

**Stats SA provides scientific knowledge that enables society to understand complex socio-economic phenomena. It draws its mandate from the Statistics Act, 1999 (Act No 6 of 1999). Stats SA strives to excel in the following five competencies:** • Intellectual capability to lead the scientific work of statistics • Technological competence for purposes of large-scale processing and for complex computations and accessibility of information to the public • Logistical competence for deployment of (forward and reverse) logistics of large-scale field operations and for strategic choices regarding operational efficiency and cost-effectiveness • Political competence in understanding the political environment without being political or Politicised (commitment of delivery without fear of favour) • Administrative competence: The ability of bringing it all together.

**Deputy Director-General: South African National Statistics System (SANSS)  
(One permanent position exists in the SANSS cluster at Head Office, Pretoria)  
(Salary Level 15: R1 267 806 all-inclusive remuneration package per annum)  
(Ref No.: 08/12/15HO)**

**Job Purpose:** To lead the development and co-ordination of statistical production within the country. The Statistics Act 6 of 1999 requires the establishment and implementation of the National Statistics System in the country where statistical production is co-ordinated across producers of statistics.

The incumbent will be responsible for the strategic leadership and management of the following divisions of the cluster: Economic Statistics Subsystem; Social Statistics Subsystem; Standards & Measurement; Independent Quality Assessment; Data & Information Management; and Statistical Reporting.

**Key Performance Areas:** • Ensure co-ordination of statistical production across organs of the state and other producers of statistics • Oversee the development of standards, systems, and frameworks for statistical production • Oversee the monitoring and quality assurance of statistics being produced • Ensure provision of technical support and advice to producers of statistics • Ensure adherence in respect of national and international data reporting requirements • Promote statistical literacy and advocacy • Drive strategic leadership and management within the SANSS cluster • Ensure effective personnel and financial resource management • Represent Stats SA in national and international forums with respect to statistical co-ordination.

**Prerequisites:** • A post-graduate qualification in Statistics/Economics/Demography • Proven publishing record would be an added advantage • Demonstrated understanding of statistical ethics and fundamental principles of official statistics • Extensive Senior Management experience • Proven track record in research, statistical processes, managing large statistical projects and compiling statistical reports • A good understanding of government policies and initiatives and the role of information in government decision-making • Demonstrated strategic and operational management ability and experience • Ability to work in cross-cutting, functional projects teams.

**Person Profile:** • Intense degree of communication, analytical, conceptual, numerical and computer skills • Self-driven, innovative and result orientated • Strong service delivery, customer and quality focus • Passionate about statistics • Experience in budget preparation and control • Ability to work under pressure and meet deadlines • Ability to handle multiple and complex tasks and projects • Ability to work in cross-cutting, functional teams • Willingness to travel extensively and work long hours.

**Manager: Marriages and Divorces, Tourism and Migration**  
**(One permanent position exists in the Health and Vital Statistics division at Head Office, Pretoria)**  
**(Salary Level 13: R864 177 all-inclusive remuneration package per annum)**  
**(Ref. No.: 09/12/15HO)**

**Key Performance Areas:** • Develop strategic and operational plans as well as standard operating procedures for marriages and divorces; tourism and migration statistics • Facilitate and coordinate the production of draft statistical releases and reports; as well as preparation for marriages and divorce, tourism and migration of data and its supporting documentation for publication • Produce timely, accurate, relevant and accurate statistical releases, reports and data sets • Liaise with stakeholders • Manage staff, finance and other resources.

**Prerequisites:** • A three-year tertiary qualification in Demography/Population Studies/Sociology/Statistics or other related fields • At least six years middle management experience in quantitative research, processing and analysis of administrative records such as border statistics, migration records, marriages and divorces • Proven extensive experience in quantitative research • Knowledge of population studies, mortality, nuptiality, fertility, morbidity, tourism, migration, research methods and use of relevant statistical or demographic software.

**Person Profile:** • This position will suit a person with: • Good interpersonal, conceptual, leadership, planning, numerical, communication, analytical, presentation, coordination and liaison skills with a strong focus on service delivery, customer needs and process and product quality • Ability to pay attention to detail • Ability to work under pressure and handle multiple and complex tasks and projects.

**Chief Survey Statistician**  
**(One permanent position exists in the Price Statistics division at Head Office, Pretoria)**  
**(Salary Level 13: R864 177 all-inclusive remuneration package per annum)**  
**(Ref. No.: 10/12/15HO)**

**Key Performance Areas:** • Develop stakeholder engagement strategy • Ensure the development of the operational plan, survey methodology questionnaire, data processing system and statistical processing methodology • Oversee the data collection process, training of data collectors and development of training manuals • Perform highly specialised data analysis and editing and /or oversee the team's analysis and editing • Ensure the development and maintenance of quality standards, and data analysis framework • Oversee the development and maintenance of the dissemination plan, and compile publication document and clearance document • Ensure the development and maintenance of detailed sources and methods documentation • Manage team's budget and performance, and comply to financial and human resource directives and legal frameworks.

**Prerequisites:** • A Honours degree in Statistics/Economics/Econometrics/Accounting • Knowledge in either advanced training in SAS/introduction to project management/introduction to economic indicators/data analysis is essential • At least six years experience in data and statistical analysis • Knowledge of MS Office Suite.

**Person Profile:** • This position will suit a person with: • Good communication, numerical, analytical, report writing and interpersonal skills • Ability to be accurate and pay attention to detail • Willingness to travel and work long hours.

**Chief Survey Statistician**  
**(One permanent position exists in the Short-Term Indicators division at Head Office, Pretoria)**  
**(Salary Level 13: R864 177 all-inclusive remuneration package per annum)**  
**(Ref. No.: 11/12/15HO)**

**Key Performance Areas:** • Develop, update and review monitoring and evaluation stakeholder engagement strategy framework, monitor, implement and improving the framework • Research and recommend appropriate M & E methodologies, design M&E systems and tools and facilitate the development of materials for all M & E

activities • Ensure the development of monitoring and evaluation operational plans, M&E methodologies, questionnaires, data processing systems and statistical processing methodologies • Ensure monitoring and evaluation of the data collection process, training of data collectors, and development of training manuals • Perform highly specialised data analysis and/or oversee the team's analysis • Ensure the development and maintenance of quality standards, data analysis framework and quality plans • Oversee the development of the monitoring and evaluation reports dissemination plan and documentation • Mentor and provide on the job training and mentor team of junior staff.

**Prerequisites:** A Honours degree in Demography/Statistics or related field • Advanced training in SAS, introduction to project management, and introduction to economic indicators and analysis is essential • At least six years experience in the relevant field • Knowledge of MS Office Suite.

**Person Profile:** This position will suit a person with: • Good numerical, analytical, interpretation, innovative, problem solving, accuracy and communication skills • Ability to pay attention to detail • Ability to plan work and meet timelines.

### **District Manager**

**(One permanent position exists in the Northern Cape Provincial Office: De Aar District)**

**(Salary Level 12: R674 979 all-inclusive remuneration package per annum)**

**(Ref. No.: 12/12/15NC)**

**Key Performance Areas:** • Develop strategic, tactical/operational plans, policies, procedures, process mapping and standard operating procedure (SOP) for field operation in the province • Manage fieldwork operations and data collection processes in the district office • Manage the implementation of corporate services functions in the district • Manage the implementation of statistical support service and respond to user needs and requests • Ensure the effective management and leadership of staff and utilisation of resources • Liaise with stakeholders.

**Prerequisites:** • A three-year tertiary qualification in Demography/Geography/Statistics/Mathematics/Social Studies • Extensive knowledge of survey methodologies, sampling techniques, customer focus, financial and fleet management is essential • At least five years of extensive operations management experience • Knowledge of project management, map reading, report writing and risk management • Knowledge of MS Office Suite • A valid driver's license.

**Person Profile:** • This position will suit a person with: • Good presentation, communication, interviewing, conflict-resolution and decision-making skills, and who is innovative, strategic, assertive and team work orientated • Ability to adapt to change • Ability to work under pressure and in challenging terrains • Willingness to travel extensively and work long hours.

### **Deputy Manager: Organisational Development and Design (ODD)**

**(One permanent position exists in the Human Resource Management and Development division at Head Office, Pretoria)**

**(Salary Level 11: R569 538 all-inclusive remuneration package per annum)**

**(Ref. No.: 13/12/15HO)**

**Key Performance Areas:** • Develop policies, procedures and plans for ODD component • Ensure that ODD legal frameworks and plans are effectively and efficiently implemented • Ensure improvement of systems and processes • Guide and monitor ODD processes, work-study investigations; design and maintenance of organisational and functional structures; job evaluation; occupation specific dispensation and post establishment • Supervise allocated team and ensure that reporting requirements are met.

**Prerequisites:** • A three year tertiary qualification in Human Resources Management/Organisational Development or related field • Knowledge of either Persal/Visio/OrgPlus/MS Excel/Equate system • At least five years relevant experience • Knowledge of proven technical skills on work-study investigations, organisational design, post establishment, and job evaluation • Knowledge of applicable public regulatory frameworks.

**Person Profile:** This position will suit a person with the following attributes: • Ability to pay attention to detail, quality, customers and service delivery • Supervisory skills • Ability to work under pressure and to work with high volumes of work • Ability to meet tight deadlines • Willingness to travel and work long hours.

### **Principal Economist**

**(One permanent position exists in the National Accounts division at Head Office, Pretoria)**

**(Salary Level 11: R569 538 all-inclusive remuneration package per annum)**

**(Ref. No.: 14/12/15HO)**

**Key Performance Areas:** • Interpret and apply relevant components of the System of National Accounts to South African statistics. • Conduct ongoing research to improve the scope and quality of National Accounts statistics • Develop and maintain detailed working procedures, sources and method documentation on all relevant activities • Interact with stakeholders as required • Engage in operational planning and budgeting • Effective and efficient management of human and financial resources • Provide on-the-job training to team members • Participate at national and international conferences • Arrange, conduct, attend and participate in meetings.

**Prerequisites:** • A Degree in Economics/Econometrics/Accounting • At least five years experience in the compilation of National Accounts • Experience in research will be an added advantage • Experience in data collection, analysis, evaluation and interpretation • Knowledge of the System of National Accounts and other applicable international guidelines and methodologies • Knowledge of MS Office Suite • A valid driver's license will be an added advantage.

**Person Profile:** • This position will suit a person with: • Good leadership and communication skills • Management skills in operations and budgeting • Ability to work under pressure and deliver to tight deadlines • Sensitivity and appreciation of diversity • Ability to work independently and within a team.

### **Principal Systems Developer**

**(Two permanent positions exist in the Business Modernisation division at Head Office, Pretoria)**

**(Salary level 11: R569 538 all-inclusive remuneration package per annum)**

**(Ref: No.: 15/12/15HO)**

**Key Performance Areas:** • Develop, maintain and run complex update procedures on databases from external sources • Develop, maintain and run complex extract procedures on database and existing applications to provide to users • Participate in the design of complex high-quality applications and relational database • Develop applications and components • Test complex applications • Develop user manuals and train users on applications • Undertake the review and quality control of developed applications • Provide user support and technical consulting on projects • Participate in gathering and analysis of user requirements.

**Prerequisites:** • A three-year Diploma/Degree in Information Technology or related fields • At least five years experience in programming • Relevant working experience with HTML5/XHTML PHP, ASP.Net, MVC, CSS3/Bootstrap, JavaScript/jQuery and Knockout/AngularJS • Experience working with relational databases such as MySQL, MSSQL or Oracle and a good working knowledge of SQL • Experience in SDLC and/or Agile Methodologies • Advanced knowledge of Object-Oriented Programming • Experience in content management systems, will be an advantage • Knowledge of Linux Administration and troubleshooting, will be an advantage • Experience in mobile platform development, will be an advantage.

**Person Profile:** • This position suite a person who has good communication, presentation, analytical, planning, organising, problem-solving, customer interaction and decision-making skills • A dynamic, energetic, self-driven, innovative and results-driven team player • Ability to train people • Ability to work under pressure and meet deadlines • Willingness to travel and work long hours • Remain abreast of trends and developments in web accessibility technologies

**Principal Systems Developer**  
**(Two permanent positions exist in the Business Modernisation division at Head Office, Pretoria)**  
**(Salary level 11: R569 538 all-inclusive remuneration package per annum)**  
**(Ref: No.: 16/12/15HO)**

**Key Performance Areas:** • Participate in gathering and analysis of user requirements • Develop , maintain and run complex extract procedures on databases and existing applications to provide to users • Participate in designing of complex high quality applications and relational database • Develop applications and components • Test complex applications • Develop complex user manuals and training of users • Review and quality control of developed applications • Provide user support and technical consulting support on projects • Supervise staff.

**Prerequisites:** • A three-year Diploma/Degree in IT or related field • At least five years work experience in programming • Experience in Systems Development Life Cycle methodology • Base SAS programming experience, including SAS macros • SAS BI tools experience • SAS Certification will be an added advantage • Knowledge of MS Office Suite.

**Person Profile:** • These positions will suit persons with: • Good communication, presentation, analytical, problem- solving, customer interaction and decision-making skills • A dynamic, energetic, self-driven, innovative and results-driven team player • Ability to operate strategically • Ability to train people • Ability to organise, plan and monitor • Ability to work under pressure and meet deadlines • Willingness to travel and work long hours.

**Employment Equity Coordinator (Disability Focal Person)**  
**(One permanent position exists in the Human Resource Management and Development division at Head Office, Pretoria)**  
**(Salary level 9: R289 761 per annum)**  
**(Ref. No.: 17/12/15HO)**

**Key Performance Areas:** • Provide advice in the recruitment and employment of people with disabilities (PWD) • Provide advice to ensure that the physical work environment is accessible for PWD • Develop mechanisms and interventions of educating and sensitising the organisation on disability • Ensure provision of reasonable accommodation to staff members with disabilities • Monitor the implementation of capacity building for PWD • Develop disability management policies and procedures • Consult with stakeholders on disability mainstreaming.

**Prerequisites:** • A three year tertiary qualification in Human Resource Management or any relevant qualification be accompanied by the academic report • Training in handling disability management programs • At least three years experience in the field of disability • Knowledge of MS Office Suite.

**Person Profile:** • This position will suit a person with a disability who has: • Good communication both verbal and writing, interviewing, presentation, and interpersonal skills • Ability to pay attention to detail • Ability to work under pressure • Willingness to work long hours.

**Assistant Manager: Salary Administration**  
**(One permanent position exists in the Financial Administration division at Head Office, Pretoria)**  
**(Salary Level 9: R289 761 per annum)**  
**(Ref. No.: 18/12/15HO)**

**Key Performance Areas:** • Ensure processing of payments for compensations, allowances, deductions taxes, revenue and payments to consultants and committee members • Perform employees tax reconciliation and supervise relevant transactions processed by staff • Prepare disclosure notes inputs for financial statements • Supervise and develop staff.

**Prerequisites:** • A three-year tertiary qualification in Finance or related field and to be accompanied by academic records • Training in PERSAL System/BAS/PFMA/SCOA/Treasury Regulations/Public Service regulations is essential • At least three years experience in salaries, debt management and bookkeeping environment • Knowledge of report writing and financial administration • Knowledge of MS Office Suite.

**Person Profile:** • This position will suit a person with: • Good communication, interpersonal, loyalty and integrity skills • Ability to pay attention to detail and handle high volumes of work.

#### **Risk Officer**

**(One permanent position exists in the Corporate Governance division at Head Office, Pretoria)**

**(Salary Level 9: R289 761 per annum)**

**(Ref. No.: 19/12/15HO)**

**Key Performance Areas:** • Provide input in the development and implementation of systems, policies, standards and procedures for the identification, collection and analysis of risk/related information • Coordinate and facilitate the risk assessment and business continuity processes • Educate management on the electronic risk management software (CURA) and its administration system • Maintain and consolidate the departmental risk profile • Interact with stakeholders and provide feedback to divisions on the evaluation of their risk plans • Provide secretariat support to Risk Management Steering Committee.

**Prerequisites:** • A three-year tertiary qualification in Business Administration/Accounting/Auditing/Financial Accounting/Internal Control or related field and to be accompanied by the academic report • Training in Risk Management/Business Continuity Management/Critical Task analysis is essential • At least three years experience in risk management ,business management or auditing • Knowledge of risk management/business continuity/accounting principles/managerial principles/report on compliance status/computerised information systems and techniques • Knowledge of MS Office Suite.

**Person Profile:** • This position will suit a person with: Good interpersonal, analytical, communication, problem solving, interpretation, numerical and presentation skills • Ability to plan work and maintain effective record keeping systems.

#### **Senior Legal Administration Officer**

**(One permanent position exists in the Corporate Governance division at Head Office, Pretoria)**

**(OSD MR-6 R364 566 – R886 107 per annum)**

**(Ref. No.: 20/12/15HO)**

**Key Performance Areas:** • Provide verbal and written legal opinions on a variety of matters pertaining to the organisation • Provide legal opinions, including legal opinions on requests received in terms of the Promotion of Access to Information Act on information held by the organisation • Draft legal documents on behalf of the organisation • Conduct, analyse, interpret, advise and mentor juniors on the research that will provide information and case law relevant to the legal matter at hand • Manage legal services information • Present on and advice mentor juniors on motivation/proposals on how the specific case should be approached to obtain a desirable /justifiable outcome • Research and prepare legal opinions • Draft Legal documents and advise on or mentor juniors on the drafting of legal documents that provide clear motivation for a particular position pertaining to the case, also proposing the approach to be followed to ensure success in this regard • Advise the client on possible courses of action during the consultation process, in relation to legal entitlements and clients instructions • Assist in budget input and monitoring • Manage staff and maintain discipline.

**Pre-requisite:** • A Bachelor of Law Degree or equivalent 4 year legal qualification coupled with at least five years post qualification legal experience PLUS the following key competencies: Knowledge of South African Legal System, Constitutional and Administrative law, Law of Contract, Public Service Acts and Legislation, Legal Drafting and Interpretation, Court Practice and Procedures skills.

**Person Profile:** • This position will suit a person with: • Good project management, research, legal court, legal administration, negotiation, dispute resolution, communication, creativity, information evaluation, decision making and problem solving skills.

#### **Legal Administration Officer**

**(One permanent position exists in the Corporate Governance division at Head Office, Pretoria)**

**(OSD: MR5 R287 292 – R 708 765 per annum)**

**(Ref. No.: 21/12/15HO)**

**Key Performance Areas:** • Draft legal documents, memoranda, reports and submissions and provide verbal and written legal opinions on a variety of matters • Scrutinise legislation and subordinate legislation administered by the organisation • Provide assistance during the legislative process • Attend to litigation

matters on behalf of the department through the State Attorney • Advise the Minister or Director-General on appeals lodged against administrative decisions taken in terms of legislation administered by the Department • Scrutinise draft international agreements and ensure compliance with the prescribed procedure for the conclusion of international agreements • Monitor the implementation of the Promotion of Access to Information Act, 2000 and the Promotion of Administrative Justice Act, 2000 in the department.

**Pre-requisite:** • A Bachelor of Law Degree or equivalent four year legal qualification • At least three years post qualification legal experience PLUS the following key competencies • Knowledge of South African Legal System, Constitutional and Administrative law, Law of Contract, Public Service Acts and Legislation, Legal Drafting and Interpretation, Court Practice and Procedures skills.

**Person Profile:** • This position will suit a person with: • Good project management, research, communication legal court, legal administration, negotiation, dispute resolution, communication, information evaluation, decision making and problem solving skills.

#### **Legal Advisor**

**(Two permanent positions exist in the Corporate Governance division at Head Office, Pretoria)**  
**(Salary level OSD - MR3: R195 945 - R224 046 per annum)**  
**(Ref. No.: 22/12/15HO)**

**Key Performance Areas:** Handle litigation matters for and against the Department • Draft letters of instructions to the State attorney and arrange consultations • Liaise with State Attorney and state law advisor on matters handled on behalf of the Department • Provide legal opinion on various legal prescripts having an impact on the functions of the Department • Drafting and vetting of contracts, Memoranda of understanding and service level agreements • Assist in the implementation of the Statistics Act, 1999 (Act no. 06 of 1999) • Assist in the training of officials on the Statistics Act, 1999 (Act no. 06 of 1999) as well as other applicable legal prescripts • Assist in the review of legislation administered by the Department.

**Prerequisites:** Requirements: LLB Degree or equivalent • At least two years post-qualification experience in a law firm or legal advisory service • Knowledge of MS Office Suite.

**Person Profile:** • These positions will suit persons with: • Good project management, research, communication legal court, legal administration, negotiation, dispute resolution, communication, information evaluation, decision making and problem solving skills.

#### **State Accountant**

**(One permanent position exists in the Western Cape Provincial Office)**  
**(Salary Level 9: R289 761 per annum)**  
**(Ref. No.: 23/12/15WC)**

**Key Performance Areas:** • Implement operational plans, policies, procedures, process mapping and standard operating procedures (SOP) for financial advisory services, financial management and financial administration in the Province • Provide financial administration and accounting services in the Province • Promote sound cash management function and compliance to internal control policies and procedures • Implement financial management functions in the Province • Ensure proper filling and safekeeping of documents • Liaise with stakeholders.

**Prerequisites:** • A Degree in Commerce with Accounting and/or Auditing as one of the majors • Training in PERSAL, BAS and LOGIS is essential • At least three years proven Accounting and Auditing experience • Experience in compiling cash journals, cash books, bank reconciliations, etc • Knowledge of Microsoft Office Word, Excel, PowerPoint and Public Finance Management Act.

**Person Profile:** This position will suit a person with: • Good Financial Management, accuracy, timeliness (meet deadlines), interpersonal, communication, Quality Management, problem solving and decision making skills • Ability to pay attention to detail with a sound code of ethics • Ability to work independently.

**DDC Mobile Technologist**  
**(One permanent position exists in the Northern Cape Provincial Office)**  
**(Salary Level 08: R243 747 per annum)**  
**(Ref: No.: 24/12/15NC)**

**Key Performance Areas:** • Load data on mobile devices • Monitor and provide a geographic support system • Receive and transmit data • Conduct GPS training to field staff • Liaise stakeholders.

**Prerequisites:** • A three-year tertiary qualification in Information Technology/Electronic Engineering • Training in GPS devices and mobile GIS software is essential • At least two years experience in helpdesk or call centre support • Extensive knowledge of GPS, wireless technologies and mobile data capturing devices.

**Person Profile:** • This position will suit a person with: • Good analytical, problem solving, communication, strategic thinking, planning and organising skills • Ability to use intuition and experience to demonstrate accuracy and thoroughness • Ability to deal with change, delay or unexpected events.

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Short-listed applicants must be willing to undergo a competency exercise as part of the selection process.

**Closing date for applications: 18 December 2015 at 16h00**

**Required documents:** A signed Z83 application form • Detailed CV with contact details of three recent references • Certified copies of qualifications and Identity Document. NB: Applicants risk being disqualified for failing to submit all the required documents as indicated above.

**Important note:** If you do not hear from us within three months of the closing date, please regard your application as unsuccessful • Correspondence will be entered into with short-listed candidates only • Statistics South Africa reserves the right not to make an appointment • Appointment is subject to security clearance, the signing of a performance agreement or plan, verification of the applicant's documents and reference checking • Applications received after the closing date will not be considered • Please clearly indicate the reference number of the position you apply for in your application. If you apply for more than one position, submit separate applications.

• **Head Office, Pretoria:** Post to the Recruitment Manager, Statistics SA, Private Bag X44, Pretoria 0001 or hand-deliver at 167 Delta Heights Building, corner Andries (Thabo Sehume) and Vermeulen (Madiba) Streets, Pretoria.

**Enquiries:** Kindly contact Mr. Collen Mokonyane or Obed Marubyane at (012) 310 4604/366 0151.

• **Northern Cape:** Post to the Human Resources Officer, Private Bag X 5053, Kimberley 8300 or hand-deliver at The Old Standard Bank Building, Cnr Lennox & Du Toit Span Road.

**Enquiries:** Kindly contact Ms Vuyisile Hadebe at (053) 802 6808.

• **Western Cape:** Post to the Human Resources Officer, Private Bag X 9072, Cape Town 8000 or hand-deliver at 22 Long Street, Liberty Building, 3<sup>rd</sup> Floor.

**Enquiries:** Kindly contact Mr Bulelani Mbiyozo at 021 481 5500.

**Stats SA endeavours to promote the careers of previously disadvantaged persons by applying the principles of appropriate legislation, e.g. Employment Equity Act, 1998.**

**People living with disabilities are encouraged to apply for the above positions.**

**Level 13 Posts:** All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.