

# Job Market

## 'Village poverty can be hurdled'

Scientist Maphanga is living example how odds can be overcome

By **Pertunia Mafokwane**

Despite growing up in a Limpopo village with no resources, scientist Charles Maphanga was so smart in school that he passed grades 7 and 8 in one year.

In 2002, aged just 16, he matriculated from Kgahlanong Secondary School at GaMampuru village in Sekhukhune district.

Now 31, Maphanga, the last of seven children raised by a single mother, works as a researcher at the Council for Scientific and Industrial Research (CSIR) in Pretoria. He is based at CSIR's National Laser Centre (NLC), which is funded by the Department of Science and Technology.

Maphanga, who is part of the biophotonics research group, has several qualifications that he said give him added advantage in the field of research.

"I have an undergraduate degree in human physiology, genetics and psychology, and also an honours degree in medical virology, both obtained from the University of Pretoria."

Last year he obtained a masters degree in physics cum laude from the University

of South Africa.

"I am very glad that throughout my academic journey I managed to diversify my academic focus from genetics to molecular biology, and now doing applied physics in the field of biophotonics," he said.

Being the first in his family to progress to university, Maphanga said his mental strength was tested at the tertiary level.

He worked as a waiter at night and weekends to earn some cash to survive student life.

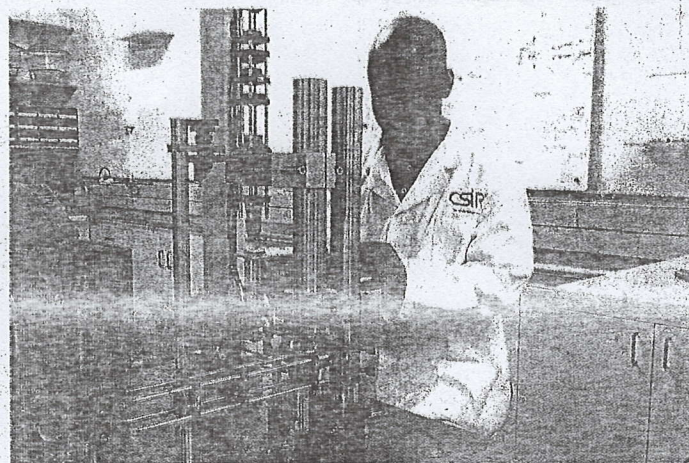
"My mother still had some of my siblings and grandchildren who were dependent on her. So the only way through university was to get a job while I was a student so that I could sustain myself financially and still send money home to assist my mother."

Maphanga said the fear of failing and going back to the same living conditions in the village kept him on his toes.

"I have always been a well-behaved kid and that kept me grounded and focused."

"At campus I had a study partner who knew my family background and my work commitments. We prepared for semester tests and exams together."

Maphanga was lucky to get an internship at a private laboratory after graduating. He went on to join a clinical diagnostic laboratory where he worked in a molecular biology laboratory to diagnose various infections and later worked as a medical scientist until he joined the CSIR.



Charles Maphanga is in the process of signing up for a PhD in physics. / SUPPLIED

"Joining the CSIR on a masters studentship in physics became the turning point of my life. I have always loved research and CSIR offered exactly that."

"I am in a better space and living my dream. I spend my day mostly in the lab performing experiments. I do both biology experiments (eg cell culture, microscopy, etc.) and physics experiments..."

"I also have to create space to search and read publications on specific topics pertaining to my research."

"Periodically I also have to present during journal clubs. Whenever I have time I mentor pupils and also have to expose them to the lab environment to stimulate their thinking with the hope of attracting more young people to the field of science, technology, engineering and mathematics."

Maphanga is currently the president of the CSIR-Optics Student Chapter which comprises postgraduate students in the field of optics and photonics.

He encouraged young people not to be discouraged by their background.

"A disadvantaged background should not discourage anyone to pursue their dreams. Start by acknowledging and embracing your family background," he said. He encouraged pupils to give their all for good Grade 12 marks, while they seek information on scholarships, bursaries and other forms of funding beyond matric.

"The vicious cycle of poverty [can] be broken. It is possible and has been done by so many people. It just requires mental strength."

### EXTERNAL ADVERT LIMPOPO

Persons interested in applying for the following posts should send their applications (CV, recently certified copies of qualifications and ID, including a signed Z83) quoting the relevant reference number to:

Postaf address: Attention: Ms. M.E. Sebatoang, Postal address: Private Bag X 9677, Polokwane 0700. Hand delivery: 43 Landros Mare' Street, Polokwane, 0699. Enquiries: Mr M Mhahala on 015 291 7456 or Mr. AM Netshifhehe on 015 291 7425.

For hand delivery, applications must be submitted to the office before 16h00 on closing date. Failure to comply with the above will automatically disqualify candidates.

NB: Applicants who applied for the post previously, should not bother to apply as their applications will be considered.

Closing date: 23 March 2018

#### Departmental Co-Ordinator (01 Post)

Salary: R281 418 – R331 497 p.a. exclusive of benefits

Location: Regional Office-Polokwane (REF: SAS LP03/11/17)

Requirements: Candidates should hold a Bachelor's degree or three years equivalent tertiary qualification plus 23 years working experience in office management and secretarial functions; Knowledge of procedures on Public Finance and Human Resources as well as sound understanding of government policies, legislative and governance processes, previous interaction at a high level with government officials and departments will be an added advantage; Computer literacy and driver's license will be an added advantage.

Duties: The incumbent will be required to provide a complete Office Management secretarial support services; Provide administrative support services; Compile and collate finance reports; Compile and collate finance reports; Assist with the development, formalizing and finalization of documentation; Manage the documents flow and filing system; Assist with matters pertaining to internal budgeting, financial management and Human Resource Administration; Assist with internal management processes; Assist with matters pertaining procurement and provisioning; Assist the General Manager in compiling presentations.

Preference will be given to Africa Female/People with disabilities, followed by African Male as at the time of appointment.

Appointment will be subject to a compulsory pre-employment screening in the form of qualification, references, ITC, criminal checks and compulsory competency assessment. SASSA is an Employment Equity employer and position's will be filled in accordance to its Employment Equity Plan. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) prior to the selection process. The Agency is under no obligation to fill a post after the advertisement thereof. Please note: All SASSA staff are subject to compulsory Security Vetting on appointment. No faxed or emailed application will be accepted.

If you have not been contacted within 3 months after the closing date of the advertisement, please accept that your application has been unsuccessful.

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SOUTH AFRICAN SOCIAL SECURITY AGENCY



Molemole Local Municipality invites applications from suitably qualified candidates to fill vacant positions within its establishment. Molemole Local Municipality is an equal opportunity and affirmative action employer. Persons designated in terms of applicable legislations as historically disadvantaged South Africans as well as people with disabilities are encouraged to apply.

#### DEPARTMENT: MUNICIPAL MANAGER'S OFFICE

This is a fixed-term employment contract for Five (5) years and the incumbent shall be expected to sign an employment contract, a performance agreement and disclosure of financial interest. The incumbent will be stationed at Molemole Municipality in Mogwadi offices.

Re- Advertisement

Position:

**Chief Financial Officer**

Remuneration: An All-inclusive package- R 813,635 (minimum), R 929,899 (midpoint), R 1,046,101 (maximum)

Minimum requirement: The applicant must be in possession of a B.Com Degree in Financial Management/Accounting/Economics or equivalent qualification at NQF level 6. The incumbent must have a minimum of five (5) years relevant experience at middle management level and proven successful institutional transformation within public or private sector. The applicant must be computer literate and have a valid driver's license and his/her own roadworthy vehicle. An incumbent must be a person of honesty and integrity. Certificate in Municipal Finance Management Programme (SAQA Qualification ID No. 48965) will serve as an added advantage; Valid Code B/B driver's license.

The incumbent must have the following leading and Core Competencies as per the Government Gazette No. 37245: Strategic direction and leadership; people management; program and project management; financial management; change management; government leadership; Moral competence; planning and organizing; analysis and innovation; knowledge and information management; communication, results and quality focus.

Knowledge: Good knowledge and understanding of relevant policy and legislation, Good knowledge and understanding of institutional governance systems and performance management, Good understanding of council operations and delegation of powers, Understanding of good governance issues, Audit and risk management establishment and functionality, as well as Budget and finance management.

Task and Responsibilities: Overall management of Budget and Treasury Department; implement the Integrated Development Plan (IDP) as well as strategic goals for the Budget and Treasury Department; Provide support and advice to the Municipal Manager and Council on matters delegated to the department; Implement the Service Delivery and Budget Implementation Plan (SDBIP); Develop and implement key strategic business plans including Supply Chain Management, Budget and Reporting, Revenue/Income Management, Expenditure Management and other resources in accordance with local government legislation and treasury regulations; Perform duties and functions delegated to the Chief Financial Officer by the Municipal Finance Management Act and as delegated by Council and/or by the Accounting Officer; Prepare annual financial statements and other mandatory financial management reports; Manage efficient provision of municipal services; Establish, operate and maintain support structures, processes and systems; Direct and control key deliverables and outcomes for the department; Liaise with Internal and External stakeholders; Facilitate stakeholder participation and involvement; Ensure legislative, regulatory, policy and operating standard compliance.

#### IMPORTANT INFORMATION FOR APPLICANTS TO TAKE NOTE OF:

Forward your applications to: The Municipal Manager, Molemole Local Municipality, Private Bag X 44; Mogwadi; 0715 or deliver to 303 Church Street; Mogwadi or Molemole Local Municipality Morebeng Branch Office; 25 Cnr. Roets & Viviers Street; Soekmekaar.

Applications must be submitted on an official Molemole Local Municipality's Section 55A & 56 application form that is downloadable on the municipal website: [www.molemole.gov.za](http://www.molemole.gov.za) and must be signed by the applicant, a comprehensive CV and originally certified copies of: identity document, driver's license and qualifications. Applications without the above will not be considered; Molemole Local Municipality reserves the right to / not to make appointments; If no response is received from Molemole Municipality within 60 days after the closing date, it must be regarded that your application was unsuccessful. Correspondence regarding the advertised position will be limited to successful candidates only.

NB: 1. Candidates will be subjected to security vetting; competency assessment, employment, and reference checks. 2. Faxed and E-Mailed applications will not be accepted. 3. Applications received after the closing date and time will not be considered. 4. Fraudulent qualifications or documentation will immediately disqualify an applicant. 5. Direct or indirect canvassing for preferential treatment will lead to immediate disqualification of the relevant applicant. 6. Candidates with foreign qualifications must also attach SAQA evaluation report. 7. Appointment will be done in line with Local government Regulations on Appointment and Conditions of Employment of Senior Managers.

Further enquiries may be directed to Manager-HRM: Mr. MV Mhahala at 015 501 2333. Molemole Local Municipality reserves the right not to fill the advertised post. CLOSING DATE: Friday 13 April 2018 at 16h30.