



## CITY OF CAPE TOWN 2025 SCARCE SKILLS LIST

| Career Pathway                                                                           | Pathway Descriptor                                                                                                                                                                                                                      | Scarce Positions<br><i>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)</i>   | Preferred Qualifications<br><i>(For ETD skills development planning purposes only – not applicable to Recruitment &amp; Selection processes)</i>                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Accounting (CA and Cost Management)<br/>Financial Accounting (budgets department)</b> | Financial professionals with a Chartered Accounting or Cost Management background responsible for audit, reporting and strategy.<br><br>Accountants managing municipal budgeting, compliance, financial statements and audit readiness. | Accountant, Senior Accountant, Principal Accountant, and Head of Accounting with CA qualification (designated as PO, SPO, PPO, or Head of Accounting). Including account positions within the Budget department. Manager: Finance and Commercial, Head: Accounting & Financial Admin, Head: Asset Management, Head: Capital and Operating Budget | 3-Year Qualifications (NQF Level 6 & 7)<br>National Diploma in Accounting (NQF Level 6)<br>Diploma in Financial Accounting (3)<br>BCom in Accounting (NQF Level 7)<br>BCom in Financial Management<br>Postgraduate Qualifications (NQF Level 8–9)<br>BCom Honours in Accounting (3)<br>BCom Honours in Financial Management<br>Postgraduate Diploma in Accounting (PGDA)<br>BCom Accounting Sciences                                                                                                                                                                      |
| <b>Artisan</b>                                                                           | Qualified technical tradespeople such as electricians, diesel mechanics, and fitters who maintain critical assets.                                                                                                                      | Artisan, Senior Artisan, and Specialist Artisan (Mechanical, Diesel, Plant, Auto Electrical) – Construction & Plumbing                                                                                                                                                                                                                           | Technical or Trade Certificate (NQF Level 4/5) in:<br>Mechanical Engineering<br>Electrical Engineering<br>Diesel Mechanics<br>Automotive Electrical<br>Fitting & Turning<br>Boilermaking<br>Welding<br>Plumbing<br>Carpentry<br>Construction<br>Millwright                                                                                                                                                                                                                                                                                                                |
| <b>Assessors and Moderators<br/>(Specialised training - Metro Police)</b>                | Facilitators certified to assess or moderate Metro Police or safety training programmes.                                                                                                                                                | Senior Professional Officer (SPO) at the Metro Police Training Academy appointed as Facilitators, Assessors and Moderators for training programmes.                                                                                                                                                                                              | 4-Year Qualifications (NQF Level 7-8)<br>Traffic and Municipal Police degree (NQF7)<br>Law degree (NQF8)<br>Education degree (NQF7)<br>Criminology degree (NQF7)                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Auditing (for registration purposes)</b>                                              | Professionally registered auditors working in compliance, risk, and internal control.                                                                                                                                                   | Auditor, Senior Auditor, Principal Auditor, Audit Manager, Senior Audit Manager, and Chief Audit Executive (CAE)                                                                                                                                                                                                                                 | 3 Year Qualifications (NQF Level 6–7)<br>National Diploma in Internal Auditing (NQF 6)<br>BCom in Accounting or Auditing – General 3-year stream (NQF 7)<br>Bachelor of Business Administration (BBA) with Auditing/Accounting modules (NQF 7)<br>Postgraduate Qualifications (NQF Level 8–9)<br>Bachelor of Accounting Science (4-year professional stream) (NQF 8)<br>BCom Honours in Internal Auditing / Accounting<br>Postgraduate Diploma in Internal Auditing or Forensic Auditing<br>BAcc / BCom Accounting (Extended or CA stream) – e.g. for SAICA accreditation |

| Career Pathway                                                                          | Pathway Descriptor                                                                                       | Scarce Positions<br><i>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)</i>                                                                                                                                                                                                    | Preferred Qualifications<br><i>(For ETD skills development planning purposes only – not applicable to Recruitment &amp; Selection processes)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Automation and Instrumentation<br/>(Specialised with Mechatronics qualification)</b> | Specialists operating and maintaining automated systems using electrical/mechatronics                    | W&S Mechanical Plant, EAM, Senior Professional Officer (SPO), and Principal Professional Officer (PPO) specialising in Automation and Instrumentation.                                                                                                                                                                                                                                                                                                                                                                                            | <p>Year Qualifications (NQF Level 6–7)</p> <p>National Diploma in Mechatronic Engineering – NQF 6</p> <p>National Diploma in Electrical Engineering (Instrumentation or Light Current) – NQF 6</p> <p>Advanced Diploma in Mechatronics or Instrumentation Engineering – NQF 6</p> <p>Diploma in Engineering Technology (Mechatronics/Electrical) – NQF 6</p> <p>Year Qualifications (NQF Level 8)</p> <p>BEng in Mechatronic Engineering – NQF 8</p> <p>BEng in Electrical and Electronic Engineering – NQF 8</p> <p>BSc(Eng) in Electrical / Mechatronic / Control Systems – NQF 8</p> <p>Bachelor of Engineering in Control &amp; Instrumentation Systems – NQF 8 B</p> <p>EngTech(Hons) or Postgraduate Diploma in Mechatronics / Instrumentation – NQF 8</p>                                                                                                                                                                                                                                                                                        |
| <b>Bulk Water Management</b>                                                            | Engineers and technologists operating and maintaining large-scale municipal water networks and plants.   | Engineers, Senior Engineers, and Principal Engineers in Bulk Water specializing in Conveyance Systems, Treatment Process Optimization, Geo-Hydrology, and Scheme Management. In Bulk water the following designations may include the skills defined as scarce or critical: Branch Manager, Heads, Technical Managers, Engineers, Scientists, Area / Scheme Managers and Superintendents with specialist knowledge in the management and operation of high value technically complex regional scale bulk water supply infrastructure and systems. | <p>3-Year Qualifications (NQF Level 6–7)</p> <p>National Diploma in Water Care / Water Technology – NQF 6</p> <p>National Diploma in Civil Engineering (Water Focus) – NQF 6</p> <p>Diploma in Environmental Health / Environmental Management – NQF 6</p> <p>Advanced Diploma in Water or Environmental Engineering – NQF 7</p> <p>National Diploma in Analytical Chemistry / Microbiology – NQF 6</p> <p>BSc in Environmental Science or Earth Science (3-year track) – NQF 7</p> <p>BSc in Hydrology or Water Resource Management (3-year track) – NQF 7</p> <p>Postgraduate Qualifications (NQF Level 8–9)</p> <p>BEng in Civil / Water / Environmental Engineering – NQF 8</p> <p>BSc(Eng) in Civil or Water Engineering – NQF 8</p> <p>BSc (Hons) in Environmental Science / Hydrology / Water Resource Management – NQF 8</p> <p>BSc (Hons) in Chemistry / Microbiology (Water Quality stream) – NQF 8</p> <p>Postgraduate Diploma in Integrated Water Resource Management – NQF 8</p> <p>BSc (Hons) in Earth Science / Geohydrology – NQF 8</p> |
| <b>CAMA (Computer Assisted Mass Appraisal systems - City Valuations)</b>                | Property valuation professionals using digital systems to assess and maintain municipal valuation rolls. | CAMA Analyst, Senior CAMA Analyst, and Head of CAMA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p>BSc in Property Studies – NQF 7</p> <p>BSc in Geomatics / Surveying – NQF 7</p> <p>BSc in Information Systems – NQF 7</p> <p>BCom in Property Valuation / Real Estate – NQF 7</p> <p>Postgraduate Diploma in Property Valuation / GIS – NQF 8</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| Career Pathway                                                            | Pathway Descriptor                                                                            | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Change management (Major organisational transformation programmes)</b> | Practitioners who lead organisational transformation, culture change and process redesign.    | Senior Change Management Consultant and Principal Change Management Consultant specializing in Organizational Development.                                                                                                                                                                                                              | 3-Year Qualifications (NQF Level 6–7)<br>BAdmin / BCom in Human Resource Management – NQF 7<br>BCom in Industrial or Organisational Psychology – NQF 7<br>BA in Psychology / Sociology / Industrial Psychology – NQF 7<br>Advanced Diploma in Change Management / Public Management – NQF 7<br>National Diploma in HRM – NQF 6<br>Postgraduate Qualifications (NQF Level 8–9)<br>BCom Honours in Industrial Psychology / HR Management – NQF 8<br>Postgraduate Diploma in Change Management or Organisational Development – NQF 8<br>BA/BCom Honours in Organisational Psychology / Behavioural Science – NQF 8<br>Bachelor of Business Administration Honours (OD / Change Focus) – NQF 8 |
| <b>Construction Management</b>                                            | Built environment professionals who lead and manage construction of municipal infrastructure. | Construction Project Manager, Investment & Economic Development Officer                                                                                                                                                                                                                                                                 | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Building / Construction Management – NQF 6<br>BSc in Construction Management / Quantity Surveying – NQF 7<br>BSc in Building Science or Civil Engineering (Construction focus) – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>BSc (Hons) in Construction Management / Property Development – NQF 8<br>MSc in Property Studies, Construction Economics, or Construction Project Management – NQF 9<br>MBA with a focus on Infrastructure or Property Development – NQF 9<br>Postgraduate Diploma in Project Management / Construction Law – NQF 8                                                                   |
| <b>Contract Management (Design and Implementation)</b>                    | Specialists managing tender design, legal frameworks, implementation and vendor oversight.    | Contract Management Professionals specializing in Design and Implementation (Senior Professional Officer (SPO), Principal Professional Officer (PPO), or Senior Contract Management Specialist/Principal).                                                                                                                              | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Public Procurement / Supply Chain Management – NQF 6<br>BCom in Supply Chain or Logistics Management – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>BSc or BCom Honours in Contract Management, SCM, or Public Procurement – NQF 8<br>BSc/BCom Honours or MSc in Public Administration / Public Sector Procurement – NQF 8–9                                                                                                                                                                                                                                                                                       |

| Career Pathway                          | Pathway Descriptor                                                                       | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental Health</b>             | Public health professionals overseeing hygiene, vector control and disease prevention.   | Environmental Health Officer (EHO), Senior Environmental Health Officer (Senior EHO), Principal Environmental Health Officer (Principal EHO), and Head of Environmental Health specializing in Air Pollution Control, Food Safety Management, and Water Quality Management.                                                             | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Environmental Health – NQF 6<br>National Diploma in Public Health – NQF 6<br>Advanced Diploma in Environmental Health – NQF 7<br>BTech in Environmental Health – NQF 7<br>BSc in Environmental Science / Microbiology / Chemistry (focus on water or food safety) – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Bachelor of Environmental Health (4-Year Professional Degree) – NQF 8<br>BSc Honours in Environmental Health / Pollution Control / Food Safety – NQF 8<br>Postgraduate Diploma in Air Quality Management / Environmental Health Risk Management – NQF 8<br>MSc in Environmental Health / Water Quality / Public Health (Environmental Stream) - NQF 9<br>Master of Public Health (MPH) with Environmental Health focus – NQF 9 |
| <b>Environmental Management</b>         | Practitioners ensuring compliance with environmental legislation and climate goals.      | Bio specialist                                                                                                                                                                                                                                                                                                                          | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Environmental Management<br>BSc in Environmental Science<br>BSc in Ecology, Geography, or Natural Resource Management<br>Advanced Diploma in Environmental Management<br>Postgraduate Qualifications (NQF Level 8–9)<br>BSc Honours in Environmental Science or Management<br>Postgraduate Diploma in Environmental Management<br>MSc in Environmental Management or Climate Change<br>MSc in Environmental and Geographical Science                                                                                                                                                                                                                                                                                                                       |
| <b>Fleet Management (Fleet Systems)</b> | Technical staff managing municipal fleet systems, procurement and lifecycle maintenance. | Fleet Officer / Senior Fleet Officer specializing in Fleet Systems.                                                                                                                                                                                                                                                                     | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Logistics Management<br>National Diploma in Transport Management / Fleet Management<br>BTech in Logistics / Transport Management<br>Advanced Diploma in Supply Chain or Fleet Management<br>BCom in Logistics / Operations / Supply Chain Management<br>Postgraduate Qualifications (NQF Level 8–9)<br>BCom Honours in Logistics or Supply Chain Management<br>Postgraduate Diploma in Transport Planning or Fleet Management<br>MSc / MCom in Logistics, Transport Economics or Supply Chain Management<br>MBA with a focus in Logistics / Operations / Asset Management                                                                                                                                                                                  |

| Career Pathway                                | Pathway Descriptor                                                                              | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Forensics</b>                              | Fraud and ethics investigators supporting compliance, governance, and municipal accountability. | Senior Forensic Officer, Principal Forensic Officer, and Forensic Managers.                                                                                                                                                                                                                                                             | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Internal Auditing / Accounting / Law<br>BCom in Forensic Accounting / Auditing / Risk Management<br>Advanced Diploma in Forensic Auditing / Financial Crime Investigation<br>BCom in Law or Business Ethics (with forensic modules)<br>Postgraduate Qualifications (NQF Level 8–9)<br>BCom Honours in Forensic Auditing / Accounting / Risk Management – NQF 8<br>Postgraduate Diploma in Forensic Investigation / Economic Crime – NQF 8<br>MCom in Forensic Auditing / Financial Crime – NQF 9<br>LLB or Postgraduate Diploma in Corporate Governance / Ethics – NQF 8 |
| <b>Geographical Information Systems (GIS)</b> | Technologists managing spatial data, planning systems, and geo-visualisation tools.             | Senior GIS Specialists, Principal GIS Specialists, and GIS Analysts. Registration with SAGC as GISc Technician or Technologist will be advantages                                                                                                                                                                                       | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Cartography / GIS / Surveying<br>National Diploma in Town and Regional Planning (with GIS modules)<br>BSc in Geomatics / GIS / Geography – NQF 7<br>Advanced Diploma in Geographical Information Science – NQF 7<br>BTech in Surveying / GIS / Spatial Information Systems<br>Postgraduate Qualifications (NQF Level 8–9)<br>BSc Honours in GIS / Geomatics / Geography / Environmental Science – NQF 8<br>Postgraduate Diploma in GIS or Spatial Analysis – NQF 8<br>MSc in GIS / Spatial Planning / Environmental GIS / Urban Analytics – NQF 9                        |
| <b>Graphic Design</b>                         | Designers developing visual materials, infographics, signage and public communications.         | Professional officers                                                                                                                                                                                                                                                                                                                   | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Graphic Design / Visual Communication – NQF 6<br>Bachelor of Arts in Graphic Design / Multimedia Design / Communication Design – NQF 7<br>Advanced Diploma in Graphic Design / Digital Design – NQF 7<br>BA in Visual Arts / Illustration / New Media Design – NQF 7<br>Postgraduate Qualifications (Optional – NQF 8–9)<br>Postgraduate Diploma in Digital Media / Design Leadership – NQF 8<br>Master of Arts (MA) in Design / Visual Communication / Digital Media – NQF 9                                                                                            |
| <b>Heritage</b>                               | Professionals preserving and managing tangible and intangible cultural assets.                  | Senior Heritage Professionals, Principal Heritage Professionals, and Head of Heritage Management.                                                                                                                                                                                                                                       | 3-Year Qualifications (NQF Level 6–7)<br>BA in History / Heritage Studies / Archaeology / Anthropology – NQF 7<br>National Diploma in Cultural Resource Management / Museum Studies – NQF 6<br>Postgraduate Qualifications (NQF Level 8–9)<br>Honours in Heritage Studies / Archaeology / Architecture / Planning – NQF 8<br>Postgraduate Diploma in Heritage Conservation / Cultural Resource Management – NQF 8                                                                                                                                                                                                                     |

| Career Pathway                                                       | Pathway Descriptor                                                                     | Scarce Positions<br><i>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)</i> | Preferred Qualifications<br><i>(For ETD skills development planning purposes only – not applicable to Recruitment &amp; Selection processes)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Horticulture / Landscaping (Open Spaces design)</b>               | Experts in open space planning, horticulture, biodiversity and green infrastructure.   | Senior Professional Officer (SPO), Principal Professional Officer (PPO), and Head of Horticulture and Landscape Designers.                                                                                                                                                                                                                     | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Horticulture / Landscaping – NQF 6<br>National Diploma in Nature Conservation – NQF 6<br>Advanced Diploma in Landscape Design / Environmental Horticulture – NQF 7<br>BSc in Environmental Science / Plant Sciences (Horticulture stream) – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>BSc Honours in Landscape Architecture / Plant Ecology / Environmental Horticulture – NQF 8<br>Postgraduate Diploma in Landscape Planning / Urban Greening – NQF 8<br>MSc in Environmental Horticulture / Urban Landscape Design / Biodiversity Management – NQF 9 |
| <b>Industrial/ Organisational Psychology (Registered with HPCSA)</b> | Registered professionals advising on workplace behaviour, wellbeing and psychometrics. | Senior Organisational Psychologist / Principal                                                                                                                                                                                                                                                                                                 | Bachelor's Degree in Psychology / Industrial Psychology – NQF 7<br>Honours in Industrial or Organisational Psychology – NQF 8<br>Master of Commerce (MCom) or Master of Arts (MA) in Industrial / Organisational Psychology – NQF 9                                                                                                                                                                                                                                                                                                                                                                                                |

| Career Pathway                                                                 | Pathway Descriptor                                                                                | Scarce Positions<br><i>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)</i>                                                                                                          | Preferred Qualifications<br><i>(For ETD skills development planning purposes only – not applicable to Recruitment &amp; Selection processes)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Information Systems and Technology</b>                                      | Specialists managing technology infrastructure, applications and systems integration.             | Specialist roles at Task Grade 14 and above, focused on ERP systems, IT architecture, software development. Including IT staff working on outage management platforms, and energy trading systems (PPO/SPO level within the Energy platform environment).                                                                                                                                                                                               | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Information Technology / Systems Development – NQF 6<br>National Diploma in Information Systems or Computer Systems Engineering – NQF 6<br>BCom in Information Systems / Informatics / IT Management – NQF 7<br>BSc in Information Technology / Computer Science / Software Development – NQF 7<br>Advanced Diploma in Information Systems / Business Analysis / IT Operations – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>BSc Honours in Information Systems / Computer Science / IT Management – NQF 8<br>Postgraduate Diploma in Information Technology / Digital Transformation – NQF 8<br>MSc in Information Systems / Cybersecurity / Enterprise Architecture – NQF 9<br>MCom in Information Management / Digital Business – NQF 9<br>MBA with Technology or Systems Management focus – NQF 9<br>Industry-Recognised Programmes and Certifications (Technical Pathway)<br>SAP ERP Training (Public Sector / HR / Finance Modules)<br>Oracle Certified Professional (OCP) – Business systems<br>Certified Information Systems Security Professional (CISSP)<br>ISO 27001 Information Security Management<br>ITIL 4 Foundation / Practitioner<br>PMI Project Management Professional (PMP) |
| <b>Insurance : COID Finance, Claims and Risk Management &amp; Underwriting</b> | Professionals managing COID claims, public liability, risk, underwriting and insurance contracts. | COID Insurance Specialist, and Head of COID Finance with Financial qualification (designated as SPO and Head of COID Finance). Insurance Claims Specialist, and Head of Claims with Legal and / or Financial qualification (designated as SPO and Head of Claims). Professional Officer and Head of Risk Management & Underwriting with Risk Management and / or Financial qualification (designated as PO and Head of Risk Management & Underwriting). | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Risk Management / Insurance / Finance – NQF 6<br>National Diploma in Public Finance and Accounting / Public Management – NQF 6<br>BCom in Risk Management / Insurance and Financial Planning – NQF 7<br>BCom in Accounting / Financial Management (with insurance modules) – NQF 7<br>Advanced Diploma in Short-Term Insurance / Risk & Claims Management – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Risk / Insurance Management / Public Finance – NQF 8<br>Master of Business Administration (MBA) – with Risk / Insurance stream – NQF 9<br>MCom in Risk Finance / Financial Planning – NQF 9<br>Master of Public Administration – with a Finance or Governance focus – NQF 9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |



| Career Pathway                                 | Pathway Descriptor                                                                                   | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Landfill management and planning</b>        | Managers and engineers overseeing operation and compliance of municipal landfill sites.              | Senior Engineering Planners in Urban Waste Management specialising in Landfill Management.                                                                                                                                                                                                                                              | <p>Engineering Stream<br/>           3 -Year Qualifications (NQF Level 6–7)<br/>           National Diploma in Environmental Management / Environmental Health – NQF 6<br/>           National Diploma in Civil Engineering (focus: waste infrastructure, geotech) – NQF 6<br/>           BTech in Environmental Management / Waste Management – NQF 7<br/>           BSc in Environmental Science / Earth Science / Hydrology – NQF 7<br/>           Advanced Diploma in Waste Management / Environmental Planning – NQF 7<br/>           Postgraduate Qualifications (NQF Level 8–9)<br/>           BSc Honours in Environmental Management / Waste Engineering – NQF 8<br/>           Postgraduate Diploma in Waste Management / Sanitary Landfilling – NQF 8<br/>           MSc in Environmental Science / Engineering (Waste Stream) – NQF 9<br/>           MEng in Civil or Geotechnical Engineering (Landfill Design Focus) – NQF 9<br/>           MPhil in Infrastructure Planning / Environmental Governance – NQF 9<br/>           BSc in Geology or Geography (site characterisation &amp; design) – NQF 7<br/>           Science Stream<br/>           3-Year Qualifications (NQF Level 6–7)<br/>           BSc in Environmental Science – NQF 7<br/>           BSc in Earth Science / Geology / Hydrology – NQF 7<br/>           BSc in Microbiology / Chemistry / Soil Science (leachate, water &amp; soil testing) – NQF 7<br/>           BSc in Geography (Physical Geography stream) – NQF 7</p> |
| <b>Legal - Specialisation (Various fields)</b> | Legal professionals with specialist qualifications in municipal, construction, or environmental law. | Legal Advisors, Senior Legal Advisors, and Principal Legal Advisors specializing in various fields such as Planning Law, Environmental Law, etc.                                                                                                                                                                                        | <p>3-Year Qualifications (NQF Level 7)<br/>           LLB (Bachelor of Laws)<br/>           Postgraduate and Professional Qualifications (NQF Level 8–9)<br/>           LLM in Labour Law / Commercial Law / Municipal Law / Environmental Law / Property Law – NQF 9<br/>           Postgraduate Diploma in Labour Law / Local Government Law / Contract Law / Tax Law – NQF 8</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |



| Career Pathway                                         | Pathway Descriptor                                                                                      | Scarce Positions<br><i>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)</i> | Preferred Qualifications<br><i>(For ETD skills development planning purposes only – not applicable to Recruitment &amp; Selection processes)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Library Sciences (Collections and Acquisitions)</b> | Librarians curating, acquiring and managing physical and digital municipal collections.                 | Senior Professional Officer (SPO) and Head of LIS Specialised Services focusing on Collections and Acquisitions. Senior Professional Officer (SPO) and Head of LIS Collection Development focusing on Collections and Acquisitions.                                                                                                            | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Library and Information Science – NQF 6<br>BInf (Bachelor of Information Science) – NQF 7<br>B.Bibl (Bachelor of Library and Information Studies) – NQF 7<br>BTech in Library and Information Services (legacy, NQF 7)<br>Advanced Diploma in Library and Information Studies – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>BInf Honours in Library and Information Science / Knowledge Management – NQF 8<br>Postgraduate Diploma in Library and Information Services – NQF 8<br>Masters in Library and Information Science (MLIS) – NQF 9<br>MInf / MIS in Knowledge Organisation / Digital Curation – NQF 9 |
| <b>Medical Audit (Assessor - Fire Services)</b>        | Medical experts who audit fire and rescue health systems, equipment, and emergency response procedures. | Medical Assessor/Auditor of Medical Equipment, Systems, and Procedures in Fire and Rescue Services.                                                                                                                                                                                                                                            | 3-Year Qualifications (NQF Level 6–7) Diploma in Health Sciences – NQF 6<br>Bachelor of Health Sciences – NQF 7<br>National Diploma in Emergency Medical Care – NQF 6<br>Bachelor of Emergency Medical Care – NQF 7<br>Diploma in Health Services Management / Public Health – NQF 6–7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Health Services Audit / Medical Audit – NQF 8<br>Bachelor of Health Sciences Honours (Medical Care or Health Management) – NQF 8<br>Master of Public Health (MPH) – NQF 9<br>Postgraduate Diploma in Health Systems or Quality Management – NQF 8                                                                      |
| <b>Medicine</b>                                        | Registered medical practitioners delivering public health or specialist services.                       | Clinical Medical Officer, Medical Officer of Health (MBChB), Specialists, with registration with the HPCSA.                                                                                                                                                                                                                                    | Minimum Academic Qualification<br>Bachelor of Medicine and Bachelor of Surgery (MBChB) – NQF Level 8<br>Postgraduate / Specialist Qualifications (NQF Level 9)<br>Master of Medicine (MMed) – various specialisations (e.g. Public Health, Internal Medicine, Occupational Health)<br>Postgraduate Diploma in Occupational Health / Public Health / Family Medicine<br>Fellowship from Colleges of Medicine of South Africa (CMSA) – e.g., FCP(SA), FCM(SA)<br>MSc in Public Health or Epidemiology                                                                                                                                                                                     |

| Career Pathway                              | Pathway Descriptor                                                                    | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)         | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Nursing</b>                              | Registered nurses delivering primary healthcare in clinics and mobile units.          | Nursing Specialisation (e.g., Midwifery) – Senior Professional Nurse, Principal Professional Nurse, and Clinical Nurse Practitioner. Enrolled Nursing Assistant, Enrolled Nursing, Professional Nurse, Senior Professional Nurse and Clinical Nurse Practitioner, with professional registration with the SANC (South African Nursing Council). | 3-Year Qualifications (NQF Level 6–7)<br>Diploma in Nursing (General, Psychiatric, Community, and Midwifery) – NQF 6<br>Diploma in Nursing (Staff Nurse / Enrolled Nurse) – NQF 6<br>Bachelor of Nursing / Bachelor of Nursing Science – NQF 7<br>Advanced Diploma in Primary Health Care / Midwifery / Community Nursing – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Nursing (e.g. Advanced Primary Health Care / Occupational Health / Nursing Education) – NQF 8<br>Bachelor Honours in Nursing / Nursing Management – NQF 8<br>Master of Nursing / Master of Public Health – NQF 9                                                                                              |
| <b>Occupational Health and Safety</b>       | Practitioners managing health and safety systems, risk registers, and compliance.     | Specializations including SHREQ Advisory, Competent Person (Water & Sanitation), and Occupational Hygienist (Human Resources).                                                                                                                                                                                                                  | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Safety Management – NQF 6<br>National Diploma in Environmental Health / Occupational Health – NQF 6<br>National Diploma in Construction Health and Safety – NQF 6<br>Advanced Diploma in Occupational Health and Safety – NQF 7<br>BSc in Environmental / Occupational Health and Safety – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Occupational Health and Safety Management – NQF 8<br>Postgraduate Diploma in Risk Management / Industrial Safety – NQF 8<br>Master of Public Health (OHS / Occupational Hygiene stream) – NQF 9<br>MSc in Occupational Safety, Health and Environmental Management (SHEQ) – NQF 9 |
| <b>Occupational Medicine (Practitioner)</b> | Doctors providing preventative and workplace-based healthcare to municipal employees. | Medical Practitioner specialising in Occupational Medicine.                                                                                                                                                                                                                                                                                     | Honours in Psychology<br>Bachelor of Medicine and Bachelor of Surgery (MBChB) – NQF 8<br>Postgraduate / Specialised Qualifications (NQF Level 8–9)<br>Master's Degree in Psychology (Clinical, Counselling, Educational, Industrial Psychology)<br>Postgraduate Diploma in Occupational Health – NQF 8<br>Postgraduate Diploma in Occupational Medicine and Health (UCT, Wits, etc.) – NQF 8<br>Master of Public Health (Occupational Health stream) – NQF 9                                                                                                                                                                                                                                                              |

| Career Pathway                                         | Pathway Descriptor                                                                                  | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Payroll Accounting (Finance - B.Com Accounting)</b> | Accountants handling municipal payroll reconciliation and tax compliance                            | Senior Professional Officer (SPO) / Principal Professional Officer (PPO) with a B.Com in Accounting, specialising in Payroll Accounting.                                                                                                                                                                                                | 3-Year Qualifications (NQF Level 7)<br>BCom in Accounting<br>BCom in Financial Management<br>Advanced Diploma in Accounting Sciences or Payroll Management – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Accounting / Financial Management – NQF 8<br>Postgraduate Diploma in Payroll / Taxation / Remuneration Management<br>Master of Commerce (MCom) in Finance / Accounting – NQF 9                                                                                                                                                                                                     |
| <b>Payroll Management and payroll systems</b>          | Managers overseeing end-to-end payroll operations and controls.                                     | Senior Professional Officer (SPO) / Principal Professional Officer (PPO) with a B.Com in Accounting, specialising in Payroll Management and Systems.                                                                                                                                                                                    | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Payroll Administration / Payroll Management – NQF 6<br>National Diploma in Financial Accounting / Cost & Management Accounting – NQF 6<br>BCom in Human Resource Management / Accounting / Financial Management – NQF 7<br>Advanced Diploma in Payroll Management / Remuneration / HR Information Systems – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Remuneration / Tax / Payroll Compliance – NQF 8<br>Industry Certifications & Payroll Systems Training<br>SAP HCM Payroll / SAP SuccessFactors Employee Central Payroll |
| <b>Payroll Schema for SAP (ERP)</b>                    | SAP specialists designing and maintaining municipal payroll schemas and rules.                      | Specialist, Senior, or Principal ERP Analyst specialising in Payroll Schema for SAP.                                                                                                                                                                                                                                                    | SAP Certified Consultant – HCM/Payroll Schema (NQF7)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Pharmacy</b>                                        | Licensed pharmacists and pharmacy assistants managing dispensing and medication control in clinics. | Post Basic Pharmacist Assistant, Pharmacist, Responsible Pharmacist, with professional registration with SAPC (South African Pharmacy Council).                                                                                                                                                                                         | Pharmacist Professional<br>Bachelor of Pharmacy (BPharm) – NQF 8<br>Pharmacist Assistants<br>Basic Pharmacist Assistant – NQF 4<br>National Certificate: Pharmacist Assistance (Basic Level) – NQF 4                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Primary Health Care</b>                             |                                                                                                     | PHC Coordinators, Senior Professionals, and Heads in Comprehensive Personal Programmes, such as TB, HIV, Cholera, and STDs. Including Mental health practitioners                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

| Career Pathway                                         | Pathway Descriptor                                                                | <b>Scarce Positions</b><br><i>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)</i>                                                                                                                                      | <b>Preferred Qualifications</b><br><i>(For ETD skills development planning purposes only – not applicable to Recruitment &amp; Selection processes)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Project Management (General and specialisation)</b> | Practitioners leading capital and service delivery projects across departments.   | Project Manager, Senior Project Manager, and Programme Manager, Portfolio Manager (with a primary focus on project and programme management, not as a secondary KPA in a job description).                                                                                                                                                                                                                                                                                                 | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Project Management – NQF 6<br>BCom in Project Management – NQF 7<br>BTech in Project Management – NQF 7<br>BSc in Construction Management / Engineering (Civil, Electrical, Industrial) – NQF 7<br>Advanced Diploma in Project Management / Built Environment / ICT – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Project Management (General or Sector-specific) – NQF 8<br>Master of Project Management (MPM) – NQF 9<br>MCom / MSc / MBA with Project Management Specialisation – NQF 9                                                                                                                                                                                          |
| <b>Property - Real Estate</b>                          | Experts in property law, development, asset management and real estate valuation. | Property Transactions - Job families for Property Transactions are being drafted to align to the MSR therefore a Property related qualification is required to attract the correct candidates in the Property Officer, Senior Property Officer, Principal Property Officer, Professional Officer, Senior Professional Officer and Head positions across the department<br>Property Development - Real Estate Investment Analyst, Real Estate Asset Manager, Development Finance Specialist | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Real Estate / Property Management – NQF 6<br>National Diploma in Property Valuation / Valuation and Estate Management – NQF 6<br>BCom in Property / Real Estate / Property Finance – NQF 7<br>BSc in Property Studies / Real Estate / Land Economics – NQF 7<br>BSc in Urban and Regional Planning (with Land Use focus) – NQF 7<br>Advanced Diploma in Real Estate / Property Development and Management – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Property Valuation / Property Development / Asset Management – NQF 8<br>Postgraduate Diploma in Urban / Regional / Land Use Planning – NQF 8<br>MSc in Property Studies / Property Finance / Real Estate Investment – NQF 9 |

| Career Pathway                                 | Pathway Descriptor                                                                                                                                                                                           | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Public Health</b>                           | Public health experts focusing on health system design, epidemiology and disease prevention.                                                                                                                 | Senior Professional Officer (SPO), Principal Professional Officer (PPO), and Head – Specialising in fields such as Epidemiology, Nutrition, Health Technology, and Radiography.                                                                                                                                                         | <p>Epidemiology Qualifications</p> <p>BSc in Epidemiology / Public Health / Biostatistics – NQF 7</p> <p>BSc in Health Sciences / Microbiology / Medical Science – NQF 7</p> <p>Postgraduate Diploma in Epidemiology / Disease Surveillance – NQF 8</p> <p>Master of Public Health (MPH) – Epidemiology Stream – NQF 9</p> <p>MSc in Epidemiology / Biostatistics / Global Health – NQF 9</p> <p>Nutrition Qualifications</p> <p>BSc in Human Nutrition / Dietetics / Food Science – NQF 7</p> <p>BSc in Public Health with Nutrition modules – NQF 7</p> <p>Postgraduate Diploma in Clinical / Community Nutrition – NQF 8</p> <p>MSc / MPH in Nutrition / Public Health Nutrition – NQF 9</p> <p>Radiography Qualifications</p> <p>National Diploma in Radiography (Diagnostic / Therapy / Ultrasound) – NQF 6</p> <p>Bachelor of Radiography / Medical Imaging – NQF 7</p> <p>Advanced Diploma in Diagnostic Radiography / Nuclear Medicine – NQF 7</p> <p>Postgraduate Diploma in Radiographic Sciences or Radiation Protection – NQF 8</p> |
| <b>Regulatory Impact Assessment specialist</b> | Specialists conducting regulatory assessments to evaluate the impact of new laws, policies and bylaws.                                                                                                       | Senior Professional officers                                                                                                                                                                                                                                                                                                            | <p>3–4 Year Qualifications (NQF Level 7)</p> <p>BCom / BAdmin in Public Policy / Economics / Governance – NQF 7</p> <p>LLB or BA Law / Legal Studies – NQF 7</p> <p>BPhil or BA in Public Policy / Political Science / Development Studies – NQF 7</p> <p>BSc / BCom in Environmental Policy / Planning – NQF 7</p> <p>Postgraduate Qualifications (NQF 8–9)</p> <p>Postgraduate Diploma in Public Policy / Regulatory Governance – NQF 8</p> <p>Postgraduate Diploma in Monitoring and Evaluation / Economic Policy – NQF 8</p> <p>Master of Public Administration (MPA) / Public Policy (MPP) – NQF 9</p> <p>LLM in Regulatory Law / Administrative Law / Compliance – NQF 9</p> <p>MCom in Development Economics / Public Finance – NQF 9</p>                                                                                                                                                                                                                                                                                                |
| <b>Remuneration Manager</b>                    | Specialist responsible for designing, implementing, and maintaining equitable and compliant remuneration frameworks, salary structures, and benefits strategies aligned to organisational goals, legislative | Remuneration Manager with SARA Certification (South African Reward Association) or Global Remuneration Professional (GRP)                                                                                                                                                                                                               | <p>3-Year Qualifications (NQF Level 6–7)</p> <p>BCom in Human Resource Management / Industrial Psychology – NQF 7</p> <p>BCom in Finance / Accounting (with HR or Payroll modules) – NQF 7</p> <p>Postgraduate Qualifications (NQF Level 8–9)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| Career Pathway          | Pathway Descriptor                                                                               | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.)                                                        | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Renewable Energy</b> | Engineers and planners driving renewable energy adoption, grid integration, and decarbonisation. | Sustainable Energy Markets (SEM) Department – Senior Professional Officer (SPO), Principal Professional Officer (PPO), and Head-Level Specialists in Renewable Energy.                                                                                                                                                                                                                         | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Electrical / Mechanical / Energy Engineering – NQF 6<br>BSc / BEng in Electrical / Mechanical / Mechatronics Engineering – NQF 7<br>BSc in Energy Studies / Environmental Science with Energy modules – NQF 7<br>Advanced Diploma in Renewable Energy Technologies / Energy Management – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Renewable Energy / Energy Policy / Sustainable Energy – NQF 8<br>Master of Science (MSc) in Renewable Energy / Sustainable Energy Engineering – NQF 9<br>MEng in Energy Systems / Green Building / Power Systems – NQF 9<br>MPhil in Climate & Energy Policy / Energy Transition Planning – NQF 9                                                                                                                                                                                                              |
| <b>Science</b>          | Scientists providing analytical, technical or lab-based expertise in service of operations.      | Senior Professional Officer (SPO), Principal Professional Officer (PPO), Head, or Manager (Scientists) with specialised expertise in Water and Analytical Laboratory services, including Technical Scientific Modelling, Bioinformatics, Radionuclide Detection, Phycology, Aquatic Science – Limnology, and Gas Chromatography (Scientific Services, Water & Sanitation). atmospheric science | 3-Year Qualifications (NQF Level 6–7)<br>BSc in Environmental Science / Environmental Management – NQF 7<br>BSc in Chemistry / Biochemistry / Microbiology / Physics – NQF 7<br>BSc in Aquatic Science / Marine Biology / Limnology / Zoology / Botany – NQF 7<br>BSc in Atmospheric Science / Meteorology / Climatology – NQF 7<br>BSc in Analytical Chemistry / Applied Chemistry / Water Science – NQF 7<br>BSc in Computational Biology / Bioinformatics / Mathematical Sciences – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Honours in Environmental or Water Science / Aquatic Ecology / Chemistry / Physics – NQF 8<br>Postgraduate Diploma in Environmental Science / Water Quality Monitoring / Bioinformatics – NQF 8<br>MSc in Water Science / Limnology / Phycology / Analytical Chemistry / Atmospheric Science – NQF 9<br>MSc in Bioinformatics / Scientific Computing / Climate Modelling / Geospatial Analysis – NQF 9 |

| Career Pathway                                      | Pathway Descriptor                                                                  | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Supply Chain Management Professionals</b>        | Professionals managing tendering, procurement, and contract optimisation.           | Senior SCM practitioner / Principal / Head SCM - including risk management, demand management, tenders                                                                                                                                                                                                                                  | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Supply Chain Management / Logistics / Procurement – NQF 6<br>BCom in Supply Chain Management / Logistics / Purchasing / Finance – NQF 7<br>Advanced Diploma in Public Sector Supply Chain Management / Procurement – NQF 7<br>BCom in Public Administration with SCM major – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Public Procurement Management – NQF 8<br>Postgraduate Diploma in Supply Chain Management / Strategic Sourcing – NQF 8<br>Master of Commerce (MCom) in Supply Chain / Logistics / Procurement – NQF 9<br>Master of Public Administration / Public Management (SCM focus) – NQF 9                                                                  |
| <b>Technical Engineering training/qualification</b> | Technical instructors training artisans, apprentices, and engineering learners.     | Electricity and Energy Services – HVAC, Refrigeration, Electronic Process Control and Operations, Lift and Heavy Equipment, with required operating License.                                                                                                                                                                            | National Certificate: Air-conditioning, Refrigeration, and Ventilation (NQF 2–4)<br>Trade Test Certificate: Refrigeration Mechanic (Red Seal) (NQF 4)<br>National Diploma: Mechanical Engineering (with HVAC electives) (NQF 6)<br>Advanced Diploma / BTech: Mechanical Engineering (NQF 7)<br>National Certificate: Instrumentation and Control (NQF 4)<br>National Diploma: Electrical Engineering / Process Instrumentation (NQF 6)<br>BEng / BTech: Mechatronics or Electrical Engineering (NQF 7)<br>Trade Certificate: Lift Mechanic / Lift Technician (NQF 4)<br>Occupational Certificate: Mobile Crane Operator (NQF 3–4)<br>National Certificate: Plant Operations (Lift Trucks / Earthmoving Equipment) (NQF 2–3)<br>Professional Driving Permit (PDP)           |
| <b>Transport Network Management</b>                 | Planners overseeing mobility infrastructure, road design and transport integration. | Senior Professional Officer (SPO), Principal Professional Officer (PPO), and Head in Transport Engineering, as well as Transport Analysts and Transport Modelling Specialists.                                                                                                                                                          | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Civil Engineering (Transportation stream) – NQF 6<br>BCom in Transport Economics / Logistics Management – NQF 7<br>BSc in Urban and Regional Planning (Transport component) – NQF 7<br>Advanced Diploma in Traffic and Transportation Engineering / Urban Infrastructure – NQF 7<br>National Diploma in Road Transport Management – NQF 6<br>National Diploma in Public Management (Transport Planning modules) – NQF 6<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Transport Planning / Transport Policy – NQF 8<br>Postgraduate Diploma in Urban Infrastructure or Traffic Management – NQF 8<br>Master of Science (MSc) in Transport Planning / Urban Infrastructure – NQF 9 |



| Career Pathway                                                                    | Pathway Descriptor                                                                                  | Scarce Positions<br>(The list of scarce positions represents suggested roles that may be considered—but is not exhaustive. Each role/ position must be individually assessed to determine whether its core functions align with the defined scarce skills criteria and areas. Applicability should be based on the content of the job.) | Preferred Qualifications<br>(For ETD skills development planning purposes only – not applicable to Recruitment & Selection processes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Urban Design, Landscape, Planning, Development, Surveyors and Architecture</b> | Urban professionals involved in built environment, spatial planning, urban design and architecture. | Senior Professional Officer (SPO), Principal Professional Officer (PPO), and Head as Urban Designers, Landscape Architects, Town Planners, Development Planners, Surveyors, and Architects.                                                                                                                                             | 3-Year Qualifications (NQF Level 6–7)<br>National Diploma in Town and Regional Planning – NQF 6<br>National Diploma in Architecture / Architectural Technology – NQF 6<br>BSc in Urban and Regional Planning / Spatial Planning – NQF 7<br>BSc in Property Development / Construction Economics – NQF 7<br>National Diploma in Surveying / Geomatics – NQF 6<br>BSc in Geomatics / Land Surveying – NQF 7<br>Postgraduate Qualifications (NQF Level 8–9)<br>Postgraduate Diploma in Urban Design / Landscape Architecture / Spatial Planning – NQF 8<br>Bachelor of Architecture (Professional) – NQF 8<br>MArch (Master of Architecture – Professional / Design / Theory) – NQF 9<br>MURP / MSc in Urban and Regional Planning – NQF 9<br>MSc in Geomatics / Land Surveying – NQF 9<br>Master of Landscape Architecture / Urban Design / Development Planning – NQF 9 |
| <b>Valuation</b>                                                                  | Municipal valuers who assess city-owned and privately owned property for tax and asset management.  | Property Valuers (City-Owned Property) in Property Transactions (Economic Growth) and Residential & Commercial Property Valuers in City Valuations (Finance Directorate).                                                                                                                                                               | National Diploma: Real Estate<br>B.Sc Hons (Property Studies)<br>B.Com Hons (Property Valuation and Management)<br>BTech Real Estate/Property Valuation,<br>BSc Hons Property Studies, National Diploma: ND: Real Estate and BSc Property Studies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Vehicle Technicians</b>                                                        | Qualified mechanics, electricians and artisans responsible for maintaining city vehicles.           | Motor Vehicle Technicians (Electric, Hybrid Electric, Automotive Service, EV Battery) – Fleet and Plant.                                                                                                                                                                                                                                | Mechanical plant to technical certification or relevant Trade Certificate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Wayleave</b>                                                                   | Officials who coordinate approvals for trenching, cabling, utility works and public land access.    | SPO / PPO level Wayleave professionals, Senior Professional Officer (SPO) / Principal Professional Officer (PPO) Level Wayleave Professionals.                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |