



**INFORMATION
REGULATOR
(SOUTH AFRICA)**

Ensuring protection of your personal information
and effective access to information

Address: JD House, 27 Stiemens Street
Braamfontein, Johannesburg 2001
PO Box 31533
Braamfontein, Johannesburg
2017
E-mail: Enquiries@infoeregulator.org.za

The Information Regulator (Regulator) is a juristic person established in terms of Section 39 of the Protection of Personal Information Act 4 of 2013 (POPIA) which enjoins the Regulator to be independent and impartial and to perform its functions and exercise its powers without fear, favor or prejudice. It is accountable to the National Assembly and has jurisdiction throughout the Republic of South Africa. The Regulator is responsible for the promotion and protection of the right to privacy as it relates to the protection of personal information and right of access to information. In this regard, it exercises its powers and performs its functions in accordance with POPIA and the Promotion of Access to Information Act 2 of 2000 as amended (PAIA). The Regulator consists of five (5) Members namely: the Chairperson and four (4) ordinary Members appointed by the President of the Republic of South Africa for a five (5) year term. The Chairperson and two (2) ordinary Members are appointed on a full-time and the other two (2) Members on a part-time basis. Section 47 of POPIA empowers the Regulator to establish its own administration to assist it in the performance of its functions. In this regard, the Regulator must appoint the Chief Executive Officer (CEO) and other staff members to assist it in the performance of its functions. The Head Office of the Regulator is situated in Braamfontein, Johannesburg. The Regulator is currently hereby inviting suitably qualified candidates whose appointment will promote equity and representivity to submit applications for the vacant positions listed below:

ADVERTISEMENT OF PERMANENT AND INTERNSHIP POSITIONS

POST: SENIOR MANAGER: SECURITY COMPROMISE (DATA BREACH): RE-ADVERTISEMENT
DIVISION: POPIA
REFERENCE: IR1/12/2022
CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)
SALARY LEVEL: THIRTEEN (13)
SALARY: R1 105 383.00 (An all-inclusive package per annum and not negotiable)

The successful candidate will be required to sign a performance agreement annually
(People who previously applied for this position are invited to re-apply)

REQUIREMENTS

- Matric certificate plus an LLB degree at National Qualification Framework (NQF) Level 8 as recognised by South African Qualifications Authority (SAQA).
- Five (5) years appropriate post qualification experience as a Legal Practitioner at a middle management level.
- Experience in conducting monitoring, compliance and enforcement preferably in a regulatory environment.
- Experience in Cyber Security will be an added advantage.
- Cyber Security Certificate will be an added advantage

SKILLS AND COMPETENCIES REQUIRED

Knowledge of POPIA, PAJA knowledge of and other relevant laws and Acts of Parliament. Knowledge of drafting legal documents, Regulations, Government Protocols, Agreements and Legal Policy. Knowledge of Information Technology analysis, Programme and Project Management, Strategic Planning, Financial Management, Excellent Legal Analytical Skills, Excellent Writing and Verbal Communication, Management of Interest and Pressure groups and ability to work under pressure, Ability to conduct research and draft legal documents, Self-driven and ability to motivate a fast-paced team, Attitude of Innovation, Inventiveness and thought leadership, Willing and flexible to travel across all provinces in the country and willingness to work outside of normal working hours is essential., Excellent communication and conflict handling skills as well as good stakeholder and interpersonal relations.

KEY PERFORMANCE AREAS

- Develop, administrate, and maintain an effective Compliance Monitoring and Enforcement System.
- Manage the development of tools, procedures, strategies and policies for successful notification and enforcement of compliance
- Manage assessment of the security compromise
- Overseeing the enforcement of measures aimed at ensuring compliance with POPIA by data subject
- Monitor security compromise & oversee the conducting of own initiative assessments
- Oversee the evidence analysis for security compromises
- Manage relationship with clients and other relevant stakeholders
- Conducting and manage the assessments of whether a public or private body generally complies with the provisions of this Act insofar as its policies and implementation procedures are concerned.
- Drafting and/or Quality assures of pre-assessment report and compliance assessment reports.
- Develop and review POPIA guidelines and manuals
- Develop and implement training on investigation processes on security compromise notifications Develop and implement training guidelines on investigation processes on security compromise notifications.
- Ensure the development of the Annual Performance Plan, in line with the Strategic Plan of the organization.
- Provide leadership for the Subdivision.
- Effectively and efficiently manage all resources allocated to the Business Unit;

Applications for this position may be submitted by email as follows:

Recruitment1@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11- 13

POST: SENIOR MANAGER: LEGAL (PAIA: COMPLIANCE AND MONITORING): RE-ADVERTISEMENT
DIVISION: PAIA
REFERENCE: IR2/12/2022
CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)
SALARY LEVEL: THIRTEEN (13)
SALARY: R1 105 383.00 (An all-inclusive remuneration package and not negotiable)

The successful candidate will be required to sign a performance agreement annually.

(People who previously applied for this position are invited to re-apply)

REQUIREMENTS

- Matric certificate plus an LLB degree at National Qualification Framework (NQF) Level 8 as recognised by South African Qualifications Authority (SAQA).
- Five (5) years appropriate post qualification and admission experience as a Legal Practitioner at a Middle Management Level.
- Five (5) years' experience in compliance and monitoring in a regulatory environment or any other regulatory body.
- Right of appearance at the High Court will be an added advantage.

SKILLS AND COMPETENCIES REQUIRED

Knowledge of POPIA, PAJA, PAIA, and other relevant laws and Acts of Parliament. Knowledge of drafting legal documents, Regulations, Government Protocols, Agreements, Legal Policy development, Strategic Planning, Financial Management, Programme and Project Management. Excellent Legal and Analytical Skills, Excellent Writing and Verbal Communication, Management of Interest and Pressure groups Skills and ability to work under pressure. Ability to conduct research and draft legal documents, Self-driven and ability to motivate a fast-paced team, Attitude of Innovation, Inventiveness and thought leadership, Willing and flexible to travel across all provinces in the country and willingness to work outside of normal working hours is essential., Excellent communication and conflict handling skills as well as good stakeholder and interpersonal relations.

KEY PERFORMANCE AREAS

- Develop, administrate and maintain an effective Compliance Monitoring and Enforcement System.
- Conduct and manage the assessments of whether a public or private body generally complies with the provisions of this Act insofar as its policies and implementation procedures are concerned.
- Drafting and/or Quality assures of pre-assessment report and compliance assessment reports.
- Ensure the collection of Public and private Bodies' Reports, in terms of Section 32 and 83(4) of PAIA respectively. Obtaining a report from the Public Protector, regarding the number, nature and outcome of complaints dealt with by the Public Protector.
- Ensure and manage the update of the PAIA Guide and implementation of tools, Standard Operating Procedures, Frameworks, Strategies and Policies for successful monitoring and enforcement of compliance with PAIA.

- Ensure safe custody and up-to-date register of records of public body that are automatically available, as contemplated in section 15 of PAIA, read with PAIA regulation 4(3)(a).
- Provide leadership, direction and strategic planning and effectively and efficiently manage all resources allocated to the Business Unit.
- Ensure that annual reviews of the Compliance Monitoring and Enforcement Framework is conducted.
- Ensure the development of Annual Compliance Monitoring and Enforcement Plan, in line with the Strategic Plan of the organisation.

Applications for this position may be submitted by email as follows:

Recruitment1@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11- 13

POST: SENIOR SECURITY COMPROMISE OFFICER: (DATA BREACH):
RE-ADVERTISEMENT

DIVISION: POPIA

REFERENCE: IR3/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

SALARY LEVEL: ELEVEN (11)

SALARY: R 766 584. 00 (all-inclusive package per annum and not negotiable)

The successful candidate will be required to sign a performance agreement annually.

(People who previously applied for this position are invited to re-apply)

REQUIREMENTS

- Matric certificate plus an LLB degree at National Qualifications Framework (NQF) Level 8 as recognised by South African Qualifications Authority (SAQA).
- Five (5) years' experience within the monitoring, compliance and enforcement environment of which three (3) years must be at a supervisory level
- Knowledge in Cyber Security will be an added advantage

SKILLS AND COMPETENCIES REQUIRED

Knowledge of POPIA, PAJA and other relevant laws and Acts of Parliament, Regulations, Government Protocols, Information Technology Analysis, Cyber Laws and Security, Strategic Planning, Financial Management, Legal Policy development, Programme and Project Management, Excellent Legal Analytical Skills, Excellent Writing and Verbal Communication Skills and Management of Interest and Pressure groups and ability to work under pressure.

KEY PERFORMANCE AREAS

- Coordinate the development of tools, procedures, strategies and policies for successful monitoring and enforcement of compliance.
- Analyse information in the security compromise notification
- Assessment of the security Compromise
- Conduct risk rating based on the risk matrix categorisation
- Process requests for section 89 assessment
- Provide support during enforcement processes
- Coordinate interaction with clients and other relevant stakeholders
- Assist in the development and review of Processes/Standard Operating Procedures (SOPs)
- Participate in benchmarking with international and national agencies on best practices in notification of security compromise and enforcement of compliance thereof.
- Manage the conducting of pro-active enforcement activities including sector-wide investigations.
- Ensure effective resolution and referral of notifications in terms of agreed protocols
- Develop and review guidelines, manuals and processes relating to security compromise notification.
- Provide advice and or guidance to members of the public, private and public organisations.
- Assist in conducting annual reviews of the Compliance Monitoring and Enforcement Framework;
- Develop Annual Compliance Monitoring and Enforcement Plan, in line with the Strategic Plan of the organization.

Applications for this position may be submitted by email as follows:

Recruitment1@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11- 13

POST: INTERNSHIP PROGRAMME: LEGAL SERVICES X 7 POSTS

DIVISION: POPIA, PAIA AND LEGAL

REFERENCE: IR4/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an LLB degree at National Qualification Framework (NQF) Level Eight (8) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11- 13

**POST: INTERNSHIP PROGRAMME: INFORMATION AND COMMUNICATION
TECHONOLOGY X 1 POST**

DIVISION: CORPORATE SERVICES

REFERENCE: IR5/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Information Technology or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11- 13

POST: INTERNSHIP PROGRAMME: FINANCIAL ACCOUNTING (1POST),
MANAGEMENT ACCOUNTING (1 POST) AND SUPPLY CHAIN
MANAGEMENT (1 POST)

DIVISION: FINANCE

REFERENCE: IR6/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Financial Management/ Supply Chain Management (SCM) or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11-13

POST: INTERNSHIP PROGRAMME: COMMUNICATIONS (1 POST) PUBLIC
AWARENESS (1 POST)

DIVISION: EDUCOM

REFERENCE: IR7/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Communication/ Public Relations/ Social Science or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11-13

POST: INTERNSHIP PROGRAMME: MEDIA PRODUCTION AND GRAPHIC DESIGN X 1 POST

DIVISION: EDUCOM

REFERENCE: IR8/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Multimedia Design/Communications/ or equivalent relevant qualification at National Qualification Framework (NQF) Level 6 or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11-13

POST: INTERNSHIP PROGRAMME: EDUCATION AND TRAINING X 1 POST

DIVISION: EDUCOM

REFERENCE: IR9/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in HRD/ Education or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11-13

POST: INTERNSHIP PROGRAMME: POLICY ANALYSIS AND RESEARCH X 1 POST

DIVISION: EDUCOM

REFERENCE: IR10/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Social Sciences/ Humanities / Economics/ Public Policy or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11-13

POST: INTERNSHIP PROGRAMME: ADMINISTRATION X 3 POSTS.

DIVISION: OFFICE OF THE CHIEF EXECUTIVE OFFICER (CEO)

REFERENCE: IR11/12/2022

CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)

STIPEND: R6 083 PER MONTH

DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Public Management/ Public Administration/ or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11 - 14

POST: INTERNSHIP PROGRAMME: RISK MANAGEMENT X1 POST
DIVISION: OFFICE OF THE CHIEF EXECUTIVE OFFICER (CEO)
REFERENCE: IR12/12/2022
CENTRE: HEAD OFFICE: BRAAMFONTEIN (JOHANNESBURG)
STIPEND: R6 083 PER MONTH
DURATION: TWENTY-FOUR (24) MONTHS

REQUIREMENTS

- Matric certificate plus an appropriate three (3) year National Diploma/ Bachelor's Degree in Risk Management/ Internal Audit/ Public Administration or equivalent relevant qualification at National Qualification Framework (NQF) Level Six (6) or Seven (7) as recognised by South African Qualifications Authority (SAQA).
- No working experience required.

Applications for this position may be submitted by email as follows:

Recruitment3@infoRegulator.org.za

NB: PLEASE SEE DETAILED NOTES ON HOW TO APPLY ON PAGE 11-13

IMPORTANT INSTRUCTIONS TO CANDIDATES

- All the above-mentioned positions are permanent, and appointment will be done in terms of section 47 of the Protection of Personal Information Act 4 of 2013 (POPIA) as the enabling Act.
- **Applications *must* be submitted on new application for employment form (Z83) which came into effect on 1 January 2021. The new Z83 form can be downloaded at www.dpsa.gov.za-vacancies or <https://info regulator.org.za/vacancies/>.**
- Received application with an incorrect application form will not be considered.
- **Ensure that the Z83 form is signed and dated before you submit your application. Please use your signature or valid e-signature and your name written in block/typed print. A Z83 not signed and dated will be deemed regret.**
- Candidates are advised to complete all the sections of the Z83 Form in full (A to G and Declaration) and indicate whether they belong to professional bodies and have criminal record or not.
- **A detailed and recent CV, with two (2) contactable referees; certified copies of qualifications that are not older than six (06) months and Identity Document or Passport document will be requested from the short-listed candidates only as indicated on DPSA circular 19 of 2022.**
- Should a candidate be in possession of foreign qualification(s), such must be accompanied by an evaluation certificate obtained from the South African Qualifications Authority (SAQA) to confirm the appropriate National Qualifications Framework (NQF) Level.
- **In terms of the Directive issued by the Department of Public Service and Administration (DPSA) regarding the Pre-Entry Certificate (referred to as Public Service Senior Management Leadership Programme (Nyukela) that is endorsed by the National School of Government (NSG) requirement for appointment in Senior Management Service (SMS) positions, the filling of any vacant SMS post shall not be finalised unless the recommended candidate can produce the required Certificate. The course is available at the NSG website under the name Certificate for entry into SMS and the full details can be obtained by following the below link:<https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>**
- **Candidates for permanent positions must indicate their current Salary Notch on their CV, particularly on employment history.**
- Applications can be submitted by courier, hand delivery or email.
- Candidates who choose to email their applications should adhere to the following instructions:
 - ✓ Write the correct name of the position and reference number as the subject on the email.

- ✓ Due to size requirements of our mailbox, applicants must zip their documents before submitting to the Regulator.
- ✓ It is the responsibility of the applicant to ensure that his/her application is delivered in the correct mailbox of the Regulator.
- ✓ The Regulator will not take responsibility for any email which was not delivered.
- ✓ Applicants are advised to use the provided alternative ways of submitting their applications should they experience problems when submitting online.
- **Failure to comply with any of the above instructions will result in the application being disqualified.**
- **Applications received after the closing date will not be considered.**
- If an applicant wishes to withdraw an application, it must be done in writing.
- As part of the selection process, shortlisted candidates may be subjected to processes such as Security Screening, Reference Checks and Qualifications Verification.
- Successful candidates will serve probation for a period of twelve (12) months.
- Any successful candidate in one of the advertised positions will be required to enter an employment contract and also sign a Performance Agreement on an annual basis.
- It is the Regulator's intention to promote equity and representivity through the filling of these posts and to facilitate this process, an indication of important demographic information such as race, gender and type of disability, if any, is required.
- Due to high volume of applications anticipated, there will be no acknowledgement of applications and further communication will only be made with the shortlisted candidates.
- Candidates who do not comply with the instructions will be disqualified
- Applicants who do not receive confirmation or feedback within three (3) months after the closing date must accept that their applications were unsuccessful.
- The Regulator reserves the right to withdraw any advertised position or not to appoint.
- ***Enquiries related to the above posts may be directed to PSBoshomane@infoRegulator.org.za or SSithole@infoRegulator.org.za***

CLOSING DATE: FRIDAY, 14 DECEMBER 2022 AT 16:30

Applications may be submitted as follows:

1. By email as indicated on each advertisement

2. Hand delivery:

Place applications in the applicable box at the Security Area (Ground Floor)

27 Stiemens Street

JD House
Ground Floor
Braamfontein, Johannesburg
2017

3. Courier service:

For attention: **Ms P Boshomane and Mr SH Sithole**

INFORMATION REGULATOR

Human Resource Management

27 Stiemens Street

JD House

use, 4th floor

Braamfontein, Johannesburg

2017

Disclaimer

The personal information submitted herein shall be solely used for processing your application for a job with the Information Regulator (Regulator) and/or subsequent appointment should your application be successful.

All the personal information submitted herein shall be used for the purpose stated above, as mandated by the Protection of Personal Information Act, 2013. By submitting your personal information, you agree that such information may be disclosed to the third party for verification of qualifications, reference checks and criminal checks. The Regulator undertakes to ensure that appropriate security control measures are implemented to protect all your personal information submitted.