape (George): (Plant Production): (Vegetables) (Ref: WC 2025/06/05)

Voorberg (Medium A): (Plant Production): (Vegetables) (Ref: WC 2025/06/06)

**Limpopo, Mpumalanga and North West**

Thohoyandou (Medium A) (Plant Production) (Vegetables): (Ref: LMN 2025/06/04)

**Free State and Northern Cape**

Grootvlei (Medium B) (Plant Production) (Agronomy): (Ref: FSNC 2025/06/05)

**Salary: R491 799 per annum**

**Requirements:** Relevant degree/ national diploma in Agriculture (Plant Production) or equivalent qualification. Experience in animal production will be an added advantage. Seven (7) years relevant experience gained in a supervisory post. Successful completion of Corrections Science learnership/ Basic Training. Valid driver's license. Computer literate.

**Competencies and attributes:** Sound knowledge of plant production processes, agricultural planning, operations and production processes. Knowledge of agricultural administration, information management, project and programme management. Good financial management, communication, transformation management, change management, stakeholder management, problem solving and analysis skills. Service delivery innovation, decision making, people management and empowerment, team leadership, policy interpretation, facilitation skills, presentation skills, mentoring and coaching. In depth understanding of safety and security in a correctional environment and the use of relevant security technology. Integrity and honesty, confidentiality and good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998, as amended, agricultural and other relevant legislations, policies and procedures. Assertiveness, ability to network and diplomacy.

**Responsibilities:** Maintain agricultural service standards in animal/plant production and agricultural administration for animal/plant production. Adherence with applicable legislations, agricultural policy and policy procedures. Implementation of self-sufficiency and sustainability with regards to agriculture production. Manage agricultural labour, environment, agricultural machinery, equipment and occupational health and safety. Quality assessment of agricultural services. Management of human resources, finances, and assets. Management of performance information.

**UNIT MANAGER: CORRECTIONAL SERVICE CONTROLLER [CB4]**

**Limpopo, Mpumalanga and North West Region**

Kutama Sinthumule (Ref: LMN 2025/06/05)

**Salary: R491 799 per annum**

**Requirements:** Relevant degree or national diploma in Behavioural Sciences and successful completion of Corrections Science learnership. Seven (7) years relevant experience gained in a supervisory post. Valid driver's licence. Computer literate.

**Competencies and attributes:** Firearm skills and the use of relevant security technology. Communication, project and programme management. Transformation, change and stakeholder management. Problem solving, analysis, service delivery Innovation, decision making, people management and empowerment. In depth understanding of safety and security in a correctional environment. Integrity and honesty, confidentiality, good interpersonal relations and knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

**Responsibilities:** Manage the safe custody of offenders. Manage the process of representation of offenders. Develop measures for handling offender complaints and requests. Facilitate the induction of new offenders. Implementation of unit management principles. Management of case files. Provision of infrastructural needs to enhance the implementation of unit management principles. Manage human resource, finance and assets. Management of performance information.

### **SECURITY OFFICER: AGRICULTURE (CB 1-3)**

#### **KwaZulu/Natal Region**

Sevontein: (Agronomy Technician) (Ref: KZN 2025/06/06)

#### **Eastern Cape Region**

Middledrift: (Plant Production) (Vegetables) (Ref: EC 2025/06/01)

Mthatha Medium A: (Plant Production) (Vegetables) (Ref: EC 2025/06/02)

East London Medium A: (Plant Production) (Vegetables) (Ref: EC 2025/06/03)

Pantesie: (Plant Production) (Vegetables) (Ref: EC 2025/06/04)

Lusikisiki: (Plant Production) (Vegetables) (Ref: EC 2025/06/05)

Sada: (Plant Production) (Vegetables) (Ref: EC 2025/06/06)

Middleburg: (Plant Production) (Vegetables) (Ref: EC 2025/06/07)

Dutywa: (Plant Production) (Vegetables) (Ref: EC 2025/06/08)

#### **Western Cape Region**

Allandale: (Plant Production) (Vegetables) (Ref: WC 2025/06/07)

Pollsmoor (Medium A): (Plant Production) (Vegetables) (Ref: WC 2025/06/08)

Voorberg (Medium A): (Plant Production) (Fruit) (Ref: WC 2025/06/09)

#### **Limpopo, Mpumalanga and North West**

Polokwane (Modimolle): (Ref: LMN 2025/06/06)

Polokwane (Tzaneen): (Ref: LMN 2025/06/07) (2 posts)

Rooigrond (Medium B): (Ref: LMN 2025/06/08)

Rustenburg (Mogwase): (Plant Production): (Ref: LMN 2025/06/09)

Rustenburg (Losperfontein): (Plant Production): (Ref: LMN 2025/06/10)

Rustenburg (Medium A): (Plant Production): (Ref: LMN 2025/06/11)

#### **Free State and Northern Cape**

Goedemoed (Medium A): (Ref: FSNC 2025/06/06)

Grootvlei (Medium): (Ref: FSNC 2025/06/07)

**Salary: R 313 521 per annum**

**Requirements:** Grade 12 and successful completion of the Corrections Science Learnership/Basic Training. Eight (8) years relevant experience for an official performing consistently above average on CB 1-2 **OR** ten (10) years relevant experience for an average performing official on CB 1-2. Computer literate. A valid driver's licence.

**Competencies and attributes:** Knowledge of plant production process and agricultural administration. Good communication skills. Project, transformation, change and stakeholder management. Problem solving, analysis and service delivery. Innovation, decision making, people management and empowerment. In- depth understanding of safety and security in a correctional environment. Integrity, honesty, confidentiality and good interpersonal relations. Knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

**Responsibilities:** Implement agriculture plant production process and adhere to agricultural service standards, Ensure rehabilitation of offenders. Adherence to policy and procedure manual and applicable legislations in the Correctional Centre. Maintain quality agricultural services and administration. Implementation of self-sufficiency and sustainability with regards to agricultural production. Manage agricultural labour, environment, agricultural machinery and equipment, occupational health and safety. Management of human resources, finances and assets.

**SECURITY OFFICER: AGRICULTURE (CB 1-3)**

**KwaZulu/Natal Region**

Sevontein: (Dairy Technician) (Ref: KZN 2025/06/07)

Sevontein: (Piggery Technician) (Ref: KZN 2025/06/08)

Sevontein: (Abattoir Technician) (Ref: KZN 2025/06/09)

Sevontein: (Beef Cattle) (Ref: KZN 2025/05/10)

**Eastern Cape Region**

Kirkwood: (Animal Production) (Layers): (Ref: EC 2025/06/09)

Middledrift: (Animal Production) (Layers): (Ref: EC 2025/06/10)

Mthatha Medium A: (Animal Production) (Layers): (Ref: EC 2025/06/11)

Kirkwood: (Beef Cattle): (Ref: EC 2025/06/12)

Middledrift: (Abattoir): (Ref: EC 2025/06/13)

**Western Cape Region**

Voorberg (Medium A): (Animal Production) (Beef) (Ref: WC 2025/06/10)

**Free State and Northern Cape**

Goedemoed (Medium A): (Ref: FSNC 2025/06/08)

**Gauteng**

Baviaanspoort: (Animal Production) (Ref: GP 2025/06/03)

**Limpopo, Mpumalanga and North West**

Rustenburg (Mogwase): (Animal Production): (Ref: LMN 2025/06/12)

Rustenburg (Losperfontein): (Animal Production): (Ref: LMN 2025/06/13)

Rustenburg (Losperfontein): (Egg Production): (Ref: LMN 2025/06/14)

**Salary: R 313 521 per annum**

**Requirements:** Grade 12 and successful completion of the Corrections Science Learnership/Basic Training. Eight (8) years relevant experience for an official performing consistently above average on CB 1-2 **OR** ten (10) years relevant experience for an average performing official on CB 1-2. Computer literate. A valid driver's licence.

**Competencies and attributes:** Knowledge of layers and production process. Knowledge of agricultural administration. Good communication skills. Project, transformation, change and stakeholder management. Problem solving, analysis and service delivery. Innovation, decision making, people management and empowerment. In-depth understanding of safety and security in a correctional environment. Integrity, honesty, confidentiality and good inter-personal relations. Knowledge of the Correctional Services Act, Act 111 of 1998, as amended. Assertiveness, ability to network and diplomacy.

**Responsibilities:** Implement the agriculture layers production process and adhere to agricultural service standards. Ensure rehabilitation of offenders. Adherence to policy and procedure manual and applicable legislations in the Correctional Centre. Maintain quality agricultural services and administration. Implementation of self-sufficiency and sustainability with regards to agricultural production. Manage agricultural labour, environment, agricultural machinery and equipment, occupational health and safety. Management of human resources, finances and assets.

## APPOINTMENT IN TERMS OF THE PUBLIC SERVICE ACT

### DRIVER/MESSENGER

#### National Head Office

Office of the National Commissioner: (Ref: HO 2025/06/01)

**Salary: R193 359 per annum**

**Requirements:** Grade 12. Three (3) years' experience in driving. Completion of an advanced driver's course will be an advantage. Knowledge of the cities in which the functions will be performed. Valid driver's licence.

**Competencies and attributes:** Knowledge of the procedures to operate a motor vehicle. Knowledge on how to obtain trip authorities, completion of logbooks, obtaining consumables (e.g. petrol) and basic services (e.g. fixing a flat tyre). Knowledge of the prescripts for the correct utilization of a motor vehicle e.g. how and for what purposes can the motor vehicle be utilized and what are the requirements for the safe storage of the vehicle. Knowledge of the procedures to follow to ensure that the motor vehicle is properly maintained. Plan and organize. Punctuality. Confidentiality. Understanding of public service policy and legislative framework. Service delivery and client orientation. Integrity and honesty. Assertiveness. Ability to work under pressure. Good interpersonal relations. Good communication and listening skills. Knowledge of government regulations relating to transport.

**Responsibilities:** Drive light and medium motor vehicles to transport the National Commissioner and deliver items (mail and documents). Do routine maintenance on the allocated vehicle and report defects timeously. Complete all the required and prescribed records and log books with regard to the vehicle and the goods handled. Render a clerical support/messenger service in the office of the National Commissioner. Collect and deliver documents from the post office. Distribute documents in and outside of the department. Keep accurate record of all official trips. Manage assets.

**Note: Before you apply:** All costs associated with an application will be borne by the applicant. The Department of Correctional Services is an equal opportunity employer. The Department will take into consideration the objectives of Section 195 (1) (i) of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) and the Employment Equity Act, 1998 (Act 55 of 1998) in filling of these vacancies. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. In support of this strategy, applicants need to indicate race, gender and disability status on the application form/CV. Applicants who have retired from the Public Service with a specific determination that they cannot be re-appointed or have been declared medically unfit will not be considered.

**Please take note that correspondence will only be conducted with the shortlisted candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application is unsuccessful. Please do not call the department to enquire about the progress of your application.**

**Applicants must note that further checks will be conducted once they are shortlisted and that their appointment is subject to positive outcomes on these checks, which include security clearance, security vetting, qualification verification and criminal records verification. Appointment will be provisional, pending the issue of a security clearance. If you cannot get a security clearance, your appointment will be re-considered/ possibly terminated. Finger prints may be taken on the day of the interview.**

**Applications:** Applications must be submitted on the Z83 form (Public Service application form) obtainable from any Public Service department and must be completed in full. Only a detailed CV should be attached to your application form. **Only shortlisted candidates will be required to submit certified copies not older than 6 months of qualifications and other related documents on or before the day of the interview.** Please send a complete application for the post you apply for on a pdf format, stating the correct reference for the position you are interested in. **Requirement for valid driver's licence is not applicable to applicants with a disability.**

**KINDLY INDICATE THE REFERENCE NUMBER ON THE SUBJECT LINE FOR EMAILED APPLICATIONS.**

Send your complete application to:

**EASTERN CAPE REGION:** The Regional Commissioner Eastern Cape. Recruitment Section, P/Bag X9013, East London  
**OR hand deliver at:** Moore Street, Block E Ocean Terrace Quigney, East London, 5211 **OR** you can email your application to [ECHRM@dcs.gov.za](mailto:ECHRM@dcs.gov.za). Contact persons: Ms Myataza Z (043) 706 7866/ Ms Mgugudo N (043) 706 7882/ Mr Ndonyela N (043) 706 7883.

**FREE STATE AND NORTHERN CAPE REGION:** The Regional Commissioner Free State and Northern Cape, Recruitment Section, P/Bag X20530, Bloemfontein, 9300 **OR hand deliver at:** 103 Zastron Street, Agrimed Building, Bloemfontein, 9300 **OR** you can email your application to [FSNCHRM@dcs.gov.za](mailto:FSNCHRM@dcs.gov.za). Contact persons: Ms Mokuni NJ (051) 404 0268/ Ms Molutsoane N/ Ms. Moreki-Rathaba MP/ Ms. Ramncwana B (051) 404 0283.

**GAUTENG REGION:** The Regional Commissioner Gauteng, Recruitment Section, P/Bag X393, Pretoria, 0001 **OR hand deliver at:** 1077 Forum East Building, Arcadia Street, Hatfield **OR** you can email your application to [GPHRM@dcs.gov.za](mailto:GPHRM@dcs.gov.za). Contact persons: Mr Masango SS (012) 420 0173/ Ms Feni SAP (012) 420 0173/ (012) 420 0179.

**KWA-ZULU NATAL REGION:** The Regional Commissioner: Kwa-Zulu Natal, Recruitment Section, P/Bag X9126, Pietermaritzburg, 3201 **OR hand deliver at:** Correctional Services, Eugene Marais Road, Napierville, Pietermaritzburg, 3201 **OR** you can email your application to [KZNHRM@dcs.gov.za](mailto:KZNHRM@dcs.gov.za). Contact persons: Ms Mchunu GJ (033) 355 7386/ Ms Mkhize AL (033) 355 7370/ Mr Khumalo SB (033) 355 7368.

**LIMPOPO, MPUMALANGA AND NORTH WEST REGION:** The Regional Commissioner Limpopo, Mpumalanga & North West, Recruitment Section, P/Bag X142, Pretoria, 0001 **OR hand deliver at:** Cnr Johannes Ramokhoase (Proes) & Paul Kruger Street, 196 Masada Building, 09th Floor, Pretoria, 0001 **OR** you can email your application to [LMNHRM@dcs.gov.za](mailto:LMNHRM@dcs.gov.za). Contact persons: Mr Ziqubu Z (012) 306 2037/ Ms Nomvela PM (012) 306 2033/ Ms Lekhuleni TD (012) 306 2034.

**WESTERN CAPE REGION:** The Regional Commissioner Western Cape, Recruitment Section, P/Bag X14, Goodwood, 7459 **OR hand deliver at:** Peninsula Drive, Monte Vista, 7460 **OR** you can email your application to [WCHRM@dcs.gov.za](mailto:WCHRM@dcs.gov.za). Contact persons: Ms NA Mdladlamba (021) 550 6014 / Ms A Reddy (021) 559 7929 / Mr S Sikisazane (021) 558 0108 / Ms NC Sotyibi (021) 558 0518.

**NATIONAL HEAD OFFICE:** Department of Correctional Services, Post Advertisement Section, Private Bag X136, Pretoria, 0001 **OR hand deliver at:** 124 WF Nkomo Street, Poyntons Building, Cnr WF Nkomo and Sophie De Bruyn Street, Pretoria, 0001 (Previous: Cnr Church and Schubart Street) **OR** you can email your application to [NationalOfficeHRM@dcs.gov.za](mailto:NationalOfficeHRM@dcs.gov.za). Contact persons: Mr Y Naidoo (012) 307 2079 / Ms TP Ngobeni (012) 305 8589.

Closing date for applications: **30 JUNE 2025 @ 15h45**



**The Department of Correctional Services reserves the right not to fill these posts.**