OFFICE-BASED EDUCATOR POSTS VACANT WITHIN EASTERN CAPE DEPARTMENT OF EDUCATION

OFFICE BASED DEPARTMENTAL ADVERT 3 OF 2026

Eastern Cape Department of Education is an equal opportunity, representative employer. It is the intention to promote representivity (race, gender, and disability) in the Public Service through the filling of positions. Candidates whose appointment/transfer/promotion will promote representativeness will therefore receive preference. Persons with disability and females are especially encouraged to apply. An indication of representativeness profile by applicants will expedite the processing of applications.

APPLICANTS: APPLICATIONS RECEIVED AFTER CLOSING DATE WILL NOT BE CONSIDERED. NO FAXED APPLICATIONS WILL BE ACCEPTED; NO HAND DELIVERED APPLICATIONS WILL BE ALLOWED.

APPLICATION INSTRUCTIONS: Applicants should apply using e-Recruitment system which is available on www.ecprov.gov.za. Applicants applied via the system must ensure that a recently updated, comprehensive CV as well as copies of all qualification(s), [Matric certificate must also be attached] ID-document and Driver's license [where applicable] be uploaded and available on the system. Such copies need not be certified. Communication regarding the requirements for certified documents will be limited to shortlisted candidates. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication from HR. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of his/her Permanent Residence Permit to his/her application. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit all the requested documents will result in the application not being considered. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/ asset record check, qualification/ study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes. New employees who are appointed for the first time in Public Service will be appointed on a probation period of twelve (12) months. Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. The Department reserves the right not to make appointment(s) to the advertised post(s). Persons with disability and people from previously disadvantaged groups are encouraged to apply. Employment equity targets of the department will be adhered to. Successful candidates will be required to obtain a top-secret clearance issued by the State Security Agency. The Department of Education will conduct pre-employment screening on short-listed candidates. Candidates will be subjected to a Practical Test to determine their suitability for the post. All shortlisted candidates for SMS post will be subjected to a technical exercise that intends to test the relevant technical elements of the job, logistics of which will be communicated by the

Department. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. Following the interview and technical exercise, the Selection Committee will recommend a candidate to attend a generic managerial competency assessment (in compliance with the DPSA Directives on the competency-based assessments). The competency will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

PLEASE NOTE:

NB: It is the department's objective to address the Employment Equity Affirmative Action Measures in line with the ECDOE EE Plan and to achieve equitable representation across race and gender. In filling of these posts gender equity and people living with disability will be highly considered. The Department reserves the right to amend / review / withdraw advertised posts if by so doing, the best interest of the department will be well served. (Females and People with disabilities are also requested to apply and indicate such in their applications). **Shortlisted candidates will be required to undergo a competency test and will be subjected to security clearance.**

CLOSING DATE: 11 September 2026

The system closes at 23:59 on the closing date; however, the technical support is limited to working hours: (08:00-16:30 Monday-Thursday and 08:00-16:00 on Fri) **APPLICANTS: APPLICATIONS RECEIVED AFTER CLOSING DATE WILL NOT BE CONSIDERED. NO FAXED APPLICATIONS WILL BE ACCEPTED, NO HAND DELIVERED APPLICATIONS WILL BE ALLOWED. For any technical assistance emails could be sent to** erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - POLICY REGULATION IN SCHOOLS
REF NO: DOE-PR01/08/2026
DIRECTORATE: INCLUSIVE AND RURAL EDUCATION
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: The applicant must be in possession of a recognised three-four-year qualification or equivalent (NQF level 6) in Inclusive Education which includes professional teacher education registered with SACE with at least 9 years' experience as a teacher in the field of Inclusive Education environment. Qualifications in Inclusive education and Augmentative and Alternative communication for learners with limited or no functional speech. Experience in working with learners with disabilities across all disability domains. Experience in working with various provincial departments and in stakeholder engagements. A valid driver's license. Strong knowledge of Inclusive Education policies and frameworks. Experience in project management and leaner support. Ability to collaborate with educators, families, and communities. Leadership skills to establish and guide support teams at school and district levels. Commitment to advancing inclusivity and equity in education.

DUTIES: The successful candidate will be expected to provide strategic and managerial leadership regarding the implementation and monitoring of education policies and regulations. Duties include Policy Rollout & Compliance: Drive and manage the effective implementation of national regulations and provincial governance policies across all education districts and public ordinary/special schools. Strategic Leadership: Manage and coordinate the activities of Deputy Chief Education Specialists (DCES) and Senior Education Specialists (SES) within the sub-directorate to ensure strategic alignment and service delivery. Monitoring & Evaluation: Develop and implement innovative quality assurance mechanisms to monitor, evaluate, and report on the impact of educational policies and institutional governance frameworks. Capacity Building: Formulate and facilitate professional development programs and training interventions for District Directors, Circuit Managers, and School Governing Bodies (SGBs) regarding regulatory compliance and policy updates. Stakeholder Engagement: Mediate policy directives with relevant stakeholders, including teacher unions, the Department of Basic Education (DBE), and civil society organizations. Administration & Finance: Manage the budget, procurement processes, and human resources of the directorate in line with the Public Finance Management Act (PFMA).
ENQUIRIES: Mr. L Putter (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - TRAINING IN POLICY AND PRACTICE
REF NO: DOE-TP02/08/2026
DIRECTORATE: INCLUSIVE AND RURAL EDUCATION
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: The applicant must be in possession of a recognised three-four-year qualification or equivalent (NQF level 6) which includes professional teacher education registered with SACE with at least 9 years' experience as a teacher Experience in working with various provincial departments and in stakeholder engagements. A valid driver's license. Strong knowledge of Inclusive Education policies and frameworks. Experience in project management and leaner support. Ability to collaborate with educators, families, and communities. Leadership skills to establish and guide support teams at school and district levels. Commitment to advancing inclusivity and equity in education.
DUTIES: The successful candidate will be expected to provide strategic and managerial leadership regarding the training in Inclusive Education policy and practice. Direct the provincial rollout of the Screening, Identification, Assessment, and Support (SIAS) policy framework. Create training programs to help teachers adapt the CAPS curriculum for diverse learning needs. Resource Development: Conceptualize, design, and distribute training manuals, provincial circulars, and instructional guidelines. Capacity Building: Train District-Based Support Teams (DBSTs), Institutional-Based Support Teams (IBSTs), and School Management Teams (SMTs). Develop and implement innovative quality assurance mechanisms to monitor, evaluate, and report on the impact of educational policies and institutional governance frameworks. Formulate and facilitate professional development programs and training interventions for District Directors, Circuit Managers, and School Governing Bodies (SGBs) regarding regulatory compliance and policy updates. Mediate policy directives with relevant stakeholders, including teacher unions, the Department of Basic Education (DBE), and civil society organizations. Manage the budget, procurement processes, and human resources of the directorate in line with the Public Finance Management Act (PFMA).
ENQUIRIES: Mr. L Putter (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - AGRICULTURAL AND HISTORICAL SCHOOLS REF NO: DOE-AH03/08/2026
DIRECTORATE: INCLUSIVE AND RURAL EDUCATION
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: Recognized 3 or 4-year qualification (REQV 12) including professional teacher education. Valid professional registration with the South African Council for Educators (SACE). Minimum 9 years of comprehensive experience in the educational sector. A valid, unendorsed Code EB driver's license for extensive cross-district regulatory oversight and school audits Thorough understanding of South African education policies, agricultural schooling frameworks, and rural school development. Proven project management, financial management, MS Office proficiency, and stakeholder collaboration skills.
DUTIES: Manage institutional development and curriculum support across historical, township, and rural agricultural schools. Formulate revitalization models to upgrade academic, technical, and practical agricultural training infrastructures Collaborate with external agricultural agencies, industries, and universities to secure training resources. Evaluate the educational impact, production outputs, and compliance standards of designated provincial schools.
ENQUIRIES: Mr. L Putter (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - ASSESSMENT INSTRUMENTS DEVELOPMENT AND ITEM BANK MANAGEMENT.
REF NO: DOE-AI04/08/2026
DIRECTORATE: EXAMINATION AND ASSESSMENT MANAGEMENT SERVICES
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized three or four-year qualification, which includes professional teacher education plus 9 years' experience in the educational field with credible, relevant management experience. Must be registered with SACE. Good knowledge of relevant education Acts and policies. Proven experience in examination management processes, editing and leadership skills. Sound communication, negotiation, report-writing and strategic management skills. The ability to coordinate and collaborate with internal and external stakeholders. The ability to work independently as well as in a team. Good written and verbal communication skills. Proficiency in computer literacy is essential (MS Word, Outlook, Excel, and PowerPoint). In possession of a valid minimum Code B driver's license. Be willing to undergo vetting process. Knowledge of the Education Sector will be added advantage.
DUTIES: Coordinates the implementation of education support activities at Head Office: Instrument Development Unit. Oversees that staff levels in the unit are adequate to ensure efficient and effective inception of examination material. Coordinate and monitor the activities of the unit to ensure that all deliverables are met within stringent timeframes. Manage the end-to-end instrument development processes and align those with the printing, packing and distribution mandate of the Directorate. Coordinates and manages deliverables with various stakeholders to ensure examination material provisioning to relevant parties in the province. Manages the successful implementation of the item banking and resources platform and other e-examination initiatives of the Directorate. Manages and coordinates the collection of data,

including LSEN information to facilitate support to districts. Coordinate, monitor and facilitate the quality assurance of the question paper development value chain.
ENQUIRIES: Mr. EM Mabona (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - MARKING PROCESSES AND FEEDBACK
REF NO: DOE-MP05/08/2026
DIRECTORATE: EXAMINATION AND ASSESSMENT MANAGEMENT SERVICES
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: An appropriate three year Bachelor's degree or equivalent qualification with a minimum of 9 years' teaching experience, which must include at least 5 years' management experience relating to public examinations. Applicants must have extensive and relevant knowledge and experience relating to examinations and assessments and specifically relating to marking and feedback processes. Extensive and sound knowledge of education policies relating to the FET and GET band, with reference to curriculum, assessment and examinations. In-depth knowledge of examination systems and the challenges relating to these systems. In-depth knowledge and experience in marking processes and feedback in large systems of examinations and assessment. Training experience. In possession of a valid minimum Code B driver's license. Be willing to undergo vetting process. Ability to manage teams of people coming from diverse backgrounds. Good communication and report writing skills. Good computer skills including MS Word, MS Excel, MS Power Point and MS Access. Project Management will serve as an advantage. Ability to work under pressure. A valid driver's license and willingness to travel. A demonstrable ability to coordinate or manage projects and programmes at a medium scale, especially in the public sector.
DUTIES: The incumbent will be responsible for the coordination and management of the National Senior Certificate and Senior Certificate examination, GET Assessments systems at a provincial level and this will entail: Mediation of standards relating to marking and feedback systems across the 12 districts in line with national standards; The coordination of the marking and feedback processes across the 12 districts; Improving the recruitment, selection, screening, training of markers at provincial level; Monitor and coordinate the evaluation, selection and administration of marking centres; Manage and administer the safe custody of candidates' written scripts, mark sheets and coordinate re-check and re-mark programmes; Facilitate the processes of inter-provincial scripts marking and inter-examination bodies marking related activities; Conducting, monitoring and facilitation of the training programmes of marking center management, efficiency of chief markers, internal moderators at provincial level; Managing the appointment, training and deployment of marking centre personnel; Consolidating the provincial report on marking processes and feedback management. Improving the marking processes operations to comply with modern ICT developments.
ENQUIRIES: Mr. EM Mabona (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST – TRAINING INSTITUTE – MATHEMATICS & SCIENCE
REF NO: DOE-TI06/08/2026
DIRECTORATE: TRAINING INSTITUTE – MATHEMATICS & SCIENCE
CENTRE: QEENSTOWN
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: An appropriate three year Bachelor's degree or equivalent qualification with a minimum of 9 years' teaching experience, which must include at least 5 years' management experience relating to public examinations. Applicants must have extensive and relevant knowledge and experience relating to examinations and assessments and specifically relating to marking and feedback processes. Extensive and sound knowledge of education policies relating to the FET and GET band, with reference to curriculum, assessment and examinations. In-depth knowledge of examination systems and the challenges relating to these systems. In-depth knowledge and experience in marking processes and feedback in large systems of examinations and assessment. Training experience. In possession of a valid minimum Code B driver's license. Be willing to undergo vetting process. Ability to manage teams of people coming from diverse backgrounds. Good communication and report writing skills. Good computer skills including MS Word, MS Excel, MS Power Point and MS Access. Project Management will serve as an advantage. Ability to work under pressure. A valid driver's license and willingness to travel. A demonstrable ability to coordinate or manage projects and programmes at a medium scale, especially in the public sector.
DUTIES: Manage the daily activities of the Education Training Institute. Maintain a database of training needs, providers, courses and successful candidates. Facilitate and co-ordinate INSET and PRE-SET professional development programs as well as any other training opportunities. Facilitate the improvement of MST, Digital skills and integration of ICT in teaching and learning. Analysis and provision of technical advice on the supply and demand of educators in collaboration with HRM&D. Oversee and co-ordinate staff activities to ensure projects and program's are delivered on time. Manage the budget and oversee the procurement of professional service providers ensuring adherence to strict Supply Chain Management prescripts. Ensure processes assisting to obtaining clean audit. Co-ordinate the activities of the Skills Development facilitators and provide input into the WSP. Liaise with SETA's and other providers. Quality assures all programs and provide feedback to presenters of training. Ensure the accreditation of programs offered.
ENQUIRIES: Mr. M Jack (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST – TRAINING INSTITUTE – LANGUAGE & SOCIAL SCIENCE
REF NO: DOE-TI07/08/2026
DIRECTORATE: TRAINING INSTITUTE – LANGUAGE & SOCIAL SCIENCE
CENTRE: MTHATHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: An appropriate three year Bachelor's degree or equivalent qualification with a minimum of 9 years' teaching experience, which must include at least 5 years' management experience relating to public examinations. Applicants must have extensive and relevant knowledge and experience relating to examinations and assessments and specifically relating to marking and feedback processes. Extensive and sound knowledge of education policies relating to the FET and GET band, with reference to curriculum, assessment and

examinations. In-depth knowledge of examination systems and the challenges relating to these systems. In-depth knowledge and experience in marking processes and feedback in large systems of examinations and assessment. Training experience. In possession of a valid minimum Code B driver's license. Be willing to undergo vetting process. Ability to manage teams of people coming from diverse backgrounds. Good communication and report writing skills. Good computer skills including MS Word, MS Excel, MS Power Point and MS Access. Project Management will serve as an advantage. Ability to work under pressure. A valid driver's license and willingness to travel. A demonstrable ability to coordinate or manage projects and programmes at a medium scale, especially in the public sector.
DUTIES: Manage the daily activities of the Education Training Institute. Maintain a database of training needs, providers, courses and successful candidates. Facilitate and co-ordinate INSET and PRE-SET professional development programs as well as any other training opportunities. Facilitate the improvement of MST, Digital skills and integration of ICT in teaching and learning. Analysis and provision of technical advice on the supply and demand of educators in collaboration with HRM&D. Oversee and co-ordinate staff activities to ensure projects and program's are delivered on time. Manage the budget and oversee the procurement of professional service providers ensuring adherence to strict Supply Chain Management prescripts. Ensure processes assisting to obtaining clean audit. Co-ordinate the activities of the Skills Development facilitators and provide input into the WSP. Liaise with SETA's and other providers. Quality assures all programs and provide feedback to presenters of training. Ensure the accreditation of programs offered.
ENQUIRIES: Mr. M Jack (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - AFRIKAANS, ENGLISH, ISIXHOSA AND SESOTHO (SENIOR & FET PHASE)
REF NO: DOE-AE08/08/2026
DIRECTORATE: SECONDARY CURRICULUM MANAGEMENT
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognised three- or four-year qualification (REQV 13/14), which includes professional teacher education, with major(s) in Afrikaans, English, IsiXhosa and SeSotho at Senior and FET Phase (Grades 8 – 12). Registration with SACE as a professional educator. Nine (9) years' experience in Secondary Schools at FET Band) teaching and/or providing curriculum support. A minimum of 5 years' managerial experience in education at post level 2 or higher. Experience as a Curriculum Deputy Chief Education Specialist in the subjects above will be an added advantage. A valid driver's license. Preparedness to undergo vetting processes. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy Statements (CAPS) and assessment in GET, FET and ABET. Proven experience in planning, implementing, monitoring, and evaluating projects. Competencies/Skills: Excellent management, leadership, interpersonal and networking skills. Strategic planning and problem-solving skills. Ability to plan, manage, implement, monitor and evaluate projects. Creative, logical and independent thinking. Excellent verbal communication and writing skills, including efficiency in report writing. Ability to take initiative, exercise leadership, display dedication, and a positive attitude. Excellent computer literacy in MS Office Suite and MS Outlook. Work long hours, under pressure, both in a team and as an individual. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyze, and apply current legislation and departmental policies.

DUTIES: Coordinate Subject Planners and Advisors responsible for Afrikaans, English, IsiXhosa and SeSotho. Coordinate, Plan and manage implementation of all related programmes and activities of the subjects. Planning, monitoring and evaluation of curriculum and assessment programmes in line with CAPS. Ensure effective planning, monitoring, implementation and support of teacher and subject advisor training and support courses, on-site support visits, etc., to ensure effective planning, decision-making, monitoring and implementation of CAPS. Management and administration of all SBA related activities in the subjects. Coordinate, monitor and support operations of Subject Committees. Represent the province at National Level (DBE) and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding the subject. Coordinate in-service training programmes for the subjects. Ensure the coordination, management and implementation of ICT Integration in curriculum. Develop and manage the budget and procurement processes of the subjects. Provide leadership in the development and utilisation of extra LTSM. Ensure the effective growth in learner participation and performance in the subjects. Participate in the Directorate and Chief Directorate's strategic planning process. Report to the Director on a regular basis on the activities of the field. Participate in the Sub-Directorate, Directorate and Chief Directorate's strategic planning processes. Duties: The overall function is to monitor, facilitate and support teachers on the implementation of programmes in their area of responsibility. They are field workers and are also managers accountable to the Director for Secondary Curriculum Management for their operations. Promote learner participation in Afrikaans, English, IsiXhosa and SeSotho through Road Shows, Exhibitions, Expos, Festivals, Olympiads, etc. Coordinate processes for the provisioning and maintenance of Computer Labs and Technical Workshops in the schools. Review and analyse the impact of policies within the province and give feedback to the Office of the Director and Department of Basic Education. Facilitate greater coordination and collaboration with relevant stakeholders in implementing the Learner Enrichment Programmes.
ENQUIRIES: Mr. Njomeni (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - GEOGRAPHY, HISTORY, LIFE ORIENTATION AND RELIGION STUDIES (SENIOR & FET PHASE)
REF NO: DOE-GH09/08/2026
DIRECTORATE: SECONDARY CURRICULUM MANAGEMENT
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognised three- or four-year qualification (REQV 13/14), which includes professional teacher education, with major(s) in Geography, History, Life Orientation and Religion Studies at Senior and FET Phase (Grades 8 – 12). Registration with SACE as a professional educator. Nine (9) years' experience in Secondary Schools at FET Band) teaching and/or providing curriculum support. A minimum of 5 years' managerial experience in education at post level 2 or higher. Experience as a Curriculum Deputy Chief Education Specialist in the subjects above will be an added advantage. A valid driver's license. Preparedness to undergo vetting processes. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy Statements (CAPS) and assessment in GET, FET and ABET. Proven experience in planning, implementing, monitoring, and evaluating projects. Competencies/Skills: Excellent management, leadership, interpersonal and networking skills. Strategic planning and problem-solving skills. Ability to plan, manage, implement, monitor and evaluate projects. Creative, logical and independent thinking. Excellent verbal communication

and writing skills, including efficiency in report writing. Ability to take initiative, exercise leadership, display dedication, and a positive attitude. Excellent computer literacy in MS Office Suite and MS Outlook. Work long hours, under pressure, both in a team and as an individual. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyze, and apply current legislation and departmental policies.
DUTIES: Coordinate Subject Planners and Advisors responsible for Geography, History, Life Orientation and Religion Studies. Coordinate, Plan and manage implementation of all related programmes and activities of the subjects. Planning, monitoring and evaluation of curriculum and assessment programmes in line with CAPS. Ensure effective planning, monitoring, implementation and support of teacher and subject advisor training and support courses, on-site support visits, etc., to ensure effective planning, decision-making, monitoring and implementation of CAPS. Management and administration of all SBA related activities in the subjects. Coordinate, monitor and support operations of Subject Committees. Represent the province at National Level (DBE) and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding the subject. Coordinate in-service training programmes for the subjects. Ensure the coordination, management and implementation of ICT Integration in curriculum. Develop and manage the budget and procurement processes of the subjects. Provide leadership in the development and utilisation of extra LTSM. Ensure the effective growth in learner participation and performance in the subjects. Participate in the Directorate and Chief Directorate's strategic planning process. Report to the Director on a regular basis on the activities of the field. Participate in the Sub-Directorate, Directorate and Chief Directorate's strategic planning processes. Duties: The overall function is to monitor, facilitate and support teachers on the implementation of programmes in their area of responsibility. They are field workers and are also managers accountable to the Director for Secondary Curriculum Management for their operations. Promote learner participation in Geography, History, Life Orientation and Religion Studies through Road Shows, Exhibitions, Expos, Festivals, Olympiads, etc. Coordinate processes for the provisioning and maintenance of Computer Labs and Technical Workshops in the schools. Review and analyse the impact of policies within the province and give feedback to the Office of the Director and Department of Basic Education. Facilitate greater coordination and collaboration with relevant stakeholders in implementing the Learner Enrichment Programmes.
ENQUIRIES: Mr. M Njomeni (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - TECHNICAL AND TECHNOLOGY SUBJECTS (SENIOR & FET PHASE)
REF NO: DOE-TT10/08/2026
DIRECTORATE: SECONDARY CURRICULUM MANAGEMENT
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognised three- or four-year qualification (REQV 13/14), which includes professional teacher education, with major(s) in Technical and Technology Subjects at Senior and FET Phase (Grades 8 – 12). Registration with SACE as a professional educator. Nine (9) years' experience in Secondary Schools at FET Band) teaching and/or providing curriculum support. A minimum of 5 years' managerial experience in education at post level 2 or higher. Experience as a Curriculum Deputy Chief Education Specialist in the subjects above will be an added advantage. A valid driver's license. Preparedness to undergo vetting processes. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy

Statements (CAPS) and assessment in GET, FET and ABET. Proven experience in planning, implementing, monitoring, and evaluating projects. Competencies/Skills: Excellent management, leadership, interpersonal and networking skills. Strategic planning and problem-solving skills. Ability to plan, manage, implement, monitor and evaluate projects. Creative, logical and independent thinking. Excellent verbal communication and writing skills, including efficiency in report writing. Ability to take initiative, exercise leadership, display dedication, and a positive attitude. Excellent computer literacy in MS Office Suite and MS Outlook. Work long hours, under pressure, both in a team and as an individual. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyze, and apply current legislation and departmental policies.

DUTIES: Coordinate Subject Planners and Advisors responsible for Technical and Technology Subjects. Coordinate, Plan and manage implementation of all related programmes and activities of the subjects. Planning, monitoring and evaluation of curriculum and assessment programmes in line with CAPS. Ensure effective planning, monitoring, implementation and support of teacher and subject advisor training and support courses, on-site support visits, etc., to ensure effective planning, decision-making, monitoring and implementation of CAPS. Management and administration of all SBA related activities in the subjects. Coordinate, monitor and support operations of Subject Committees. Represent the province at National Level (DBE) and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding the subject. Coordinate in-service training programmes for the subjects. Ensure the coordination, management and implementation of ICT Integration in curriculum. Develop and manage the budget and procurement processes of the subjects. Provide leadership in the development and utilisation of extra LTSM. Ensure the effective growth in learner participation and performance in the subjects. Participate in the Directorate and Chief Directorate's strategic planning process. Report to the Director on a regular basis on the activities of the field. Participate in the Sub-Directorate, Directorate and Chief Directorate's strategic planning processes. Duties: The overall function is to monitor, facilitate and support teachers on the implementation of programmes in their area of responsibility. They are field workers and are also managers accountable to the Director for Secondary Curriculum Management for their operations. Promote learner participation in Technical and Technology Subjects through Road Shows, Exhibitions, Expos, Festivals, Olympiads, etc. Coordinate processes for the provisioning and maintenance of Computer Labs and Technical Workshops in the schools. Review and analyse the impact of policies within the province and give feedback to the Office of the Director and Department of Basic Education. Facilitate greater coordination and collaboration with relevant stakeholders in implementing the Learner Enrichment Programmes.

ENQUIRIES: Mr. M Njomeni (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - EDUCATION SOCIAL SUPPORT SERVICES (2 POSTS)
DIRECTORATE: EDUCATION DISTRICT OFFICE
CENTRE: AMATHOLE WEST, REF NO: DOE-ES11/08/2026
NELSON MANDELA BAY, REF NO: DOE-ES12/08/2026

SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes professional teacher education qualification. Registration with SACE as professional educator. Nine 9 years' experience in the educational field in a similar environment. A Valid drivers' license. Sound understanding and knowledge of governance management. Management of Diversity. Knowledge of the constitution as well as other relevant Acts and Policies.

DUTIES: Manage all Social Plan Programmes, including scholar transport, rural school development, school nutrition and poverty Alleviation, HIV/AIDS advocacy. Develop strategies for the operations management within schools, report any problems from findings to the relevant line specialist for further intervention. Monitor the facilitation of education management development services. Develop operational policies for schools. Conduct ongoing desktop research on education delivery issues within the district. Exercise procurement and financial control measures for school administration. Monitor the facilitation of home education. Implement provincial government initiatives and national projects, communicate with stakeholders on policy and training issues. Manage and coordinate the development and training of School Government Bodies.
ENQUIRIES: Mr. E Gorgonzola & Mr. S Ncapayi (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - RURAL AND EDUCATION OPERATIONS
REF NO: DOE-RE13/08/2026
DIRECTORATE: SCHOOL LANDSCAPE MANAGEMENT REVALITIZATION & RURAL EDUCATION
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized NQF Level 7 qualification in Education, which includes a professional teacher education qualification. Valid registration with SACE as a professional educator. 9 years' experience in the educational field in a similar environment, of which 5 years' experience in a middle management position in education. Experience in the educational sector, specifically rural education, and a postgraduate qualification will be an added advantage. A valid driver's license is required since travelling is a requirement of this position. Hands-on experience and knowledge of school management and governance, teaching and learning, resource provisioning for schools, and learner support programmes. Able to manage education transformation. A sound understanding of capacity building processes for principals, the ability to work independently, as well as in a team. Ability to work independently and in collaboration with all role players. Knowledge of the Constitution, SASA (1996), BELA, as well as other relevant Acts and policies, and collective agreements related to rural education. Knowledge and understanding of MS programmes such as MS Excel, MS Word, MS PowerPoint, and MS Outlook. Ability to work under pressure within short time frames. Knowledge and understanding of resourcing, rural framework, SCM, and finance regulations. A good understanding of Matrix Management, Multi-grade teaching, and ICT in rural education. Interpret, analyse, and apply current legislation and departmental policies to rural education. Apply Supervisory, organisational, and interpersonal skills in the sub directorate. Proven written and verbal skills. Attention to detail and high level of accuracy. Competencies: Monitor and evaluate programmes. Performance management and Project Management skills. Decision making and initiating action. Adhering to principles and values. Interpret, Analyse, and apply legislation and departmental policies about rural education. Developing templates, writing, and reporting on rural education. Be creative, innovative, and conceptualise rural education challenges and develop interventions and areas of improvement. Organising and executing tasks. Coping with pressure and setbacks. Ability to decide through consultation regarding rural education.
DUTIES: Coordinate, monitor, and facilitate resourcing, curricular activities, and management and governance in rural schools. Facilitate interventions suitable for rural schools. Monitor and implement SASA Section 14 Lease Agreements. Working hand-in-glove with sister directorates to develop rural education, learning, and teaching programmes. Ensure adaptation of education programmes to serve the specific needs of rural and deprived learners. Implement rural framework. Manage education operations in rural schools.

Coordinate the rural education sub-directorate in terms of operational plans, budgeting, planning, and expenditure processes. Compiling and analysing reports regarding rural education activities. Participate in the Directorate and Chief Directorate's strategic planning and accountability processes. Develop management plans. Ensure audit compliance and provide regular reports.
ENQUIRIES: Mr. VA Joseph (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - EDUCATION SERVICES OPERATIONS (2 POSTS)
DIRECTORATE: OPERATIONS MANAGEMENT AND COORDINATION
CENTRE: CLUSTER A - MTHATHA, REF NO: DOE-ES14/08/2026
CLUSTER B - GRAHAMSTOWN, REF NO: DOE-ES15/08/2026
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes a knowledge base of either Curriculum, ESSS or Management and Governance. Registration with SACE as professional educator. Nine 9 years' experience in the educational field. A Valid drivers' license. Sound understanding and knowledge of governance management. Management of Diversity. Understanding performance management systems. Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. A good understanding of Matrix management. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written, report writing, verbal and communication skills. Computer Literacy - MS Word, Ms Excel, MS Power Point and MS Outlook. Knowledge of Education Sector will be added advantage.
DUTIES: Responsible for coordinating and overseeing education management, curriculum support, institutional development, and learner support services across districts within the Cluster. Ensure the effective implementation of departmental policies, operational plans, and standardised systems in schools and districts. Monitoring school functionality and learner performance, coordinating social support programmes, strengthening governance and accountability, supporting districts with operational challenges, and ensuring effective management of human, financial, physical, and LTSM resources. Facilitate collaboration between districts and Head Office within a matrix management framework, oversees policy implementation and strategic initiatives, manage staff performance and development, and compile performance and compliance reports to support improved service delivery and educational outcomes. Conduct ongoing research on education delivery issues within districts. Monitor the implementation of the Mother Tongue Based Bilingual Education (MTBBE), Incremental Introduction of African Language (IIAL) and Early Childhood Development including the Numeracy and Reading Programmes. Monitor and coordinate the implementation of the rationalisation and realignment of school programme in districts.
ENQUIRIES: Mr. M Mbangeni & Mr. M Mpupu (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - CURRICULUM SERVICES
REF NO: DOE-CS16/08/2026
DIRECTORATE: NMB EDUCATION DISTRICT
CENTRE: NELSON MANDELA BAY
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized RVQ 13 qualification which must include professional teacher education. A minimum of 9 years teaching experience. A valid drivers' license. Registration with SACE. Be computer literate. General knowledge, understanding and experience of curriculum implementation in the FET and GET Bands, E-Learning, Library Services, Early Childhood Education and Teacher Development. A thorough understanding of the background, principles and methodologies underpinning the NCS and the CAPS. Sound knowledge of teaching, learning and assessment processes in classrooms. Knowledge of key policies such as the Language in Education Policy (LiEP), Assessment Policies, White Paper 6, White Paper 7 and White Paper 5. An understanding of transformational issues in education. An understanding of strategic planning, problem solving and project management. Must have strong written, communication and report writing skills. Must have experience in materials development, and the training of teachers.
DUTIES: Ensure that the following tasks are implemented in all Public Ordinary and Special Schools: Implementation of the curriculum in all schools. Development and moderation of quality School-Based Assessments in schools. Training and Development of Teachers. Scheduling of school support visits by Subject Advisors and writing of reports. Analyse learner performance on a quarterly basis and develop intervention programmes for all grades. Support schools with the development of Subject Improvement Plans. Monitor the delivery of resource materials (LTSM) to schools. Use the Data Driven District System and SASAMS to access data of schools. Coordinate, manage and implement ICT Integration into the curriculum. Manage the implementation of all ECD related programmes. Support schools with the implementation of Libraries. Liaise with Head Office for the seamless delivery of the curriculum to schools. Implement the delivery of Extra Tuition Programmes in schools. Participate in the strategic planning and accountability sessions of Head Office and the District. Report to the Director on a regular basis on the activities of the sub-directorate. Manage the performance of staff within the sub-directorate. Implement capacity-building programmes where necessary. Manage the finances of the sub-directorate.
ENQUIRIES: Mr. E Gorgonzola (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - EEA EMPLOYEE RELATIONS
DIRECTORATE: DISTRICT OFFICE
CENTRE: JOE GQABI, REF NO: DOE-EE17/08/2026
SARAH BAARTMAN, REF NO: DOE-EE29/08/2026
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes professional teacher education qualification. Registration with SACE as professional educator. Nine 9 years' experience in the educational field in a similar environment. A Diploma or Degree in Labour Relations related field will be an added advantage. Valid Driver's License. The applicant should have basic computer literacy skills in Microsoft Word, PowerPoint, and Excel. Sound knowledge of the South African Labour Legislation, grievance, and dispute resolution procedures applicable to both public service act employees and educators. Understanding of

various collective bargaining forums and policies relevant thereto. Knowledge of legislations which includes but not limited to: LRA; E of EA; EEA; PSA; PSR; BCEA; SDA; COIDA; SASA. Knowledge of Collective agreements concluded at PSCBC; GPSSBC and ELRC. An understanding of transformation issues and capacity building processes in education. Ability to work independently as well as in a team. Good written and verbal communication skills. Should be able to demonstrate sound knowledge of departmental policies, leadership, communication, conflict resolution, decision-making capabilities, and planning. Bargaining and mediating skills are an added advantage. Knowledge of Education Sector will be added advantage

DUTIES: Coordinate the administration of Disputes and grievances. Manage handling and facilitating the resolution of grievances, Manage the facilitation of the resolution of disputes. Manage the maintenance of disputes and grievance Information System. Manage the administration of received conflict and complaints. Manage conducting of labour relations audits and trends analysis, Manage the administration of disciplinary management services. Provide expert advice on the conduct of employees, Manage the analyse of information received and form conclusions, Manage the development and maintenance of Departmental database on misconduct cases, Minimise the number of disputes and unfair labour practices. Facilitate the sitting for Appeals Committee. Ensure that the departmental staff understand the government prescripts. Compile the statistical report. Manage the allocated resources, Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness, Resolve problems of motivation and control with minimum guidance from manager, Delegate functions to staff based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities, Ensure timeously development and implementation of Work Plans and Personal Development Plans (PDP's) for all subordinates, Manage daily employee performance and ensure timely Performance Assessments of all subordinates, Ensure management, maintenance and safekeeping of assets.

ENQUIRIES: Mr. W De Bruyn & Mr. M Mceleli (Tel: 040 608 4200)

e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - EDUCATION DEVELOPMENT CENTRE
DIRECTORATE: DISTRICT OFFICE
CENTRE: ALFRED NZO WEST, REF NO: DOE-ED18/08/2026
AMATHOLE EAST, REF NO: DOE-ED19/08/2026
SARAH BAARTMAN, REF NO: DOE-ED20/08/2026

SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes a knowledge base of either Curriculum, ESSS or Management and Governance. Registration with SACE as professional educator. Nine 9 years' experience in the educational field. A Valid drivers' license. Sound understanding and knowledge of governance management. Management of Diversity. Understanding performance management systems. Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. A good understanding of Matrix management. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written, report writing, verbal and communication skills. Computer Literacy - MS Word, Ms Excel, MS Power Point and MS Outlook. Knowledge of Education Sector will be added advantage.

DUTIES: Provide training for School and District Management Teams. Provide support on the provision of continued professional teacher development at District level. Manage the delivery of Education Development Centre programmes at District level. Provisioning of learner and teacher support and resource centred. Manage education operations. Coordinate the sub-directorate budgeting planning and expenditure processes. Participate in the Directorate and Chief Directorate's strategic planning and accountability processes.
ENQUIRIES: Mr. N Dabula & Mr. S Tsipa (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

CHIEF EDUCATION SPECIALIST - EXAMINATIONS AND ASSESMENT
DIRECTORATE: EDUCATION DISTRICT OFFICE
CENTRE: ALFRED NZO EAST, REF NO: DOE-EA21/08/2026
CHRIS HANI EAST, REF NO: DOE-EA22/08/2026
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: A recognised RVQ 13/14 qualification, which includes professional teacher education. A minimum of nine (9) years' teaching, examinations and school management experience. A valid driver's license. Registration with SACE as professional educator. Computer literacy. Sound knowledge of provincial and national policies on the administration and management of assessment processes. Experience and exposure to examinations and assessment environment. Basic exposure to project management, people management and excellent interpersonal skills. Good management and leadership skills. Excellent writing, communication, facilitation and presentation and reporting skills. Efficiency in report writing. An understanding of transformation issues and capacity building processes in education. Ability to work independently as well as in a team. Good written and verbal communication skills. Should be able to demonstrate sound knowledge of departmental policies, leadership, communication, conflict resolution, decision-making capabilities, and planning. Bargaining and mediating skills are an added advantage. Knowledge of Education Sector will be added advantage.
DUTIES: Manage, co –ordinate and monitor all National and Provincial Examinations and Assessment activities within GET, FET. (School Based Assessment, District Coordination, Monitoring and handling of Examination Ethics and Security). Manage the coordination of all National and Provincial examinations and assessment activities across the districts such as registration of centres, registration of learners, subject changes, promotion schedules etc. Manage the design and co – ordination of all monitoring processes for the smooth running of all examinations and assessment activities. Manage co-ordination and compliance to the assessment and examinations related policies, regulations and guidelines. Monitor the appointment and training of invigilators, monitors and examination officials in all matters pertaining to management of Assessment and Examinations. Monitor the management, conduct and administration of assessment and examinations processes in line with prescribed legislations. The provision of logistics services, the collation and distribution of examination related material, the provision of certification services, the co-ordination of examination matters at storage, nodal and distribution points. Manage and implement the norms and standards for examination and assessment security. Ensure the efficient management and coordination of the examination and assessment data collection, processing of candidates' data. Monitoring and coordination the efficient provision of certification services.
ENQUIRIES: Mr. M Mabona (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

OFFICE BASED DEPARTMENTAL ADVERT 3 OF 2026

CHIEF EDUCATION SPECIALIST- E-TEACHING & LEARNING (DIGITAL TRANSFORMATION)
REF NO: DOE-DT23/08/2026
DIRECTORATE: E-TEACHING & LEARNING
CENTRE: ZWELITSHA
SALARY NOTCH: R 1 151 079.00 per annum (MMS Package) OSD An all-inclusive salary package), structured as follows: Basic salary – 70% of package; State contribution to the Government Employee Pension Fund – 13% of basic salary. The remaining flexible portion may be structured in terms of the applicable remuneration rules.

REQUIREMENTS: Teaching qualification REQV 14, Nine years' experience in educational field, Management experience, A relevant e-Teaching and eLearning qualification. Experience in e-Teaching and Learning as SES and DCEs, Advanced skills regarding all Microsoft and Google applications. Clear understanding of the legislative framework that governs the Department of Education: Understanding and application on South African Schools Act, Employment of Educators Act, Public Service Act, understanding and knowledge of Curriculum and Assessment Policies (CAPS), Public Finance Management Act, Division of Revenue Act as Amended, Treasury Regulations and Department of Public Service and Administration Directives. SACE certificate, Driver's license and minimum Code 8. Knowledge: Whitepaper 7 on e-Education; Operation Phakisa, Action Plan to 2024: Towards the realisation of Schooling 2030, Digital Education Transformation Strategy (Draft) Education Sector Transformation Plan (ESTP), Professional Development Framework for Digital Learning, Digital content development, as well as content curation. A relevant Programming Language, Knowledge and understanding of current trends in eLearning. Broadcasting solutions. Educational applications regarding the Fourth Industrial Revolution: Virtual, augmented and holographic reality, artificial intelligence, coding and robotics, Internet of Things, cloud computing, etc. Classroom Management Systems, Learning Management Systems, Development of websites and mobile Apps, Data handling, Cyber security, Budget Management. Competency Skills: Leadership and Management Skills, Complex Problem Solving, Critical Thinking, Creativity, People and Project Management Skills. Collaboration and Communication Decision Making.
DUTIES: This role is central to the Department's mandate to effectively integrate Information and Communication Technology (ICT) into the education system, thereby enhancing teaching practices and improving learner outcomes, particularly as South Africa embraces the possibilities of the Fourth Industrial Revolution (4IR) and 5th Industrial Revolution (5IR). The CES (eLearning) provides leadership for a dedicated team and oversees a diverse portfolio encompassing several critical areas: e-Technology infrastructure and support, eLearning-focused Professional Development (PD) for educators, the administration and utilization of the Learning Management System (LMS), the development and management of electronic content (eContent), and the execution of Special eLearning Projects. The successful integration of ICT is recognized as key to advancing educational performance within the province. However, the Eastern Cape context presents unique challenges, including complexities in the eLearning value chain (spanning content digitization). The CES (eLearning) must navigate these complexities while driving the strategic adoption of digital tools and methodologies to ensure no learner is left behind. The CES will be responsible for eLearning Strategy Development, Monitoring, and Review - To outline the systematic process for formulating, implementing, monitoring, and periodically reviewing the ECDoE's eLearning strategy, ensuring its alignment with departmental priorities, national educational goals, and the evolving technological landscape. e-Technology Infrastructure and Procurement Management: To establish standardized procedures for the planning, specification, procurement, deployment, maintenance, support, and lifecycle management of eLearning-related technology infrastructure (hardware, software, connectivity) and devices within ECDoE schools and achieving value for money. Learning Management System (LMS) Oversight and Administration: To define the standard procedures for the effective and secure administration, configuration, maintenance, user management, course management, support, and reporting

of the ECDoE's designated Learning Management System (LMS), ensuring optimal performance, user accessibility, data integrity, and alignment with educational objectives. CES will cover all administrative and operational aspects of the primary LMS platform used by the ECDoE for delivering and managing eLearning content and activities. eContent Lifecycle Management: To establish a standardized, quality-driven process for the entire lifecycle of curriculum-aligned electronic learning content (eContent) within the ECDoE eLearning ecosystem. This includes identifying needs, planning, sourcing (curating existing content, including OERs), developing (creating new content), assuring quality (including curriculum alignment, pedagogical soundness, technical functionality, and accessibility), managing copyright and plagiarism, storing in a central repository, deploying via the LMS, and maintaining/reviewing content over time. The CES will ensure digital learning materials intended for use by ECDoE educators and learners, such as interactive eLearning modules, educational videos, audio resources, simulations, presentations, digital documents (e.g., PDF guides, worksheets), quizzes/assessments, and curated Open Educational Resources (OERs) are in place. Special eLearning Project Management: To provide a standardized, structured framework for initiating, planning, executing, monitoring, controlling, and closing discrete, time-bound special eLearning projects undertaken by the ECDoE eLearning unit. eLearning Team Leadership and Performance Management: To outline the standard procedures for effective leadership of the ECDoE eLearning unit, including team coordination, communication, task management, and the formal implementation of the Performance Management and Development System (PMDS) for all staff reporting to the CES (eLearning). This ensures alignment of individual performance with strategic eLearning goals and fosters a productive, collaborative, and development-oriented work environment. Stakeholder Engagement and Communication Management: To define systematic procedures for identifying, analyzing, planning, engaging, and managing communication with all internal and external stakeholders relevant to the ECDoE's eLearning portfolio. This ensures that stakeholder needs and expectations are understood and managed, communication is effective and transparent, and stakeholder buy-in and support for eLearning initiatives are fostered. eLearning Budget Planning and Financial Management: To establish clear and compliant procedures for the planning, allocation, management, monitoring, and reporting of all financial resources assigned to the ECDoE eLearning portfolio. This ensures fiscal responsibility, transparency, adherence to public finance regulations (PFMA), and alignment of expenditure with strategic eLearning objectives. CES (eLearning): Designated Budget Holder for the eLearning cost centre(s). eLearning Policy Compliance and Quality Assurance Management: To establish a systematic approach for ensuring that all activities, platforms, content, and processes within the ECDoE eLearning portfolio consistently adhere to relevant legislation, departmental policies, professional standards, and established quality benchmarks. This includes proactive compliance management and integrated quality assurance (QA) measures.
ENQUIRIES: Ms. LS Kota-Mgwali (Tel: 040 608 4487)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - BIRTH – GRADE R
REF NO: DOE-BG24/08/2026
DIRECTORATE: EARLY CHILDHOOD DEVELOPMENT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognized three – four-year qualification, which includes professional teacher qualification, a minimum of 8 years' experience in the educational field. Registration with SACE as professional educator. Sound understanding and knowledge of National Curriculum Framework (NCF-0-4) and Curriculum and Assessment Policy Statements (CAPS). Knowledge of the constitution as well as other relevant Acts and Policies for ECD. Experience in research on the latest developments related to curriculum transformation. Knowledge and understanding of ICT in Education as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building

processes in education. Interpret, analyse and apply current legislation and departmental policies pertaining to the CAPS, NCF and White Paper 5, White 6 and White Paper 7. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook. Proven track record of National Curriculum Framework (NCF-0-4) and Curriculum and Assessment Policy Statements (CAPS) and expertise in the Early Childhood Development space. Good management and leadership skills. Excellent communication, reporting, facilitation and presentation skills. Ability to adhere to strict time frames and coping with pressure. A Valid drivers' license. Knowledge of Education Sector will be added advantage.

DUTIES: Provide provincial leadership for the co-ordination, development and implementation of the curriculum requirements in Early Childhood Development. Manage and co-ordinate Early Childhood Development programmes such as National Curriculum Framework and Curriculum and Assessment Policy Statements projects. Be able to develop age-appropriate teaching & learning material as well as selecting relevant stationery packs for Pre-Grade & Grade R. Ensure the development of specifications, management and provision of resources to support curriculum delivery in Pre -Grade R and Grade R. Co-ordinate the establishment and ensure the functionality of Subject Committees. Manage and co-ordinate the provision of appropriate learner assessment strategies. Co-ordinate the maintenance, development, support and administration of the curriculum at provincial and district level. Represent the province and facilitate participation in all Departmental curriculum projects in conjunction with outside agencies regarding the curriculum. Ensure effective planning, monitoring, implementation and support of practitioners / teachers and subject advisor training and on-site support visits, etc. to ensure effective planning, decision-making, monitoring and implementation of National Curriculum Framework and Curriculum and Assessment Policy Statements.

ENQUIRIES: Ms. ZN Zibi (Tell: 040 608 4132)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - IE POLICY REGULATION IN MAINSTREAM SCHOOLS
REF NO: DOE-IE25/08/2026
DIRECTORATE: INCLUSIVE AND RURAL EDUCATION
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognized 4-year (M+4) teaching qualification (i.e. B. Ed or equivalent). Registration with the South African Council for Educators (SACE). Minimum of 8 years in the educational field and learner support to learners that present with barriers to learning. Experience in Inclusive Education and Augmentative and Alternative Communication will serve as a strong advantage. In-depth knowledge of specific legislation including White Paper 6, the Screening, Identification, Assessment and Support (SIAS) Policy, and Guidelines for Full-Service Schools. Hands-on experience in facilitating teacher development, curriculum differentiation, and implementing SIAS Processes (Including Individual Support Plans). Proven ability to coordinate projects such as School-Based Support Teams (SBSTs) and District-Based Support Teams (DBSTs), including end-to-end complaint interventions. Strong analytical, report writing, effective communication and advanced computer literacy (MS Office, virtual meeting platforms) skills. Ability to work effectively under pressure, independently and collaboratively within a team. A valid driver's license.

DUTIES: Manages specialized educational learner curriculum support to LSEN for Mainstream and Full-Service schools and high-level support programmes, ensuring effective curriculum adaptation and learner support. Ensure adherence to National policies on inclusive education, including Education White Paper 6. Develop and implement strategies to strengthen inclusivity in education. Work with families and communities to promote awareness and advocacy. Ensure professional staff at inclusive schools have expertise in specialized education. Implementation of the SIAS process and provisioning of curriculum support

services to learners to establish functional school-based support teams (SBST) at Full-Service Schools / Mainstream schools. The provisioning of educational and curriculum support in all public schools. Facilitation and monitoring of norms and standards & human resources at Full-Service schools. The support and monitoring of the expansion of the 3-Stream model pertaining to learners with special educational needs. Oversee curriculum adaptation for learners with special needs. Strengthen, and advocate for the effective functioning of District-Based Support Teams (DBSTs) to facilitate the implementation and delivery of Inclusive Education support services within districts.
ENQUIRIES: Mr. L Putter (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - POLICY IMPLEMENTATION, MONITORING, EXAMINATION ETHICS AND SBA MANAGEMENT
REF NO: DOE-PI26/08/2026
DIRECTORATE: EXAMINATION AND ASSESMENT MANAGEMENT SERVICES
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognized three or four-year qualification, which includes professional teacher education plus 8 years' experience in the educational field with credible, relevant management experience. Must be registered with SACE. Good knowledge of relevant education Acts and policies. Proven experience in examination management processes and leadership skills. Sound communication, negotiation, report-writing and strategic management skills. The ability to coordinate and collaborate with internal and external stakeholders. The ability to work independently as well as in a team. Good written and verbal communication skills. Proficiency in computer literacy is essential (MS Word, Outlook, Excel, and PowerPoint). In possession of a valid minimum Code B driver's license. Be willing to undergo vetting process.
DUTIES: Manage and monitor the implementation of examinations and assessment policies from Grade 1-12. Manage, co–ordinate and monitor all National and Provincial Examinations and Assessment activities within GET, FET. (School Based Assessment (SBA), District Coordination, Monitoring and handling of Examination Ethics and Security). Manage and monitor the registration of independent schools as examination centers, registration of learners in line with policy, subject changes, quality assurance of promotion schedules etc. Manage the design and co – ordination of all monitoring processes for the smooth running of all examinations and assessment activities. Manage the co-ordination and compliance to the assessment and examinations related policies, regulations and guidelines. Monitor the appointment and training of invigilators, monitors and examination officials in all matters pertaining to management of Assessment and Examinations. Verify the compliance of all facilities storing high security examination material. Co-ordination of accommodation and concessions for learners with Special Education Needs (LSEN). Management and handling of assessment and examination irregularities. Manage and implement the norms and standards for examination and assessment security.
ENQUIRIES: Mr. EM Mabona (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST- ASSESSMENT INSTRUMENTS DEVELOPMENT AND ITEM BANK MANAGEMENT
REF NO: DOE-AI27/08/2026
DIRECTORATE: EXAMINATION AND ASSESMENT MANAGEMENT SERVICES
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognized three or four-year qualification, which includes which includes a minimum of 8 years' experience in the educational field with credible, relevant management experience. Must be registered with SACE. Good knowledge of relevant education Acts and policies. Proven experience in examination management processes and leadership skills. Sound communication, negotiation, report-writing and strategic management skills. Experience in English and Afrikaans examination editing environment. The ability to coordinate and collaborate with internal and external stakeholders. The ability to work independently as well as in a team. Good written and verbal communication skills. Proficiency in computer literacy is essential (MS Word, Outlook, Excel, and PowerPoint). In possession of a valid minimum Code B driver's license. Be willing to undergo mandatory vetting process.
DUTIES: Manage, co–ordinate and monitor all High security National and Provincial Examinations and Assessment Instruments within GET, FET phases. Co-ordinate the development of examinations and assessment instruments for Grades 11 and12 and verify that they have been developed as per the prescribed policies._Coordinate, monitor and facilitate the quality assurance of the question paper development value chain._Facilitate the recruitment and training of examiners, moderators, translators, adaptors, versioners and editors for all identified examination periods according to the prescribed set standards. Conduct analysis of data collected in order to inform and improve teaching and learning. Editing, quality assurance and proofreading of Afrikaans/English assessment instruments for both National and Provincial assessment instruments. Monitoring of printing, packing and distribution of assessment Instruments. Verify the compliance of all facilities storing high security examination material. Coordinate and verification of the printing statistics from registered public and special schools. Manage and implement the norms and standards for examination and assessment security.
ENQUIRIES: Mr. EM Mabona (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - CIRCUIT MANAGER: CIRCUIT MANAGEMENT CENTRE (15 POSITIONS)
DIRECTORATE: EDUCATION DISTRICT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: AMATHOLE WEST, REF NO: DOE-CM28/08/2026
ALFRED NZO EAST, REF NO: DOE-CM29/08/2026 (2 POSITIONS)
BUFFALO CITY METRO, REF NO: DOE-CM30/08/2026
CHRIS HANI WEST, REF NO: DOE-CM31/08/2026 (2 POSITIONS)
CENTANE CMC (AE), REF NO: DOE-CM32/8/2026
DUTYWA CMC (AE), REF NO: DOE33/08/2026
HUMANSDORP CMC (SB), REF NO: DOE-CM34/08/2026
MAKHANDA CMC (SB), REF NO: DOE-CM35/08/2026
NGQELENI CMC (ORTC), REF NO: DOE-CM36/08/2026
TINARA CMC (NMB), REF NO: DOE-CM37/08/2026 (2 POSITIONS)
OR TAMBO INLAND, REF NO: DOE-CM38/08/2026 (2 POSITIONS)

REQUIREMENTS: A recognized three – four year qualification, which includes professional teacher education., which includes a minimum of 8 years' experience in the educational field. Valid Registration with SACE as professional educator. Hands-on experience and knowledge of teacher development and curriculum policy implementation practices. A sound knowledge of the national Curriculum and Assessment Policy Statements and topical curriculum transformation issues. Proven experience of leading and coordinating school improvement projects. Ability to work independently as well as in a team. Good communication skills (written & verbal). Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook. A valid driver's license. Competencies: Monitoring and evaluation, Performance Management, Decision making and initiating action, adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.
DUTIES: Supervision and management of school principals in curriculum delivery and administration of schools; Support school principals, school management teams and school governing bodies in the management and governance of schools; Conduct performance reviews and appraisals of principals; Monitor and support the implementation of performance management systems in schools; Provide support for professional growth of educators in line with the Circuit Improvement Plan (CIP); Evaluate the physical infrastructure of schools and communicate to the relevant section of the Department in terms of the needs of schools; Assist the circuit and the district in ensuring that examinations and assessments are implemented according to plan; Assist schools in maintaining a fair labour environment; Manage selection processes especially the appointment of principals in schools; Guide the process of school establishment, rationalization and extension of curriculum in the circuit; Develop a profile of all schools allocated to him/her as per the required format; Moderate examination schedules; Facilitate and coordinate the effective running of examinations; Drive the implementation of relevant teaching and learning initiatives in the districts in line with departmental objectives; Advise Principals and school management teams on the Departments strategic plans so as to assist them with the development of school improvement plans in order to achieve the desired objectives; Analyse and identify professional, education and resource needs of districts (including physical, human and financial resources); and Ensure that Principals manage their budgets in line with the South African Schools Act and maintain financial records for audit purposes.
ENQUIRIES: Mr. M Mbangeni & Mr. M Mpupu (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - EMIS, GOVERNANCE AND SPECIAL PROGRAMMES
REF NO: DOE-EG39/08/2026
DIRECTORATE: JG EDUCATION DISTRICT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: JOE GQABI,

REQUIREMENTS: A recognized three or four-year qualification (RVQ 14), which includes professional teacher education. Minimum of 8 years' experience in the educational field with credible, relevant management experience. Must be registered with SACE. Valid driver's license. An in-depth understanding of educational policies and other legislation impacting on the education sector. Good written and verbal communication skills. Experience of the

following is required; Knowledge and practical experience of school administration systems, specifically SASAMS. Data analysis, Data integration, Data security, Data warehousing, SQL Servicer 2016, MS Access, MS Excel, MS Server, SASAMS technical support. PFMA, and other relevant legislation applicable in the education sector.
DUTIES: Coordinate EMIS in the District. Coordinate the implementation of Youth and Special Programmes in the District. Coordinate Governance, Resourcing and Rationalisation of schools. Coordination of stakeholders, Learner teacher support material and SGB programmes in the district. Developing and maintaining an operational Data Warehouse. Provision and monitor the implementation of the Data Driven Districts (DDD) initiative. Monitor the quality data received by schools and assist with the development and implementation of strategies to improve data quality. Implement communication strategy to inform schools of the submitted data quality. Develop and maintain business processes to improve data submissions from schools. Train school principals and educators on electronic school management and reporting systems.
ENQUIRIES: Mr. M Mceleli (Tell: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - MATHS, SCIENCE AND TECHNOLOGY (FET PHASE)
REF NO: DOE-MS40/08/2026
DIRECTORATE: CHE EDUCATION DISTRICT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: CHRIS HANI EAST

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes professional teacher education qualification with a major in the subject/ subject field applying for. Registration with SACE as professional educator. 8 years' experience in the educational field. Relevant managerial experience in the subject will be advantageous. Computer literacy (MS Office Suite and MS Outlook) and valid driver's license. Competencies: Sound knowledge and understanding of the NQF, CAPS and the NCS in the relevant phase. A thorough understanding of the principles and teaching methodology underpinning Outcomes Based Education (OBE) and Outcomes Based Assessment. Experience in the development of curriculum materials. Knowledge of national and provincial curriculum development practices. Proven experience in project management. Proven track record of subject knowledge and expertise in the FET Phase. Good management and leadership skills. Excellent communication, reporting, facilitation and presentation skills. Ability to adhere to strict time frames.
DUTIES: Provide provincial leadership for the co-ordination, development and implementation of the subject requirements in the relevant phase. Co-ordinate the establishment and maintenance of Subject Committees. Manage and co-ordinate the provision of appropriate learner assessment strategies in the subject. Co-ordinate the maintenance, development, support and administration of the subject at provincial and district level. Represent the province and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding the subject. Provide leadership in the development and utilisation of extra LTSM. Ensure effective planning, monitoring, implementation and support of teacher and subject advisor training and support courses, on-site support visits, etc., to ensure effective planning, decision-making, monitoring and implementation of CAPS.
ENQUIRIES: Mr. B Mnqanqeni (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - SOCIAL STUDIES, LANGUAGES AND ARTS (SENIOR AND FET PHASE) (3 POSITIONS)
DIRECTORATE: EDUCATION DISTRICT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ALFRED NZO WEST, REF NO: DOE-SS41/08/2026
CHRIS HANI EAST, REF NO: DOE-SS42/08/2026
NELSON MANDELA BAY, REF NO: DOE-SS43/08/2026

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes professional teacher education qualification with a major in the subject/ subject field applying for. Registration with SACE as professional educator. 8 years' experience in the educational field. Relevant managerial experience in the subject will be advantageous. Computer literacy (MS Office Suite and MS Outlook) and valid driver's license. Competencies: Sound knowledge and understanding of the NQF, CAPS and the NCS in the relevant phase. A thorough understanding of the principles and teaching methodology underpinning Outcomes Based Education (OBE) and Outcomes Based Assessment. Experience in the development of curriculum materials. Knowledge of national and provincial curriculum development practices. Proven experience in project management. Proven track record of subject knowledge and expertise in the FET Phase. Good management and leadership skills. Excellent communication, reporting, facilitation and presentation skills. Ability to adhere to strict time frames.
DUTIES: Provide provincial management and leadership for the co-ordination, development and implementation of curriculum activities and programmes of Humanities, Languages, Arts and Culture in Senior and FET Curriculum Management. Co-ordinate the establishment and maintenance of functional Subject Committees and Professional Learning Communities (PLCs). Manage and coordinate the provision of appropriate learner assessment strategies in the subjects. Design and implement differentiated support and intervention strategies to learning outcomes in the subject. Co-ordinate the maintenance, development, support and administration of the subjects at provincial and district level. Represent the province and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding Humanities, Languages, Arts and Culture. Provide leadership in the development and utilization of extra LTSM. Initiate and coordinate co-curricular activities to enhance teaching and learning. Establish controls to manage Humanities, Languages, Arts and Culture project budget, develop operational plans and write reports. Ensure effective planning, monitoring, support and implementation of Humanities, Languages, Arts and Culture subject advisors and teachers training, on-site support visits, etc., for sound decision making, and adherence to CAPS prescripts.
ENQUIRIES: Mr. B Mnqanqeni, Ms. N Dabula & Mr. E Gorgonzola (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - NATURAL SCIENCE & TECHNOLOGY (GRADE 4-7)
REF NO: DOE-NS44/08/2026
DIRECTORATE: PRIMARY CURRICULUM MANAGEMENT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes professional teacher education qualification with a major in the subject/ subject field applying for. Registration with SACE as professional educator. 8 years' experience in the educational field. Relevant managerial experience in the subject will be advantageous. Computer literacy (MS Office Suite and MS Outlook) and valid driver's license. Competencies: Sound knowledge and understanding of the NQF, CAPS and the NCS in the relevant phase. A thorough understanding of the principles and teaching methodology underpinning Outcomes Based Education (OBE) and Outcomes Based Assessment. Experience in the development of curriculum materials. Knowledge of national and provincial curriculum development practices. Proven experience in project management. Proven track record of subject knowledge and expertise in the FET Phase. Good management and leadership skills. Excellent communication, reporting, facilitation and presentation skills. Ability to adhere to strict time frames.
DUTIES: Provide provincial management and leadership for the co-ordination, development and implementation of curriculum activities and programmes of NS/TECH and NS in Primary Curriculum Management. Co-ordinate the establishment and maintenance of functional Subject Committees and Professional Learning Communities (PLCs). Manage and coordinate the provision of appropriate learner assessment strategies in the subjects. Design and implement differentiated support and intervention strategies to learning outcomes in the subject. Co-ordinate the maintenance, development, support and administration of the subjects at provincial and district level. Represent the province and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding NS/TECH and NS. Provide leadership in the development and utilization of extra LTSM. Initiate and coordinate co-curricular activities to enhance teaching and learning. Establish controls to manage NS/TECH and NS project budget, develop operational plans and write reports. Ensure effective planning, monitoring, support and implementation of NS/TECH and NS subject advisors and teachers training, on-site support visits, etc., for sound decision making, and adherence to CAPS prescripts.
ENQUIRIES: Mr. K Molaoa (Tel: 040 608 4020)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - ENGLISH HOME AND FIRST ADDITIONAL LANGUAGES (GRADE 1-7)
REF NO: DOE-EH45/08/2026
DIRECTORATE: PRIMARY CURRICULUM MANAGEMENT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognized RVQ 13/14 qualification, which includes professional teacher education qualification with a major in the subject/ subject field applying for. Registration with SACE as professional educator. 8 years' experience in the educational field. Relevant managerial experience in the subject will be advantageous. Computer literacy (MS Office Suite and MS Outlook) and valid driver's license. Competencies: Sound knowledge and understanding of the NQF, CAPS and the NCS in the relevant phase. A thorough understanding of the principles and teaching methodology underpinning Outcomes Based Education (OBE) and Outcomes Based Assessment. Experience in the development of curriculum materials. Knowledge of national and provincial curriculum development practices. Proven experience in project management. Proven track record of subject knowledge and

expertise in the FET Phase. Good management and leadership skills. Excellent communication, reporting, facilitation and presentation skills. Ability to adhere to strict time frames.

DUTIES: Provide provincial management and leadership for the co-ordination, development and implementation of curriculum activities and programmes in English Home and First Additional Language in Primary Curriculum Management. Co-ordinate the establishment and maintenance of functional Subject Committees and Professional Learning Communities (PLCs). Manage and co-ordinate the provision of appropriate learner assessment strategies in the subjects. Co-ordinate the maintenance, development, support and administration of the subject at provincial and district level. Design and implement differentiated support and intervention strategies to learning outcomes in the subject. Represent the province and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding English Home and First Additional Languages. Provide leadership in the development and utilization of extra LTSM. Initiate and coordinate co-curricular activities to enhance teaching and learning. Establish controls to manage English project budget, develop operational plans and write reports. Ensure effective planning, monitoring, support and implementation of English subject advisors and teachers training, on-site support visits, etc., for sound decision making, and adherence to CAPS prescripts.

ENQUIRIES: Mr. K Molaoa (Tel: 040 608 4020)

e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - CONSUMER STUDIES, HOSPITALITY STUDIES, TOURISM AND BUSINESS STUDIES (SENIOR & FET PHASE)
REF NO: DOE-CS46/08/2026
DIRECTORATE: SECONDARY CURRICULUM MANAGEMENT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognised three or four-year qualification (REQV 13/14), which includes professional teacher education, with major(s) in Consumer Studies, Hospitality Studies, Tourism and Business Studies at Senior and FET Phase (Grades 8 – 12). Registration with SACE as a professional educator. Nine (9) years' experience in Secondary Schools at FET Band) teaching and/or providing curriculum support. A minimum of 3 years' managerial experience in education at post level 2. Experience as a Curriculum Subject Advisor in the subjects above will be an added advantage. A valid driver's license. Preparedness to undergo vetting processes. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy Statements (CAPS) and assessment in GET, FET and ABET. Proven experience in planning, implementing, monitoring, and evaluating projects. Competencies/Skills: Excellent management, leadership, interpersonal and networking skills. Strategic planning and problem-solving skills. Ability to plan, manage, implement, monitor and evaluate projects. Creative, logical and independent thinking. Excellent verbal communication and writing skills, including efficiency in report writing. Ability to take initiative, exercise leadership, display dedication, and a positive attitude. Excellent computer literacy in MS Office Suite and MS Outlook. Work long hours, under pressure, both in a team and as an individual.

DUTIES: Coordinate, Plan and manage implementation of all related programmes and activities in Consumer Studies, Hospitality Studies, Tourism and Business Studies. Planning, monitoring and evaluation of curriculum and assessment programmes in line with CAPS. Ensure effective planning, monitoring, implementation and support of teacher and subject advisor training and support courses, on-site support visits, etc., to ensure effective planning, decision-making, monitoring and implementation of CAPS. Management and administration of all SBA and PAT related activities in the subjects. Coordinate, monitor and support operations of Subject Committees. Represent the province at National Level (DBE) and facilitate participation in all departmental curriculum projects in conjunction with outside

agencies regarding the subject. Coordinate in-service training programmes for the subjects. Ensure the coordination, management and implementation of ICT Integration in curriculum. Develop and manage the budget and procurement processes of the subjects. Provide leadership in the development and utilisation of extra LTSM. Ensure the effective growth in learner participation and performance in the subjects. Participate in the Directorate and Chief Directorate's strategic planning process. Report to the chief education Specialist on a regular basis on the activities of the subjects. Participate in the Sub-Directorate, Directorate and Chief Directorate's strategic planning processes. Duties: The overall function is to monitor, facilitate and support teachers on the implementation of programmes in their area of responsibility. They are field workers and are also managers accountable to the CES for their operations. Promote learner participation in exhibitions expos, festivals, and Olympics. Coordinate processes for the provisioning and maintenance of libraries, resources and media centres in the schools. Review and analyse the impact of policies within the province and give feedback to the Office of the Director and Department of Basic Education. Facilitate greater coordination and collaboration with relevant stakeholders in implementing the Learner Enrichment Programmes.
ENQUIRIES: Mr. M Njomeni (Tel: 040 608 4020)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST ARTS AND MARITIME SUBJECTS (SENIOR & FET PHASE)
REF NO: DOE-AA47/08/2026
DIRECTORATE: SECONDRY CURRICULUM MANAGEMENT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: A recognised three- or four-year qualification (REQV 13/14), which includes professional teacher education, with major(s) in Arts and Maritime (Nautical Sciences, Marine Sciences and Maritime Economics) Subjects at Senior and FET Phase (Grades 8 – 12). Registration with SACE as a professional educator. Nine (9) years' experience in Secondary Schools at FET Band) teaching and/or providing curriculum support. A minimum of 3 years' managerial experience in education at post level 2. Experience as a Curriculum Subject Advisor in the subjects above will be an added advantage. A valid driver's license. Preparedness to undergo vetting processes. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy Statements (CAPS) and assessment in GET, FET and ABET. Proven experience in planning, implementing, monitoring, and evaluating projects. Competencies/Skills: Excellent management, leadership, interpersonal and networking skills. Strategic planning and problem-solving skills. Ability to plan, manage, implement, monitor and evaluate projects. Creative, logical and independent thinking. Excellent verbal communication and writing skills, including efficiency in report writing. Ability to take initiative, exercise leadership, display dedication, and a positive attitude. Excellent computer literacy in MS Office Suite and MS Outlook. Work long hours, under pressure, both in a team and as an individual.
DUTIES: Coordinate, Plan and manage implementation of all related programmes and activities in Arts and Maritime Subjects. Planning, monitoring and evaluation of curriculum and assessment programmes in line with CAPS. Ensure effective planning, monitoring, implementation and support of teacher and subject advisor training and support courses, on-site support visits, etc., to ensure effective planning, decision-making, monitoring and implementation of CAPS. Management and administration of all SBA and PAT related activities in the subjects. Coordinate, monitor and support operations of Subject Committees. Represent the province at National Level (DBE) and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding the subject. Coordinate in-service

training programmes for the subjects. Ensure the coordination, management and implementation of ICT Integration in curriculum. Develop and manage the budget and procurement processes of the subjects. Provide leadership in the development and utilisation of extra LTSM. Ensure the effective growth in learner participation and performance in the subjects. Participate in the Directorate and Chief Directorate's strategic planning process. Report to the chief education Specialist on a regular basis on the activities of the subjects. Participate in the Sub-Directorate, Directorate and Chief Directorate's strategic planning processes. Duties: The overall function is to monitor, facilitate and support teachers on the implementation of programmes in their area of responsibility. They are field workers and are also managers accountable to the CES for their operations. Promote learner participation in exhibitions expos, festivals, and Olympics. Coordinate processes for the provisioning and maintenance of libraries, resources and media centres in the schools. Review and analyse the impact of policies within the province and give feedback to the Office of the Director and Department of Basic Education. Facilitate greater coordination and collaboration with relevant stakeholders in implementing the Learner Enrichment Programmes.
ENQUIRIES: Mr. M Njomeni (Tel: 040 608 4020)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - BUSINESS AND COMMERCE (SENIOR AND FET PHASE) (2 POSITIONS)
DIRECTORATE: EDUCATION DISTRICT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ALFRED NZO WEST, REF NO: DOE-BA48/08/2026
BUFFALO CITY METRO, REF NO: DOE-BA49/08/2026

REQUIREMENTS: A recognised three- or four-year qualification (REQV 13/14), which includes professional teacher education, with major(s) in Arts and Maritime (Nautical Sciences, Marine Sciences and Maritime Economics) Subjects at Senior and FET Phase (Grades 8 – 12). Registration with SACE as a professional educator. Nine (9) years' experience in Secondary Schools at FET Band) teaching and/or providing curriculum support. A minimum of 3 years' managerial experience in education at post level 2. Experience as a Curriculum Subject Advisor in the subjects above will be an added advantage. A valid driver's license. Preparedness to undergo vetting processes. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy Statements (CAPS) and assessment in GET, FET and ABET. Proven experience in planning, implementing, monitoring, and evaluating projects. Competencies/Skills: Excellent management, leadership, interpersonal and networking skills. Strategic planning and problem-solving skills. Ability to plan, manage, implement, monitor and evaluate projects. Creative, logical and independent thinking. Excellent verbal communication and writing skills, including efficiency in report writing. Ability to take initiative, exercise leadership, display dedication, and a positive attitude. Excellent computer literacy in MS Office Suite and MS Outlook. Work long hours, under pressure, both in a team and as an individual.
DUTIES: Provide provincial management and leadership for the co-ordination, development and implementation of curriculum activities and programmes of Mathematics, Science and Technology subject for Senior and FET phases Curriculum Management. Co-ordinate the establishment and maintenance of functional Subject Committees and Professional Learning Communities (PLCs). Manage and coordinate the provision of appropriate learner assessment strategies in the subjects. Design and implement differentiated support and intervention strategies to learning outcomes in the subject. Co-ordinate the maintenance, development, support and administration of the subjects at provincial and district level. Represent the province and facilitate participation in all departmental curriculum projects in conjunction with outside agencies regarding Mathematics, Science and Technology. Provide leadership in the

development and utilization of extra LTSM. Initiate and coordinate co-curricular activities to enhance teaching and learning. Establish controls to manage Mathematics, Science and Technology project budget, develop operational plans and write reports. Ensure effective planning, monitoring, support and implementation of Mathematics, Science and Technology subject advisors and teachers training, on-site support visits, etc., for sound decision making, and adherence to CAPS prescripts.
ENQUIRIES: Mr. VV Siciko (Tel: 040 760 0536)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - EDUCATION LANGUAGE POLICY (ACQUISITION PLANNING)
REF NO: DOE-EL50/08/2026
DIRECTORATE: EDUCATION LANGUAGE POLICY
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: The incumbent must have 8 years of Experience in the Educational field of which 3 years must be in the Language in Education Policy Implementation with the view of Multilingualism and Social Cohesion. Must possess a 3-year qualification in an indigenous African language (isiXhosa or Sesotho). Must demonstrate Project Management of a Language in Education Policy Implementation Project. Competencies/skills: Sound knowledge of the Language provisions in the Constitution, extensive knowledge of the legislative framework underpinning language use in Education; extensive knowledge of Language in Education Policy and Practice and the major difference between the two. Sound knowledge of the concepts of language acquisition, orthographic rules especially spelling and writing in isiXhosa or Sesotho, to inculcate multilingualism. A person must demonstrate understanding of the pedagogy of teaching and assessment of language(s) at FAL and SAL level. Must be proficient in isiXhosa and or Sesotho. The incumbent must demonstrate competence to translation, editing, and proof reading of material when required. He/she must quality assure outsourced documents.
DUTIES: Drive the management of the implementation the Language in Education Policy (1997) through national and provincial programs which seeks to promote nation building and multiculturalism including Incremental Introduction of African Languages (IIAL), the transformation program of the department. Facilitate Acquisition planning activities of the indigenous languages in the province; facilitate capacitation and training of School Governing Bodies and school communities on School Language Policy (SLP) development and/or SLP reviews to comply with the Language in Education Legislative Framework. Assist school communities to develop SLPs that ensure multilingualism and intervene where language violations occur and offer assistance and guidance. Establish infrastructure to enhance acquisition planning of languages by ensuring that schools are fully multilingual as enshrined in the Constitution. Advocate and reinforce government responsibility to ensure that the benefits of service delivery are distributed equally by providing equitable access to services for all our clients irrespective of language in order to enhance their participation and voice in education matters. Monitor language use in the department to ensure the functional use of former marginalized languages of the province, to promote social cohesion and tolerance on use of all languages. Encourage language learning, specifically tailored to the needs of former English and Afrikaans only schools, to make the benefits of multilingualism visible. Encourage vibrant discourse on multilingualism with language role players and stakeholders. Establish collaborative partnerships to ensure the successful implementation of the Language in Education Policy (1996). Facilitate advocacy campaigns of Language Transformation.
ENQUIRIES: Dr. Z Wababa (Tel: 040 608 4287)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - EDUCATION LANGUAGE POLICY (STATUS PLANNING)
REF NO: DOE-EL51/08/2026
DIRECTORATE: EDUCATION LANGUAGE POLICY
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: The incumbent must have 8 years of Experience in the Educational field of which 3 years must be in the Education Policy Implementation. Must possess a 3-year qualification in an indigenous African language (isiXhosa or Sesotho). Must demonstrate Project Management of a Language in Education Policy Implementation Project. Competencies/skills: Sound knowledge of the Language provisions in the Constitution, extensive knowledge of the legislative framework underpinning language use in Education; extensive knowledge of Language in Education Policy and Practice and the major difference between the two. Sound knowledge of the concepts of semilingualism, monolingualism, bilingualism, multilingualism and language acquisition will demonstrate understanding of the science of Language Planning. Must be proficient in isiXhosa and or Sesotho, plus English and or Afrikaans. The incumbent must demonstrate competence to MTbBE pedagogy, translanguaging, translate and version material when required. He/she must quality assure outsourced documents.
DUTIES: Drive the management of the implementation of the Language in Education Policy (1997) through national and provincial programs including Mother Tongue-based Bilingual Education (MTBBE). Facilitate Status Planning activities of the indigenous languages in the province; facilitate capacitation and training of School Governing Bodies and school communities on School Language Policy (SLP) development and/or SLP reviews to comply with the Language in Education Legislative Framework. Assist school communities to develop SLPs that ensure multilingualism and intervene where language violations occur and offer assistance and guidance. Establish infrastructure to enhance Acquisition Planning by ensuring that schools are fully multilingual as enshrined in the Constitution. Advocate and reinforce government responsibility to ensure that the benefits of service delivery are distributed equally by providing equitable access to services for all our clients irrespective of language in order to enhance their participation and voice in education matters. Monitor language use in the department to ensure the functional use of all the official languages of the province, promoting the public image of Government. Encourage language learning, specifically tailored to the needs of the Public Service, to improve Public Servant's efficiency and productivity in the workplace and make the benefits of multilingualism visible. Encourage vibrant discourse on multilingualism with language role players and stakeholders. Establish collaborative partnerships to ensure the successful implementation of the Language in Education Policy (1996). Facilitate advocacy campaigns of Language Transformation.
ENQUIRIES: Dr. Z Wababa (Tel: 040 608 4287)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - E-TEACHING & LEARNING (MANAGEMENT SYSTEM AND DIGITAL CONTENT)
REF NO: DOE-LM52/08/2026
DIRECTORATE: E-TEACHING & LEARNING
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: Teaching qualification REQV 14, 8 years' experience in educational field. Management experience. A relevant e-Teaching and eLearning qualification. Experience in e-Teaching and Learning as SES added advantage. Advanced skills regarding all Microsoft and Google applications. Clear understanding of the legislative framework that governs the

Department of Education: Understanding and application on South African Schools Act, Employment of Educators Act, Public Service Act, understanding and knowledge of Curriculum and Assessment Policies (CAPS), Public Finance Management Act, Division of Revenue Act as Amended, Treasury Regulations. SACE certificate, Driver's license and minimum Code 8. Knowledge: Whitepaper 7 on e-Education; Operation Phakisa, Action Plan to 2024: Towards the realisation of Schooling 2030, Digital Education Transformation Strategy (draft), Education Sector Transformation Plan (ESTP), Professional Development Framework for Digital Learning, Digital content development, as well as content curation. A relevant Programming Language, Knowledge and understanding of current trends in eLearning, Broadcasting solutions, educational applications regarding the Fourth Industrial Revolution: Virtual, augmented and holographic reality, artificial intelligence, coding and robotics, Internet of Things, cloud computing, etc. Classroom Management Systems, Learning Management Systems, Development of websites and mobile Apps, Data handling, Cyber security. Project management, Budget Management. Competency Skills: Leadership and Management Skills, Complex Problem Solving, Critical Thinking. Creativity, People and Project Management Skills, Collaboration and Communication, Decision Making.

DUTIES: Develop and integrate the e-Teaching and eLearning policy into the curriculum through innovation systems. eContent Management and Distribution: Implement metadata standards and taxonomies to facilitate efficient search, retrieval, and organization of eContent. Develop and maintain a user-friendly eContent management system (CMS) or learning management system (LMS) for seamless distribution and access to eContent. eContent Licensing and Intellectual Property: Establish clear guidelines and procedures for managing intellectual property rights and licensing for eContent developed by the department or third-party providers. eContent Technical Support and Infrastructure: Collaborate with the IT department to ensure that the necessary infrastructure and technical support are in place for the effective delivery and utilization of eContent. Develop and implement policies and procedures for data backup, disaster recovery, and cybersecurity measures to protect eContent assets and user data. eContent Promotion and Adoption: Develop and implement a comprehensive communication and marketing plan to promote the availability and benefits of eContent to educators, learners, and stakeholders. Organize training sessions, workshops, and professional development opportunities to enhance educators' digital literacy and eContent integration skills.

ENQUIRIES: Ms. LS Kota-Mgwali (Tel: 040 608 4487)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST - INCLUSVE AND RURAL EDUCATION (LSPID)
REF NO: DOE-IR53/08/2026
DIRECTORATE: INCLUSVE AND RURAL EDUCATION
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ZWELITSHA

REQUIREMENTS: Applicants must be in possession of an appropriate three-year Bachelor's degree or equivalent qualification with at least 8 years relevant experience in education and in the coordination of support provision to learners with disabilities. An experience in project and financial management will be an added advantage. The successful candidate will be expected to have extensive knowledge of and insight into education legislation and policies. The incumbent will be responsible for the co-ordination and financial management of the Conditional Grant on Learners with Severe to Profound Intellectual Disabilities. The incumbent must be able to take initiative with regards to resolving challenges, be able to promote inclusive education for effective teaching and learning of learners with severe to profound intellectual disabilities. Ability to work in a team and interact with other Provincial Education Departments and other relevant stakeholders will be added advantages. The job involves

travelling and therefore a valid driver's licence is a requirement. The applicant must have advanced computer skills.
DUTIES: As project manager, the incumbent will be responsible for providing strategic leadership in the management of the provincial conditional grant for Learners with Severe to Profound Intellectual Disability. Conditional grant management includes among others, government budgeting and procurement processes, development of business plans and grant frameworks, reporting, monitoring and performance evaluation. Ensuring submission of statutory reports for compliance with applicable legislations and frameworks. The incumbent must be able to take initiative with regards to resolving challenges in the effective management of the grant. As a new conditional grant, the successful candidate is also expected to provide training and or initiate training and workshops for personnel and officials providing inclusive education. Preparing presentations and reports for the department.
ENQUIRIES: Mr. L Putter (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST: TRAINING INSTITUTE - LEADERSHIP AND MANAGEMENT (MMELI)
REF NO: DOE-TI54/08/2026
DIRECTORATE: TRAINING INSTITUTE - LEADERSHIP AND MANAGEMENT
SALARY NOTCH: R 657 492.00 per annum
CENTRE: MMELI - KUGOMPO

REQUIREMENTS: A recognized three or four year qualification, which includes professional teacher education., which includes a minimum of 8 years' experience in the educational field. Valid Registration with SACE as professional educator. Hands-on experience and knowledge of teacher development and curriculum policy implementation practices. A sound knowledge of the national Curriculum and Assessment Policy Statements and topical curriculum transformation issues. Proven experience of leading and coordinating school improvement projects. Ability to work independently as well as in a team. Good communication skills (written & verbal). Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook. Competencies: Monitoring and evaluation, Performance Management, Decision making and initiating action, adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.
DUTIES: Provide guidance on the implementation, monitoring and reporting of integrated strategy, policies and procedure for business process management services. Develop and monitor the implementation of the related plans and programmes. Assist in providing administrative support to provisioning training in the institution. Assist in providing administrative support to the provision of functional, transversal, management and leadership training programmes. Render general support and facility management services. Manage daily employee performance and ensure timely Performance Assessments of all subordinates. Ensure timeously development and implementation of Job Descriptions, Work Plans and Personal Development Plans (PDP's) for all subordinates. Ensure management, maintenance and safekeeping of assets. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from manager. Delegate functions to staff

based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities.
ENQUIRIES: Ms. SP Tabata (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST: QUEENSTOWN INSTITUTE
REF NO: DOE-TI55/08/2026
DIRECTORATE: TRAINING INSTITUTE – MATHEMATICS & SCIENCE
SALARY NOTCH: R 657 492.00 per annum
CENTRE: QUEENSTOWN

REQUIREMENTS: A recognized three or four year qualification, which includes professional teacher education., which includes a minimum of 8 years' experience in the educational field. Valid Registration with SACE as professional educator. Hands-on experience and knowledge of teacher development and curriculum policy implementation practices. A sound knowledge of the national Curriculum and Assessment Policy Statements and topical curriculum transformation issues. Proven experience of leading and coordinating school improvement projects. Ability to work independently as well as in a team. Good communication skills (written & verbal). Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook. Competencies: Monitoring and evaluation, Performance Management, Decision making and initiating action, adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.
DUTIES: Provide guidance on the implementation, monitoring and reporting of integrated strategy, policies and procedure for business process management services. Develop and monitor the implementation of the related plans and programmes. Assist in providing administrative support to provisioning training in the institution. Assist in providing administrative support to the provision of functional, transversal, management and leadership training programmes. Render general support and facility management services. Manage daily employee performance and ensure timely Performance Assessments of all subordinates. Ensure timeously development and implementation of Job Descriptions, Work Plans and Personal Development Plans (PDP's) for all subordinates. Ensure management, maintenance and safekeeping of assets. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from manager. Delegate functions to staff based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities.
ENQUIRIES: Ms. SP Tabata (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST: TRAINING INSTITUTE – TECHNICAL & VOCATIONAL -ALGOA (2 POSTS)
REF NO: DOE-TI56/08/2026
DIRECTORATE: TRAINING INSTITUTE - TECHNICAL & VOCATIONAL
SALARY NOTCH: R 657 492.00 per annum
CENTRE: ALGOA - GQEBERA

REQUIREMENTS: A recognized three or four year qualification, which includes professional teacher education., which includes a minimum of 8 years' experience in the educational field. Valid Registration with SACE as professional educator. Hands-on experience and knowledge of teacher development and curriculum policy implementation practices. A sound knowledge of the national Curriculum and Assessment Policy Statements and topical curriculum transformation issues. Proven experience of leading and coordinating school improvement projects. Ability to work independently as well as in a team. Good communication skills (written & verbal). Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook. Competencies: Monitoring and evaluation, Performance Management, Decision making and initiating action, adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.
DUTIES: Provide guidance on the implementation, monitoring and reporting of integrated strategy, policies and procedure for business process management services. Develop and monitor the implementation of the related plans and programmes. Assist in providing administrative support to provisioning training in the institution. Assist in providing administrative support to the provision of functional, transversal, management and leadership training programmes. Render general support and facility management services. Manage daily employee performance and ensure timely Performance Assessments of all subordinates. Ensure timeously development and implementation of Job Descriptions, Work Plans and Personal Development Plans (PDP's) for all subordinates. Ensure management, maintenance and safekeeping of assets. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from manager. Delegate functions to staff based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities.
ENQUIRIES: Dr. CN Hendricks (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

DEPUTY CHIEF EDUCATION SPECIALIST: PHYSICAL RESOURCE PLANNING
REF NO: DOE-PRP57/08/2026
DIRECTORATE: PHYSICAL RESOURCE PLANNING
SALARY NOTCH: R 657 492.00 per annum
CENTRE: MMELI - KUGOMPO

REQUIREMENTS: A recognized three or four year qualification, which includes professional teacher education., which includes a minimum of 8 years' experience in the educational field. Valid Registration with SACE as professional educator. Hands-on experience and knowledge of teacher development and curriculum policy implementation practices. A sound knowledge of the national Curriculum and Assessment Policy Statements and topical curriculum transformation issues. Proven experience of leading and coordinating school improvement projects. Ability to work independently as well as in a team. Good communication skills (written & verbal). Knowledge of the constitution as well as other relevant Acts and Policies. Experience in research on the latest developments related to curriculum transformation. Knowledge and understanding of ICT in Education, as it relates to teaching and learning in the classroom. A sound understanding of curriculum transformation issues and capacity building processes in education. Interpret, analyse and apply current legislation and departmental policies. Supervisory, organizational and interpersonal skills. Proven written and verbal skills. Attention to details and a high level of accuracy, effective public relations and public speaking skills. Computer Literacy - MS Word, MS Excel, MS Power Point and MS Outlook. Competencies: Monitoring and evaluation, Performance Management, Decision making and initiating action, adhering to principles and values, Analysis and interpreting, Writing and reporting, Creating, conceptualizing and innovating, Organizing and executing, Coping with pressures and setbacks, Time management.
DUTIES: Provide guidance on the implementation, monitoring and reporting of integrated strategy, policies and procedure for business process management services. Develop and monitor the implementation of the related plans and programmes. Assist in providing administrative support to provisioning training in the institution. Assist in providing administrative support to the provision of functional, transversal, management and leadership training programmes. Render general support and facility management services. Manage daily employee performance and ensure timely Performance Assessments of all subordinates. Ensure timeously development and implementation of Job Descriptions, Work Plans and Personal Development Plans (PDP's) for all subordinates. Ensure management, maintenance and safekeeping of assets. Maintain high standards by ensuring that the team / section produces excellent work in terms of quality / quantity and timeliness. Resolve problems of motivation and control with minimum guidance from manager. Delegate functions to staff based on individual potential provide the necessary guidance and support and afford staff adequate training and development opportunities.
ENQUIRIES: Mr. S Sivuka (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

SENIOR EDUCATION SPECIALIST - EXAMINATION AND ASSESMENT (4 POSTS)
DIRECTORATE: EDUCATION DISTRICT
SALARY NOTCH: R 535 146.00 per annum
CENTRE: ALFRED NZO EAST, REF NO: DOE-EA58/08/2026
AMATHOLE EAST, REF NO: DOE-EA59/08/2026
CHRIS HANI EAST, REF NO: EA60/08/2026
JOE GQABI, REF NO: DOE-EA61/08/2026

REQUIREMENTS: A recognised three or four-year qualification, which includes professional teacher education. Registration with SACE as Professional educator. 5 years' experience in the educational field. Experience as a Head of Department will be advantageous. A valid driver's license. Experience in research of education policies. Sound understanding of Management. Principles. Sound knowledge and understanding of the NQF, NCS and the Curriculum and Assessment Policy Statements (CAPS) in GET, FET & ABET. A thorough understanding of the principles and teaching methodologies underpinning Curriculum and Assessment Policy Statements (CAPS) and assessment in GET, FET and ABET. A thorough understanding of the principles and teaching methodologies. Experience in the development of curriculum materials. Good management and leadership skills. Able to work under pressure in both a team and as an individual. Excellent communication, facilitation, and presentation skills. Computer Literacy in MS Office Suite and MS Outlook.
DUTIES: Co-ordinate all Assessment related activities in the District for GET, FET and ABET. Liaise and coordinate with the province and schools on all matters of assessment and examinations. Co-ordinate all Assessment and Examinations activities within the district. Ensure the implementation of all policies and procedures in respect of Assessment and Examinations in the district. Implementation of national and provincial assessment and examinations policy requirements as stipulated by National and Provincial Assessment Circulars and UMALUSI. This includes implementation of the security norms and standards for examinations within the district in line with provincial and national guidelines and policy prescripts. Co-ordinate the process of the distribution of all Assessment Instructions to district officials and schools. Forward all district applications for the appointment examination related personnel to district management and provincial head office. Implementation of efficient and effective assessment and examinations policies, operational systems, structures and procedures within the district. Co-ordinate the registration process of Grades 1-12 schools and learners including AET Level 4. Liaise with Provincial office on issues of certification. Facilitate the re-registration process of centres by interaction with all stakeholders and adherence to legal procedures. Co-ordinate and facilitate the process of SBA implementation in the district by creating linkages with SBA unit within the Curriculum Directorate. Ensure that the deadlines are met regarding the opening and closing of the examination data system. Establish monitoring teams at all levels and act on all irregularities identified. Co-ordinate the activities for the training of invigilators. Supervise the distribution and collection of question papers, scripts, mark sheets and examination stationery. Ensure the security and credibility of all assessment and examination materials and activities.
ENQUIRIES: Mr. EM Mabona (Tel: 040 608 4200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

SENIOR EDUCATION SPECIALIST - EDUCATION DEVELOPMENT CENTRES (TEACHER DEVELOPMENT)
REF NO: DOE-TD62/08/2026
DIRECTORATE: ORTI EDUCATION DISTRICT
SALARY NOTCH: R 535 146.00 per annum
CENTRE: OR TAMBO INLAND

REQUIREMENTS: A recognized three or four-year qualification (RVQ 14), which includes professional teacher education. Minimum of 5 years' experience in the educational field with credible, relevant management experience. Must be registered with SACE. Valid driver's license. An in-depth understanding of educational policies and other legislation impacting the education sector. Good written and verbal communication skills. Good management and leadership skills. Able to work under pressure in both a team and as an individual. Excellent communication, facilitation, and presentation skills. Computer Literacy in MS Office Suite and MS Outlook.
DUTIES: Provide in-school curriculum support. Provide the training of school and District Management Teams. Provide support on the provision of continued professional teacher development at district level. Manage the delivery of Education Development Centre programmes at the district level. Provisioning of learner and teacher support and resource centres. Keeping records, registers and statistics updated on projects related to the sub-directorate.
ENQUIRIES: Ms. F Makrwede (Tel: 039 – 251 0975)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

SENIOR EDUCATION SPECIALIST - E-LEARNING
REF NO: DOE-EL63/08/2026
DIRECTORATE: SB EDUCATION DISTRICT
SALARY NOTCH: R 535 146.00 per annum
CENTRE: SARAH BAARTMAN

REQUIREMENTS: A recognised three- or four-year qualification, which includes professional teacher education. Registration with SACE as Professional educator. 5 years' experience in the educational field. Majoring in the Subject Field applying for. Experience as a Head of Department in the relevant subject will be advantageous. A valid Code 08 driver's license. Competencies/skills: Experience in research of education policies. Sound understanding of Management. Principles. Sound knowledge and understanding of the NCS, CAPS and Assessment Policies. A thorough understanding of the principles and teaching methodologies in the subject applied for. Experience in the development of curriculum materials. Good management and leadership skills. Able to work under pressure in both a team and as an individual. Excellent communication, facilitation, and presentation skills. Computer Literacy in MS Office Suite and MS Outlook.
DUTIES: Identify and provide information related to development needs for integrating e-Learning into the curriculum and end user technology use. Develop and implement an operational plan comprising the department's e-Learning integration development initiatives. Plan coordinate and implement training as per Provincial/National eLearning initiatives. Coordinate and manage e-Learning projects of service providers. Provide as well as facilitate training in the use of innovative technologies for curriculum purposes to officials and teachers. Cultivate and enhance an e-Culture at school and district level. Liaise with relevant role-players in ICT Curriculum training to maximise all efforts towards the enhancement of e-Learning in schools. Establish and manage a database on ICT and e-Learning support and training. Monitor and report back on ICT integrated training. Manage, coordinate, and implement the sourcing, quality assurance, digitising and deployment of resources, software, and freeware. Manage, implement, and maintain the ECDoE eLearning platform and

curriculum website. Identify in collaboration with Curriculum Management (including SAs) all e-Learning and e-Administration support needs for Public Ordinary and Special Schools. Develop E-Learning Advisors to render e-Learning support to schools. Visit and support identified districts and schools as per eLearning project focus. Provide first line support to SAs related to ICT integration within the curriculum and the use of technology for teaching and learning. Co-facilitate with SAs to assist with the integration of ICT and digital resources. Conduct advocacy campaigns on the use of eLearning in the curriculum. Report on progress of ICT integration into the curriculum. Define and review on a continual basis the purpose, objectives, priorities and activities of the sub-directorate. Participate in the Directorate and Chief Directorate's strategic planning process. Report to the Director on a regular basis on the activities of the sub-directorate, on matters of substantial importance to the Administration. Actively manage the performance and discipline of staff within the sub-directorate. Implement capacity building programmes where necessary. Responsible for the budgeting and management of the sub-directorate's budget expenditure. Responsible for ensuring that the correct procurement procedures are adhered to, that all assets are maintained and kept safe with full and proper records of transactions done by the sub-directorate.
ENQUIRIES: Mr. D Helm (Tel: 049 807 2200)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

SENIOR EDUCATION SPECIALIST - PRE-PREMARY (FOUNDATION PHASE)
REF NO: DOE-PP64/08/2026
DIRECTORATE: ORTC EDUCATION DISTRICT
SALARY NOTCH: R 535 146.00 per annum
CENTRE: OR TAMBO COASTAL

REQUIREMENTS: A recognised three- or four-year qualification, which includes professional teacher education. Registration with SACE as Professional educator. 5 years' experience in the educational field. Experience as a Head of Department in the relevant subject will be advantageous. A valid Code 08 driver's license. Competencies/skills: Experience in research of education policies. Sound understanding of Management. Principles. Sound knowledge and understanding of the NCS, CAPS and Assessment Policies. A thorough understanding of the principles and teaching methodologies in the subject applied for. Experience in the development of curriculum materials. Good management and leadership skills. Able to work under pressure in both a team and as an individual. Excellent communication, facilitation, and presentation skills. Computer Literacy in MS Office Suite and MS Outlook.
DUTIES: Facilitate the implementation of curriculum policy imperative for the relevant levels. Provide subject advisory services. Facilitate processes to ensure compliance with LTSM policy imperatives. Provide examination and assessment policy and practice advisory services. Coordinate and facilitate the implementation of inclusive education policies throughout the curriculum. Identify priority teacher development needs and report thereon, coordinate and facilitate the implementation of curriculum specific enhancement projects.
ENQUIRIES: DR. BB Peyana (Tel: 047 531 0971)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

SENIOR EDUCATION SPECIALIST - CURRICULUM ENRICHMENT PROGRAMMES (ESSS)
REF NO: DOE-CE65/08/2026
DIRECTORATE: ORTC EDUCATION DISTRICT
SALARY NOTCH: R 535 146.00 per annum
CENTRE: OR TAMBO COASTAL

REQUIREMENTS: A recognized three or four-year qualification (RVQ 14), which includes professional teacher education. Minimum of 5 years' experience in the educational field with credible, relevant management experience. Must be registered with SACE. Valid driver's license. An in-depth understanding of educational policies and other legislation impacting the education sector. Good written and verbal communication skills. Good management and leadership skills. Able to work under pressure in both a team and as an individual. Excellent communication, facilitation, and presentation skills. Computer Literacy in MS Office Suite and MS Outlook.
DUTIES: Promote and coordinate processes for the provision of school support services. Promote and coordinate processes for the provisioning of school music, including choral music, visual and performing arts programmes at schools. Promote and coordinate processes for the implementation of debating, public speaking and leadership development programmes in schools. Promote learner participation in exhibition expos, festivals and Olympiads, etc. Coordinate processes for the provisioning and maintenance of libraries, resource and media centres at schools.
ENQUIRIES: DR. BB Peyana (Tel: 047 531 0971)
e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

SENIOR EDUCATION SPECIALIST: CURRICULUM SERVICES IN THE FET & GET (See relevant Subject vacancies in the table that follows) (25 POSITIONS)
DIRECTORATE: CURRICULUM SERVICES
SALARY NOTCH: R 535 146.00 per annum

SUBJECT	DISTRICT/ CENTRE	REFERENCE NO.
MATHEMATICS – INTERMEDIATE PHASE (GRADE 4-7)	ALFRED NZO EAST	DOE-CS67/08/2026
LIFE SCIENCE - FET PHASE	ALFRED NZO EAST	DOE-CS68/08/2026
HISTORY – FET PHASE	ALFRED NZO WEST	DOE-CS69/08/2026
CONSUMER STUDIES – FET PHASE	ALFRED NZO WEST	DOE-CS90/08/2026
MATHEMATICS AND NATURAL SCIENCE – INTERMEDIATE PHASE	ALFRED NZO WEST	DOE-CS71/08/2026
MATHEMATICS – SENIOR PHASE	AMATHOLE EAST	DOE-CS72/08/2026
SOCIAL SCIENCE - SENIOR PHASE	AMATHOLE EAST	DOE-CS73/08/2026
MATHEMATICS – FOUNDATION PHASE (GET)	AMATHOLE WEST	DOE-CS74/08/2026
CAT AND IT (GRADE 10-12)	BUFFALO CITY METRO	DOE-CS75/08/2026
TECHNICAL SUBJECTS (GRADE 10-12)	BUFFALO CITY METRO	DOE-CS76/08/2026
MATHEMATICS – SENIOR PHASE (GRADE 7-9)	BUFFALO CITY METRO	DOE-CS77/08/2026
ISIXHOSA – FET PHASE	CHRIS HANI EAST	DOE-CS78/08/2026
SOCIAL SCIENCE – GET PHASE	CHRIS HANI EAST	DOE-CS79/08/2026
ACCOUNTING (GRADE 10-12)	CHRIS HANI WEST	DOE-CS80/08/2026
MATHS, SCIENCE AND TECHNOLOGY (GRADE 4-9)	CHRIS HANI WEST	DOE-CS81/08/2026
BUSINESS AND COMMERCE (GRADE 7-9)	CHRIS HANI WEST	DOE-CS82/08/2026
SESOTHO – INTERSEN PHASE (STERKSPRUIT CMC)	JOE QGABI	DOE-CS83/08/2026
ENGLISH – INTERSEN (MOUNT FLETCHER CMC)	JOE QGABI	DOE-CS84/08/2026

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MATH, SCIENCE AND TECHNOLOGY – SENIOR AND FET (2 POSTS)	NELSON MANDELA BAY	DOE-CS85/08/2026
SOCIAL STUDIES, LANGUAGES AND ARTS – SENIOR AND FET	NELSON MANDELA BAY	DOE-CS86/08/2026
ACCOUNTING – FET PHASE	OR TAMBO COASTAL	DOE-CS87/08/2026
ENGLISH – GET (MTHATHA)	OR TAMBO INLAND	DOE-CS88/08/2026
CREATIVE ARTS – GET (TSOLO)	OR TAMBO INLAND	DOE-CS89/08/2026
ISIXHOSA – GET (GRADE 4-9)	SARAH BAARTMAN	DOE-CS90/08/2026

REQUIREMENTS: A recognised three or four-year qualification, which includes professional teacher education. Registration with SACE as Professional educator. 5 years' experience in the educational field. Majoring in the Subject Field applying for. Experience as a Head of Department in the relevant subject will be advantageous. A valid Code 08 driver's license. Competencies/skills. Experience in research of education policies. Sound understanding of Management. Principles. Sound knowledge and understanding of the NCS, CAPS and Assessment Policies. A thorough understanding of the principles and teaching methodologies in the subject applied for. Experience in the development of curriculum materials. Good management and leadership skills. Able to work under pressure in both a team and as an individual. Excellent communication, facilitation, and presentation skills. Computer Literacy in MS Office Suite and MS Outlook.

DUTIES: Knowledge and understanding in the teaching of the subject that is being applied for. Cross-field knowledge and experience in research, teacher training and materials development in the subject. Experience in networking with relevant stakeholders in the field of the subject applied for. Knowledge and understanding of all major relevant education legislation and policies. A commitment to participative management. The ability to communicate with ease at all levels. Project Management skills. Knowledge and understanding of the unpacking and facilitation of the curriculum, development of teaching materials such as Year Plans, Lessons Plans, Learner Workbooks where relevant to the subject., identifying the relevant LTSM to be used in the subject. Ability to train teachers. Understanding of planning and report writing. Be able to structure and facilitate constructive relationships with various teacher and curriculum development providers in the community, private, government and non- government sectors. Ensure the establishment and sustenance of appropriate structures, mechanisms, processes, and procedure to facilitate the development and implementation of the subject in the phase. Be able to effectively sustain a high level of performance.

ENQUIRIES: Ms. CN Bula (Tel: 040 608 4200)

e-Recruitment Enquiries, Email: erecruitment@ecdoe.gov.za

HEAD OF DEPARTMENT:MS S MAASDORP
DEPARTMENT EDUCATION
DATE: 21/01/2026