The South African Police Service hereby invites unemployed graduates who conform to the requirements for a twelve (12) months Graduate Recruitment Scheme at Division: Technology Management Systems. The Graduate Recruitment Scheme is part of the National Human Resource Development Strategy and the National Skills Development Strategy.

**Generic requirements:**
* Be a South African citizen;
* Must be in possession of National Senior Certificate / Senior Certificate / National Certificate Vocational (level 4);
* Must have no previous criminal conviction(s) or case(s) pending;
* Applicants must be unemployed, never employed in field of the advertised post and never participated in an internship programme relevant to the field of the post;
* Proof of residential address to be attached;
* Applicants are restricted to apply for only three (3) positions and complete separate application forms for each post reference number.

**Intern categories with minimum requirements:**
**Graduate Intern:** Tertiary Qualification is required (Statement of Results must be attached).
**Student Intern:** Practical experience required by the Tertiary Institution in order for learners to finalise their qualification (letter from the Institution must be attached).

**NB:** Stipend for each category will be determined by the Divisional Commissioner Human Resource Development: South African Police Service

**NATIONAL LEVEL: HEAD OFFICE**

The following posts are advertised for consideration in terms of the Graduate Recruitment Scheme into the South African Police Service.

**Post**  : Business Analyst Intern (3 posts)
**Component**  : Systems Infrastructure and Technology Development
**Location**  : HQ Pretoria
**Ref Number**  : TMS INT 01/2020

**Additional Requirements:**
* Be in possession of an applicable three (3) year National Diploma / Degree in Business Administration / Project Management, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

**Core Functions:**
* Assist with: Analysing requests and Scoping project; Identifying IT Problems or Opportunities at; Compiling Business and User Requirement Specifications; Stakeholder Engagements (Site Inspection and Meetings); Managing Change Controls in systems development projects; Testing the newly developed functionality (User acceptance testing); Developing User Manuals and provide user training; Keeping the Project Documentation; Assist with chemical processing of exhibits in accordance to the set standards, whilst maintain evidence integrity and chain of custody. Capturing of data pertaining to analysis on Case Information Management System (CIMS). Digital scanning or capturing and enhancement and archiving of developed images, whilst maintaining evidence integrity and chain of custody. Disposal of exhibits within prescripts and archiving of case
Post: Graduate Intern (3 posts) Forensic Computer Analyst
Component: Systems Infrastructure and Technology Development
Location: Head Office, Div. TMS INT
Ref Number: TMS INT 02/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Digital Design / Computer Science / Information Technology, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist in: Providing and Monitoring 3rd Party Software Licenses for Cybercrime environments; Providing User Support with regard to Software utilization; Analysing requests and Scoping project; Identifying IT Problems or Opportunities at DPCI; Compiling Business and User Requirement Specifications; Stakeholder Engagements (Site Inspection and Meetings); Managing the Bulk Storage Facility

Post: Project Manager Intern (1 post)
Component: Systems Infrastructure and Technology Development
Location: HQ Pretoria
Ref Number: TMS INT 4/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Business Administration / Project Management, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Project Administration; Monitoring and tracking of projects; Providing User Support; Complying to project reporting requirements;

Post: ICT Architecture Intern (1 post)
Component: Technology Governance Management
Location: HQ Pretoria
Ref Number: TMS INT 05/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Developing, implementing and maintain Information and Communication Technology (ICT), Architectures ensure conformance to architectural standards and/or framework; Maintaining Enterprise Architecture repository; Facilitating and coordinating the development, design, implementation and maintenance of ICT architectures and standards; Administration and managing human and physical resources allocated to the subsection ICT Architecture.
<table>
<thead>
<tr>
<th>Post</th>
<th>Information Security Intern (2 posts)</th>
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</thead>
<tbody>
<tr>
<td>Component</td>
<td>Technology Governance Management</td>
</tr>
<tr>
<td>Location</td>
<td>HQ Pretoria</td>
</tr>
<tr>
<td>Ref Number</td>
<td>TMS INT 06/2020</td>
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Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Security Program Management – Oversees and acts as a key stakeholder in managing the group’s information security program implementation within region or area of responsibility; Risk Management - Oversees, evaluates, and supports the documentation, validation, and accreditation processes necessary to ensure new and existing information technology (IT) systems meet the organisation’s information assurance and security requirements. Information Systems Security Operations - Oversees and ensures that the appropriate operational security posture (e.g., network and system security, physical and environmental protection, personnel security, incident handling, security training and awareness) is implemented and maintained; Vulnerability Assessment and Management - Conducts threat and vulnerability assessments and determines deviations from acceptable configurations or policies; Enterprise Network Defence Analysis – Uses defensive measures and information collected from a variety of sources to identify, analyse, and report events that occur or might occur within the enterprise network in order to protect information, information systems, and networks from threats; Systems Security Analysis - Conducts and documents the systems integration, testing, operations, maintenance, and security of an information environment. Coordinates risk, threat and mitigation strategies across the enterprise.

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<thead>
<tr>
<th>Post</th>
<th>IT Analyst Intern (2 posts)</th>
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<tbody>
<tr>
<td>Component</td>
<td>Technology Governance Management</td>
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<tr>
<td>Location</td>
<td>HQ Pretoria</td>
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<tr>
<td>Ref Number</td>
<td>TMS INT 07/2020</td>
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</table>

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Business case; Planning and monitoring; Eliciting requirements; Translating and simplifying requirements; Requirements management and communication; Requirements analysis.

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<thead>
<tr>
<th>Post</th>
<th>System Security Engineer Intern (2 posts)</th>
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<tbody>
<tr>
<td>Component</td>
<td>Technology Governance Management</td>
</tr>
<tr>
<td>Location</td>
<td>HQ Pretoria</td>
</tr>
<tr>
<td>Ref Number</td>
<td>TMS INT 08/2020</td>
</tr>
</tbody>
</table>

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.
Core Functions:
*Assist with: Engineering, implementing and monitoring security measures for the protection of computer systems, networks and information; Identifying and defining system security requirements; Designing computer security architecture and developing detailed cyber security designs; Prepare and document standard operating procedures and protocols; Configure and troubleshoot security infrastructure devices; Develop technical solutions and new security tools to help mitigate security vulnerabilities and automate repeatable tasks.

Post: Project Management Intern (1 post)
Component: Technology Governance Management
Location: HQ Pretoria
Ref Number: TMS INT 09/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Business Administration / Project Management, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Minute taking on the project meetings; Manage the project documentation; Schedule the project meeting; Monitor and track the tasking’s related to the project; Supporting users on the FSL systems.

Post: Technology Development and Technical Skills Intern (5 posts)
Component: Technology Governance Management
Location: HQ Pretoria
Ref Number: TMS INT 10/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Rendering information and technology related research reports and support the IS/ICT Skills Development within the Division Technology Management Services; Information and technology related research reports; Receiving and registering Research requests; Rendering the established technology research capability for the Division; Rendering TMS INT Research requirements; Rendering support with the planning and carrying out of Research requests; Rendering support with the assembling of research reports; Web page content development, update and design; Rendering Technology Awareness, activations and exhibitions for the Division Technology Management Services; Marketing the Division’s products and services; Render support with the submission of Research Reports to Section Commander for approval process; Portfolio of evidence during the one year period; Administration duties within the environment Technical Skills Development Planning; Implementation thereof rendering technical advice to Section: Support Services: Human Resource Development.

Post: Programmer Intern (2 posts)
Component: Technology Governance Management
Location: HQ Pretoria
Ref Number: TMS INT 11/2020
Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Resolving of Request for Services applications received by the Technical Team; Test the newly developed functionality before implementation; Development of the new functionality; Investigating and analysing problems; Identifying resolutions and facilitating the implementation of resolution; Development of training material; Updating training material including simulation exercises.

Post : Programmer Intern (2 posts)
Component : Technology Governance Management
Location : HQ Pretoria
Ref Number : TMS INT 12/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology/ BCom Informatics / BCom Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Resolving of Request for Services applications received by the Technical Team; Testing the newly developed functionality before implementation; Development of the new functionality; Investigating and analysing problems; Identifying resolutions and facilitating the implementation of resolution; Development of training material; Updating training material including simulation exercises.

Post : IT Technician Intern (2 posts)
Location : Gauteng Provincial Office: Johannesburg
Ref Number : TMS INT 13/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:
*Assist with: Installing and configuring computer systems; Diagnosing hardware/software faults and solving technical problems; Perform quality work on all service requests/incidents with agreed SLA (Monitoring SLA clients); Software, hardware and network troubleshooting; Desktop maintenance / Software update / Configuration of routers and wireless access points; Maintenance of network infrastructure Troubleshooting; Setup and configuration of new keyboard. PCs, laptops etc.; Diagnose and quickly resolve a wide range of Windows applications and networking problems to help minimize downtime; Remote Support; Requesting and coordinating with vendor support; Customize desktop hardware to meet user specifications and site standards; Performs work in compliance within specified warranty requirements; Provides backup support and assistance to the Network Administrator as needed; Responsible for tracking hardware and software inventory; Familiarize end users on basic software, hardware and peripheral device operation; Supporting other Sites and clients.
Post: Programmer Intern (1 post)
Location: Gauteng Provincial Office: Johannesburg
Ref Number: TMS INT 14/2020

Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Information Technology / Computer Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post. A certificate in A++ and CCNA will be an added advantage.

Core Functions:
*Assist with: Code and test programming for software and mobile apps; Develop and deploy computer applications; Execute code builds to test and production environments; Fix Bugs in existing code; Update and expand existing programs; Collaborate with product, design and marketing teams; Maintain documentation per company standards; Provide testing, documentation, training and support for third-party software products

POST: ARTISAN INTERNS - GRADUATE

Post: Artisan Intern (4 posts)
Section: Radio Technical
Location: GP: Roodepoort, Midrand and Pretoria
Ref Number: TMS INT 15/2020

Post: Artisan Intern (2 posts)
Section: Radio Technical
Location: KZN: Durban, Hilton, Pietermaritzburg, Ulundi, Port Shepstone, Eshowe
Ref Number: TMS INT 16/2020

Post: Artisan Intern (2 posts)
Section: Radio Technical
Location: FS: Park Road, Harrismith, Welkom
Ref Number: TMS INT 17/2020

Post: Artisan Intern (2 posts)
Section: Radio Technical
Location: LP: Polokwane, Modimolle, Thohoyandou
Ref Number: TMS INT 18/2020

Post: Artisan Intern (2 posts)
Section: Radio Technical
Location: EC: Port Elizabeth, East London, Mthatha
Ref Number: TMS INT 19/2020

Post: Artisan Intern (2 posts)
Section: Radio Technical
Location: NW: Klerksdorp, Phokeng, Mafikeng, Mmabatho
Ref Number: TMS INT 20/2020

Post: Artisan Intern (4 posts)
Section: Radio Technical
Location: MP: Secunda, Nelspruit, Middelburg
Ref Number: TMS INT 21/2020

Post: Artisan Intern (2 posts)
Additional Requirements:
*Be in possession of an applicable three (3) year National Diploma / Degree in Electrical Engineering (Light Current), recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

Core Functions:

POST: ARTISAN INTERNS - STUDENT

Post : Student Artisan Intern (2 posts)
Section : Radio Technical
Location : HQ: Pretoria
Ref Number : TMS INT 24/2020

Post : Student Artisan Intern (3 posts)
Section : Radio Technical
Location : GP: Roodepoort, Midrand, Pretoria
Ref Number : TMS INT 25/2020

Post : Student Artisan Intern (2 posts)
Section : Radio Technical
Location : KZN: Durban, Hilton, Pietermaritzburg, Ulundi, Port Shepstone, Eshowe
Ref Number : TMS INT 26/2020

Post : Student Artisan Intern (2 posts)
Section : Radio Technical
Location : FS: Park Road, Harrismith, Welkom
Ref Number : TMS INT 27/2020

Post : Student Artisan Intern (2 posts)
Section : Radio Technical
Location : LP: Polokwane, Modimolle, Thohoyandou
Ref Number : TMS INT 28/2020

Post : Student Artisan Intern (2 posts)
Section : Radio Technical
Location : EC: Port Elizabeth, East London, Mthatha
Ref Number : TMS INT 29/2020
Post: Student Artisan Intern (3 posts)
Section: Radio Technical
Location: NW: Klerksdorp, Phokeng, Mafikeng, Mmabatho
Ref Number: TMS INT 30/2020

Post: Student Artisan Intern (3 posts)
Section: Radio Technical
Location: MP: Secunda, Nelspruit, Middelburg
Ref Number: TMS INT 31/2020

Post: Student Artisan Intern (2 posts)
Section: Radio Technical
Location: WC: George, Maitland
Ref Number: TMS INT 32/2020

Additional Requirements:
* Be in possession of an applicable N6 certificate in Electrical Engineering (Light Current), recorded on the National Learner Record Database (NLRD) or relevant qualification in the field of the post.

Core Functions:

GENERAL:
- Only the official Application Form for the Graduate Recruitment Scheme (available on the SAPS website) will be accepted. All instructions on the application form must be adhered to. Failure to do so may result in the rejection of the application.
- The post particulars and reference number of the post must be correctly specified on the Application Form.
- An updated Curriculum Vitae must be submitted together with the application form.
- Certified copies of an applicant’s ID document, National Senior Certificate and all post school educational qualifications with statement of results obtained must also be submitted and attached to every application. Certified copies should not be older than 6 months. No faxed or e-mailed applications will be considered.
- Applications must be posted/hand delivered timeously. Late applications will not be accepted or considered. The closing date for all applications is 2020-02-28.
- All short-listed candidates will be subjected to fingerprint screening.
- All short-listed candidates will undergo a personal interview. Short-listed applicants may be subjected to vetting.
- Correspondence will be conducted with successful candidates only. If you have not been contacted within 4 months after the closing date of this advertisement, please accept that your application was unsuccessful.
- The South African Police Service is under no obligation to fill a post after advertisement thereof.
- Recommended candidates will be expected to sign a 12 months Internship Contract.
- Graduate Recruitment Scheme in the SAPS may not be regarded as a guarantee for automatic absorption for permanent appointment.

ENQUIRIES:
Lieutenant Colonel RM Arries: Tel no. (012) 432 8886
Captain Khoza MA: Tel no. (012) 432 7773
**APPLICATIONS TO BE POSTED OR HAND DELIVER TO:**

**Head Office:** (For att Lt Col MS Matsomane)

**Postal Address:**  
Division: Technology Management Services, Private Bag X22, Hatfield, 0028.

**Hand delivery:**  
Office No. PPS 138/147, Tulbach Park Building  
Cnr. Stanza Bopape (Church) and Jan Shoba (Duncan) Streets  
Hatfield, Pretoria

<table>
<thead>
<tr>
<th>Division</th>
<th>North West: (For att Lt Col A Lacock)</th>
<th>Limpopo (For att Lt Col TB Nghonyama)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Postal address:</strong></td>
<td>Private Bag X801 Potchefstroom 2520</td>
<td>Private Bag X9507 Polokwane 0699</td>
</tr>
</tbody>
</table>
| **Hand Delivery:** | The Meent Building, Room 321  
123 Peter Mokaba Street, Potchefstroom | 116A Blaawberg Ladine, Polokwane |

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<thead>
<tr>
<th>Division</th>
<th>Northern Cape (For att Lt Col BJ Du Plessis)</th>
<th>KZN (For att Lt Col DM Taljaard)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Postal Address:</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| **Hand Delivery:** | Office No. 57 / 62  
SCM Building (Old Monate Meat Building)  
Cnr. Compound & Stockdale Streets, Kimberley | Office 1527, Servamus Building, 15 floor  
15 Bram Fischer Road, Durban |

<table>
<thead>
<tr>
<th>Division</th>
<th>Western Cape (For att Lt Col C Oosthuizen)</th>
<th>Eastern Cape (For att Lt Col Pretorius)</th>
</tr>
</thead>
</table>
| **Postal Address:** | P.O Box 9004  
Cape Town 8000 |  
| **Hand Delivery:** | 25 Alfred Street  
Greenpoint  
Cape Town |  
| **Postal Address:** |  
| **Hand Delivery:** |  
| **Postal Address:** |  
| **Hand Delivery:** | Old Griffiths Mxenge Building  
Buffalo Street  
King Williams Town |  
| **Postal Address:** |  
| **Hand Delivery:** | |  
| **Postal Address:** |  
| **Hand Delivery:** | |  

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<thead>
<tr>
<th>Division</th>
<th>Mpumalanga (For att Lt Col Ngcobo)</th>
<th>Gauteng (for att Lt Col Buckle)</th>
</tr>
</thead>
</table>
| **Postal Address:** | Private Bag X11299  
Nelspruit, 1200 | Private Bag X57, Braamfontein 2017 |
| **Hand Delivery:** | 12 & 14 Jones Street, Prov Office, “B” Block  
Nelspruit | 16 Empire Road, Parktown, JHB |
Free State (For att Lt Col AA Van Der Westhuizen)

Postal Address:
Private Bag X20501
Bloemfontein
9300

Hand Delivery:
9 Fedsure Building
Charlotte Maxeke Street
Bloemfontein
9301

We welcome applications from persons with disAbilities