

## NATIONAL DEPARTMENT OF HEALTH

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

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

**FOR ATTENTION:** Ms M Shitiba

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

**POST** : **DIRECTOR: HEALTH CARE BENEFITS DESIGN (FIVE YEAR CONTRACT)**  
**(REF NO: NDOH 53/2026)**

**SALARY** : An all-inclusive remuneration package of R1 317, 384 per annum [basic salary consist of 70% of total package, the State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to the Senior Management Service guidelines.

**CENTRE** : Chief Directorate: Health Care Benefits and Provider Payment Design, Pretoria.

**REQUIREMENTS** : Grade 12 certificate and an undergraduate qualification (NQF level 7) as recognized by SAQA in Public Health, Economics or Actuarial Sciences. A postgraduate qualification (NQF level 8) in relevant discipline such as Health Economics, Actuarial Sciences, Implementation Science/Research,

Biostatistics, Epidemiology, or a related quantitative social science field would be an advantage. At least five (5) years' experience at a middle/senior management level in health care benefits design. Expert knowledge of Excel and VBA (Visual Basic for Applications) experience. Intimate knowledge of health care benefits design, Health Needs Assessments, Health Technology Assessment and National Health Insurance. Knowledge of CPT coding, ICD-11 and other international Procedure and diagnosis coding systems and understanding of medical terminology. Knowledge of other programs such as Python, R, and SQL will be an added advantage. Knowledge and understanding of Public Service Regulation, Public Service Act, Public Finance Management Act and National Health Act. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

**DUTIES** : Develop methodology for strategic and operational planning for defining the composition of the Health Care Benefits design process, including health needs assessment, risk assessments framework (including costs, cost-effectiveness), and monitoring and control of progress against strategic objectives, including defining the evidence-based comprehensive package of health services, medicines and consumables covered or specifically excluded from the Health Care Benefits. Develop methodology for and facilitate Health Needs Assessments for clinical interventions, pharmaceuticals and technologies. Develop and integrate a policy that links referral and portability of access to services to the health care benefits design. Develop methodology for, and facilitate, Health Technology Assessment (HTA) considerations for clinical interventions, pharmaceuticals and technologies including specific health services to be covered by the NHI Fund on an incremental basis and an approach to on-going revisions to the Health Care Benefits. Prepare information to be communicated to the public on the list of Health Care Benefits for users.

**ENQUIRIES** : Mr Moremi Nkosi at Tel no: 012 395 8173

**CLOSING DATE** : 6 July 2026

**MEDIA** : PSVC, Newspapers and NDOH Website