

The Department of Basic Education is committed to providing equal opportunities and practising affirmative action employment. It is our intention to promote representivity (race, gender, disability) in the Department through the filling of this post and a candidate whose transfer/promotion/appointment will promote representivity will receive preference. Preference will firstly be given to excess employees and secondly to current Public Service employees. An indication in this regard will facilitate the processing of applications.

APPLICATIONS: Department of Basic Education, Attention: Ms M Thubane and submitted via post to: Private Bag X895, Pretoria, 0001 or via hand-delivery to: The Department of Basic Education, 222 Struben Street, Pretoria. Please visit the Department of Education's website at www.education.gov.za or the Department of Public Service and Administration vacancy circulars at www.dpsa.gov.za

CLOSING DATE: 26 May 2017

NOTE: Applications must be submitted on form Z83 obtainable from any Public Service Department and must be accompanied by a comprehensive CV and certified copies of qualifications. NB as of 1st July 2006, all new appointments in the public service have to be part of the Government Employee Medical Scheme (GEMS) in order to qualify for a Government Medical Subsidy. Correspondence Will Only Be Entered Into With Short-Listed Applicant

POST: Deputy Director (NEEDU Evaluator) REF NO: DBE/28/2017
(Contract)

BRANCH: Planning and Delivery Oversight Unit

CHIEF DIRECTORATE: National Education Evaluation and Development Unit (NEEDU)

SALARY : R657 558 all-inclusive package

Requirements: A Bachelor degree or equivalent qualification with four (4) years relevant experience at supervisory level. A sound knowledge of the education policy and legislation environment, Extensive knowledge of GET and FET curriculum and must be a specialist in at least one subject recognised in the Curriculum National Statement, School management experience as well as specialisation in mathematics, language, Grade R and/or Foundation Phase will serve as an advantage. An understanding of Whole-School Evaluation (WSE), Integrated, Quality Management System (IQMS) and standard setting process. Strong communication (verbal and writing) skills. Proven experience of both qualitative and quantitative research methodology. Sound analytical skills, Report writing and presentation, including MS PowerPoint presentation skills. Knowledge of matrix and project management. The ability to work under pressure and meet deadlines. Computer skills in MS Office (Word, PowerPoint, Excel, Access and Outlook). Ability to work independently without supervision to meet targets. Willingness to work extensive hours and be prepared to travel. A valid driver's licence. Possession of own transport that is capable of reaching schools in harsh road conditions. A passion to making a positive contribution to South African education.

Duties: Liaise with district officials and school management teams to prepare for evaluations. Conduct independent evaluation in sampled schools, districts and provincial offices following prescribed evaluation protocol and evaluation instruments; Provide a clear assessment of the state of teaching and learning in all schools, districts and provincial offices evaluated, this will include collecting and analysing data; As an integral part of a school evaluation process, observe educators in practice using approved instruments; Write, edit and analyse reports as well as provide recommendations for improvement. Collate reports from different members of the evaluation team; Analyse evaluation reports to identify emerging trends within districts and

schools; Verify the findings of a school self-evaluation; Contribute to standards setting in education; Perform any other functions as deemed appropriate by the Chief Executive Officer within the ambit of labour law.

ENQUIRIES: Ms M Thubane Tel. 012 357 3297 or Mr A Tsamai (012) 357 3321.

NOTE: Shortlisted candidate will be required to undergo a test and will be subjected to a security clearance.

**POST: Deputy Director (School Improvement Support) (9 Posts) Ref No: DBE/29/2017
(Contract)**

CHIEF DIRECTORATE: Planning and Implementation Support

SALARY: R657 558 all-inclusive package

Requirements: A Bachelor degree or equivalent qualification with four (4) years relevant experience at supervisory level. A post graduate degree will be an added advantage. A sound understanding of the basic education sector, basic education policy initiatives, as well as legislation in the sector. Have knowledge of research methodology and keep up with changing trends in education. At least 5 (five) years' experience as Deputy Principal or Principal, or other relevant management experience Three (3) years' experience in the implementation and management school improvement support initiatives. Excellent people management skills to manage a diverse team of school improvement support officials as well as professionally manage the challenges of working with circuit managers. Sound analytical skills. A valid Code 8 drivers' licence Report writing and presentation, including MS PowerPoint presentation skills. Knowledge of matrix and project management. The ability to work under pressure and meet deadlines. Computer skills in MS Office (Word, PowerPoint, Excel, Access and Outlook). Ability to meet target and work independently without supervision. Willingness to work extensive hours and be prepared to travel. A valid driver's licence. Possession of own transport that is capable of reaching schools in harsh road conditions. A passion to making a positive contribution to South African education

Duties: Under the supervision of the DBE, the incumbent will : liaise with district officials, especially district directors and circuit managers; Compile and present progress, quarterly and annual reports on programmes undertaken; Analyse reports to identify emerging trends within districts and circuits; Write, edit, consolidate and analyse reports; Make recommendations for further improvement and development; Supervise, mentor and coach a team of school improvement support officials; Perform any other functions as deemed appropriate from time to time by the Director; Plan for and conduct meetings with their provincial teams; Provide feedback and support where necessary; Perform any other functions as assigned by the Director from time to time.

ENQUIRIES: Ms M Thubane Tel. 012 357 3297 or Mr A Tsamai (012) 357 3321.

NOTE: Shortlisted candidate will be required to undergo a test and will be subjected to a security clearance.

POST: Assistant Director (Research and Data Processing) Ref No: DBE/30/2017
(Contract)

CHIEF DIRECTORATE: National Education Evaluation and Development Unit (NEEDU)
SALARY: R334 545 per annum

NEEDU seeks to appoint an experienced researcher who will report directly to the Chief Executive Officer, work with a small team of people committed to improving the quality of education in South Africa and take responsibility for the research dimension of NEEDU as well as the carrying out secondary research.

Requirements: A Bachelor's degree or equivalent qualification with three (3) years relevant experience. In-depth understanding of the South African educational context. Advance computer skills in MS Office (Word, PowerPoint, Excel, Access and Outlook). Experience in carrying out research and analysis of data. Good knowledge of different programmes and methods to analyse qualitative and quantitative data. Excellent writing and presentation skills. Ability to work with a team and under pressure to meet deadlines.

Duties: Align research findings with educational practices; Conduct desktop research on different subjects; Manage data capturing and organise data for statistical analysis; Conduct quantitative data analysis and perform any other functions as deemed appropriate by the Chief Executive Officer within the ambit of labour law.

ENQUIRIES: Ms M Thubane Tel. 012 357 3297 or Mr A Tsamai (012) 357 3321.

NOTE: Shortlisted candidate will be required to undergo a test and will be subjected to a security clearance.

POST: Assistant Director (School Improvement Support Coordinator) Ref No: DBE/31/2017
(Contract)

CHIEF DIRECTORATE: Planning and Implementation Support
SALARY: R334 545 per annum

The Department of Basic Education (DBE) has measures in place to support the implementation of school improvement support programmes. Such support often takes the form of assisting with strengthening the utilisation of data to craft data-driven intervention to improve learner performance, and improvement in the overall quality of our education system. As part of this process, the DBE is inviting applications from suitably qualified individuals to be appointed as School Improvement Support Coordinators.

Requirements: A Bachelor's degree or equivalent qualification with three (3) years relevant experience. A valid Code 8 drivers' licence. At least 3 years' research experience relating to basic education. An understanding of the basic education sector, Governments Basic Education policy initiatives, as well as legislation in the sector. Willingness to work extensive hours and to travel. A valid driver's license. Possession of own transport. Computer literacy. Have a passion for making a positive contribution to South African education. Interpretation of performance data. Utilisation of performance data to identify and address gaps in performance. Development of data-driven intervention strategies, school improvement and support. Curriculum and Assessment Policy Statement (CAPS). Programme development. Project management. Stakeholder identification and management.

Duties: Work with circuit managers to develop a data-driven approaches to school improvement support; Participate in specialised multidisciplinary teams to implement and manage various interventions aimed at improving the quality of education; Develop a plan for

addressing identified weaknesses in order to improve teaching; Management and leadership; Evaluate circuit priorities, deliverables and calendars and work with the identified circuit managers to implement circuit improvement plans so that all deliverables are delivered within agreed deadlines; Monitor on behalf of the DBE the refinement, implementation and monitoring of responsive improvement plans in order to record lessons for possible replication; Oversee the implementation of the turnaround strategies for each identified circuit; undertake follow-up work to ensure sustainability of expertise; Implement and manage targeted programmes for improved utilisation of assessment data; and Compile and present progress, quarterly and annual reports on programmes undertaken.

ENQUIRIES: Ms M Thubane Tel. 012 357 3297 or Mr A Tsamai (012) 357 3321.

NOTE: Shortlisted candidate will be required to undergo a test and will be subjected to a security clearance.