



The South African Police Service hereby invites unemployed graduates who conform to the requirements for a twenty-four (24) months' Workplace Integrated Learning (WIL) Internship funded by **Safety and Security Sector Education and Training Authority**. The Workplace Integrated Learning (WIL) Internship is part of the National Human Resource Development Strategy and the National Skills Development Strategy

#### Generic requirements:

- \*Be a South African citizen between the ages of 18 and 35
- \*Must be in possession of National Senior Certificate or equivalent (NCV L4);
- \*Must have no previous criminal conviction(s) or case(s) pending;
- \*Applicants must be unemployed, never employed in field of the advertised post and never participated in an internship programme relevant to the field of the post;
- \*Applicants are restricted to apply for only three (3) positions and complete a separate application form for each post reference number.

#### Intern categories with minimum requirements:

**Graduate Intern:** Tertiary Qualification is required (Statement of Results must be attached).

**NB: STIPEND WILL BE DETERMINED BY THE SAFETY AND SECURITY SECTOR EDUCATION AND TRAINING AUTHORITY (SASSETA)**

#### **SAPS ACADEMIES**

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

<b>Post:</b>	<b>Social Work (Intern) (16 Posts)</b>		
<b>Section:</b>	<b>Learner Support</b>		
<b>Location:</b>	<b>SAPS Academies</b>		<b>Ref Number:</b>
	Bhisho, EC	(2 Posts)	HRD INT 1/2025/26
	Bishop Lavis WC	(2 Posts)	HRD INT 2/2025/26
	Graaff-Reinet, EC	(2 Posts)	HRD INT 3/2025/26
	Mthatha, EC	(2 Posts)	HRD INT 4/2025/26
	Oudtshoorn, WC	(2 Posts)	HRD INT 5/2025/26
	Ulundi, KZN	(2 Posts)	HRD INT 6/2025/26
	Tshwane, GP	(2 Posts)	HRD INT 7/2025/26
	Phillipi	(2 Posts)	HRD INT 8/2025/26

#### Additional Requirements:

\*Be in position of BA Social Work Degree, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post; and valid registration with the South African Council of Social Service Professions (SACSSP) and paid-up fees for the 2025/2026 financial year

Computer literacy which includes MS Word, MS Power Point will be an added advantage.

#### Core Functions:

\*Rendering comprehensive services within an occupational social work environment to the client system through the implementation of proactive social work interventions, restorative interventions, and the application of the social work community work model. The role includes participation in preventative, supportive, and capacity-building services aimed at promoting employee wellbeing. Comply with all applicable governance frameworks, professional standards, and management information requirements. All duties will be performed under the supervision of a qualified social worker practising in the field of occupational social work.

<b>Post:</b>	<b>Psychologist/ Trauma Counsellors (Interns) (13 Posts)</b>		
<b>Section:</b>	<b>Learner Support</b>		
<b>Location:</b>	<b>SAPS Academies</b>		<b>Ref Number:</b>
	<b>Bhisho, EC</b>	<b>(3 Posts)</b>	<b>HRD INT 9/2025/26</b>
	<b>Bishop Lavis WC</b>	<b>(1 Post)</b>	<b>HRD INT 10/2025/26</b>
	<b>Graaff-Reinet, EC</b>	<b>(1 Post)</b>	<b>HRD INT 11/2025/26</b>
	<b>Mthatha, EC</b>	<b>(1 Post)</b>	<b>HRD INT 12/2025/26</b>
	<b>Oudtshoorn, WC</b>	<b>(1 Post)</b>	<b>HRD INT 13/2025/26</b>
	<b>Ulundi, KZN</b>	<b>(1 Post)</b>	<b>HRD INT 14/2025/26</b>
	<b>Tshwane, GP</b>	<b>(3 Posts)</b>	<b>HRD INT 15/2025/26</b>
	<b>Phillipi</b>	<b>(2 Posts)</b>	<b>HRD INT 16/2025/26</b>

**Additional Requirements:**

\*An honours degree/B Psych degree in Psychology (in one of the acknowledge categories); Registered with the Health Professions Council of South Africa as a Psychometrics or Registered counsellor and submit proof of valid registrations for financial year 2025/2026.

**Core Functions:**

\*Facilitate organisational diagnosis services; \*Present Mental Healthy and other EHW programmes. Provide integrated EHW services; \*Organise/facilitate Psychological Services and other integrated EHW projects and events. \*Render counselling and debriefing services. \*Render support and care services to SAPS members and their families.

**CRIME INTELLIGENCE:**

<b>Post</b>	<b>: Analyst Intern (8 Posts)</b>		
<b>Section</b>	<b>: Crime Intelligence: Intelligence Analysis &amp; Coordination</b>		<b>Ref Number:</b>
<b>Location</b>	<b>: Bloemfontein (Free State)</b>		<b>CI/FS 1/2025/26</b>
	<b>: Johannesburg (Gauteng)</b>		<b>CI/GP 2/2025/26</b>
	<b>: Durban (KwaZulu Natal)</b>		<b>CI/KZN 3/2025/26</b>
	<b>: Polokwane (Limpopo)</b>		<b>CI/LP 4/2025/26</b>
	<b>: Nelspruit (Mpumalanga)</b>		<b>CI/MP 5/2025/26</b>
	<b>: Kimberley (Northern Cape)</b>		<b>CI/NC 6/2025/26</b>
	<b>: Potchefstroom (North West)</b>		<b>CI/NW 7/2025/26</b>
	<b>: Bishop Lavis ((Western Cape)</b>		<b>CI/WC 8/2025/26</b>

**Additional Requirements:**

\* Be in possession of an applicable three (3) year National Diploma / Degree in Sociology, Criminology or Political Science, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level or relevant qualification in the field of the post.

**Core Functions:**

\* Assist with: Collation and consolidation of crime and stability related information in support of analysts with the Division, Crime Intelligence; Generating of pro-active intelligence reports / products (threat and risk assessments and early warnings) on crime and stability issues with SAPS; Generating of re-active intelligence reports / products (profiles and intelligence analysis) on crime and stability issues within SAPS.

## **COMPONENT INTERNAL AUDIT: PROVINCIAL LEVEL**

**Post:** Internal Audit Intern (9 Post)  
**Section:** Risk Based and Compliance Audit  
**Location:** Pretoria, Gauteng  
Polokwane, Limpopo  
Potchefstroom, North West  
Bloemfontein, Free State  
Durban, KwaZulu-Natal  
Cape Town, Western Cape  
Kimberly, Northern Cape  
Nelspruit, Mpumalanga  
East London, Eastern Cape

**Ref Number:**  
IA INT 01/2025/26  
IA INT 02/2025/26  
IA INT 03/2025/26  
IA INT 04/2025/26  
IA INT 05/2025/26  
IA INT 06/2025/26  
IA INT 07/2025/26  
IA INT 08/2025/26  
IA INT 09/2025/26

### **Additional Requirements:**

\*Be in a possession of an applicable three (3) year National Diploma / Degree in Internal Audit / Commerce / BCom Accounting / Bachelor of Accounting Sciences in Financial Accounting / BCom in Financial Management / Cost Management and Accounting/ B Tech in Information Technology/ Information Systems, recorded on the National Learner Record Database (NLRD) on at least a NQF 6 or higher level.

### **Core Functions:**

\*Assist with: \*Conduct preliminary survey through gathering background and contextual information relevant to the audit project. \*Assist with conducting a risk assessment through interview client, inspect and analyse information obtained, record results and identify high risk areas to inform audit program relevant to the audit project. \*Prepare audit manual master file relevant to the audit project. \*Execute audit steps as per the audit program by selecting sample, test sample, determine the impact of inadequacies or ineffectiveness of controls, gather evidence, complete work papers, and draw conclusion. \*Develop finding and recommendation for the enhancement of basic controls/process by documenting finding in the required format, present findings to the project leader, discuss finding and recommend to the client, make recommendations to the project leader and possible changes to reportable items. \*Maintain good relations with the client before, during and after the audit to ensure customer satisfaction. \*Assist in creating audit project on TeamMate audit management system.

## **COMPONENT: RISK AND INTERGRITY MANAGEMENT**

**Post** : Risk Management Practitioner Intern (2 Posts)  
**Section** : Risk Management  
**Location** : Head Office, Pretoria  
**Ref Number** : RIM INT 01/2025/26

### **Additional Requirements:**

A three (3) year National Diploma or Bachelor's degree in Risk Management / Internal Auditing / Cost and Management Accounting / Finance / Business Continuity Management.

### **Core Functions:**

\*Assist with the coordination, development, implementation, monitoring and review of the Risk Management and Business Continuity Management Framework; \*Assist with the facilitation of strategic, operational, fraud and ethics including ad-hoc risk assessments at Division/Components/Provinces for the SAPS; \*Assist with the facilitation of risk response plans for Divisions/Components/Provinces; \*Assist with the facilitation of risk treatment of the identified key risks and identification of emerging risks; \*Assist with the facilitation of the Business Continuity and disaster management initiatives for the

SAPS; \*Assist with the facilitation for updating Business Continuity Plans of the Divisions/Components/Provinces; \*Assist with the coordination and testing of all BCPs; \*Compile an assurance map and assess the level of assurance provided; \*Assist with the facilitation of quarterly risk management reports for the relevant committees; \*Assist with the facilitation and the functioning for the governance structures within the Section; \*Assist with the promotion of risk and business continuity management awareness culture throughout the SAPS through communication and training programmes; Maintain and provide support on the Risk Management System.

**Post : Integrity Management Practitioner Intern (2 Posts)**  
**Section : Integrity Management**  
**Location : Head Office, Pretoria**  
**Ref Number : RIM INT 02/2025/26**

**Additional Requirements:**

A three-year National Diploma or Bachelor Degree in Public Administration / Public Management / Human Resource Management / Internal Audit / Risk Management / Forensic Investigation / Law and Policing.

**Core Functions:**

\*Assist with the administering and processing of Financial Disclosures application for all categories in SAPS; \*Assist with the administering and processing of Other Remunerative Work Outside the SAPS applications for all employees; \*Assist with the administering the submission and analysis of financial declarations by all designated categories; \*Assist with the administering of Integrity Assessment and Life Style Audits pertaining to SAPS employees; \*Assist with the analysis of trends on unethical conduct, fraud and corruption; \*Assist with the compilation of the Declaration of Interest Registers inclusive of analysis of the Gift Register, Donations, cases pertaining to conflict of interest and cases received through protective disclosure; \*Assist with the conducting of investigations of reported cases of ethical breaches and conflict of interest of employees in the South African Police Service; \*Assist with the administering of unethical behaviour cases resolutions through investigation as well as monitoring and reporting on ethics related matters; \* Assist with the compilation of investigation reports; \*Assist with all administration duties pertaining to the Ethics Committee; \*Assist to respond to reports received from oversight bodies; \* Assist with the administering of ethics programmes inclusive of ethics advocacy, education and awareness; \*Assist with the administering communication of ethics initiatives; \*Assist with the administering of compliance to SAPS code of conduct and programmes to ensure the maintenance of ethics in SAPS; \*Administer the maintenance of the Case Management System.

## **GENERAL:**

- Only the official Application Form for the Graduate Recruitment Scheme (**available on the SAPS website**) will be accepted. All instructions on the application form must be adhered to. Failure to do so may result in the rejection of the application.
- **The post particulars and reference number of the post must be correctly specified on the Application Form.**
- Updated Curriculum Vitae must be submitted together with the application form.
- Uncertified copies of an applicant's ID document, National Senior Certificate and all post school educational qualifications with statement of results obtained must also be submitted and attached to every application. No faxed or e-mailed applications will be considered.
- Applications must be posted/hand delivered timeously. Late applications will not be accepted or considered. The closing date for all applications is **2026-03-13**
- All short-listed candidates will be subjected to fingerprint screening.
- All short-listed candidates will undergo a personal interview. Short-listed applicants may be subjected to vetting.
- Correspondence will be conducted with successful candidates only. If you have not been contacted within 3 months after the closing date of this advertisement, please accept that your application was unsuccessful.
- The South African Police Service is under no obligation to fill a post after advertisement thereof.
- Recommended candidates will be expected to sign a 24-months Internship Contract with SASSETA.
- Graduate Recruitment Scheme in the SAPS may not be regarded as a guarantee for automatic absorption for permanent appointment.

## **ENQUIRIES:**

### **DIVISION: HUMAN RESOURCES DEVELOPMENT**

Colonel BM Pitso: Tel no. (012) 334 3791/060 962 5871  
Captain S Magalela (012) 334 3695  
PO T Seeta (012) 407 2121  
PO HZ Manganyi (012) 334 3524

### **DIVISION: CRIME INTELLIGENCE**

Lt. Col Y. Niemann Tel no (012) 360 1346/082 376 5292  
AC M Motau, Tel no (012) 360 1458

### **COMPONENT: INTERNAL AUDIT:**

Lt. Colonel TE Mukhesi 063 697 2598  
Capt. A Dhlamini 063 6973155  
SAC MS Ratshiedana 082 568 0053

### **COMPONENT RISK MANAGEMENT:**

Lieutenant Colonel MS Mmamadisha: Tel no. (012) 432 7946/082 569 8054  
Captain X Peter, PO MP Kgaloshi, (012) 397 7246

**APPLICATIONS CAN BE POSTED/ HAND DELIVERED:**

	<b><u>SAPS ACADEMY BHISHO</u></b>	<b><u>SAPS ACADEMY TSHWANE</u></b>	<b><u>SAPS ACADEMY ULUNDI</u></b>	<b><u>SAPS ACADEMY BISHOP LAVIS</u></b>
<b><u>PRIVATE BAG ADDRESS</u></b>	Private Bag X 7450 King Williams Town 5600	Po Box 435 Pretoria West 0117	Private Bag X 35 Ulundi 3838	Private Bag X6 Parow 7499
<b><u>PHYSICAL ADDRESS</u></b>	R63 Komga Road Bhisho 5605  (040) 608 8202  POST: HRD INT 1/2025/26 POST: HRD INT 9/2025/26	No 1 Rebecca Street Pretoria West 0117  (012) 353 9001 (012) 353 9571 (012) 353 9572  POST: HRD INT 7/2025/26 POST: HRD INT 15/2025/26	No.1 Ingulube Street Ulundi 3838  (035) 879 8939 (035) 879 8906  POST: HRD INT 6/2025/26 POST: HRD INT 14/2025/26	100 Myrtle Road Bishop Lavis 7499  (021) 935 5504 (021) 935 5571  POST: HRD INT 2/2025/26 POST: HRD INT 10/2025/26
	<b><u>SAPS ACADEMY PHILLIPI</u></b>	<b><u>SAPS ACADEMY MTHATHA</u></b>	<b><u>SAPS ACADEMY OUDTSHOORN</u></b>	<b><u>SAPS ACADEMY GRAAFF-REINET</u></b>
<b><u>PRIVATE BAG ADDRESS</u></b>	Private Bag X3 Parow 7499	Private Bag X5052 Mthatha 5099	Private Bag X671 Oudtshoorn 6620	22 College Road Graaff-Reinet 6280
<b><u>PHYSICAL ADDRESS</u></b>	New Eisleban Road Phillipi  (021) 370 2665  POST: HRD INT 8/2025/26 POST: HRD INT 16/2025/26	No 1 Vukazana Police Camp Mthatha 5100  (047) 501 7728 (047) 501 7702  POST: HRD INT 4/2025/26 POST: HRD INT 12/2025/26	ParkRoad, South 1 Oudtshoorn 6620  (044) 203 2200  POST: HRD INT 5/2025/26 POST: HRD INT 13/2025/26	049) 807 5200  POST: HRD INT 3/2025/26 POST: HRD INT 11/2025/26
	<b><u>CRIME INTELLIGENCE FS</u></b>	<b><u>CRIME INTELLIGENCE GP</u></b>	<b><u>CRIME INTELLIGENCE KZN</u></b>	<b><u>CRIME INTELLIGENCE LP</u></b>
<b><u>PRIVATE BAG ADDRESS</u></b>	The Provincial Head: Crime Intelligence, Private Bag 20521, Bloemfontein, 9300 (For Att. Capt. Rankholo)	The Provincial Head: Crime Intelligence, PO Box 30607, Braamfontein, 2017 (For Att. Lt. Col. Ngcenwa)	The Provincial Head: Crime Intelligence, Private Bag X54320, Durban, 4000 (For Att. Col. Mkhize)	The Provincial Head: Crime Intelligence, Private Bag X9702, Polokwane, 0700 (For Att. Capt. Nepgen)
<b><u>PHYSICAL ADDRESS</u></b>	Fountain Building, Cnr Aliwal & Fountain Streets, Bloemfontein (For Att. Capt. Rankholo)  POST: CI/FS 1/2025/26	Old JSE Building, 17 Diagonal Street, 9 <sup>th</sup> Floor, New Town, Johannesburg (For Att. Lt. Col. Ngcenwa)  POST: CI/GP 2/2025/26	Servamus Building, Room 1004, 15 Bram Fischer Road, Durban (For Att. Col. Mkhize)  POST: CI/KZN 3/2025/26	Old TPA Building, Cnr Market & Jorisson Streets, Polokwane (For Att. Capt. Nepgen)  POST: CI/LP 4/2025/26
	<b><u>CRIME INTELLIGENCE MP</u></b>	<b><u>CRIME INTELLIGENCE NC</u></b>	<b><u>CRIME INTELLIGENCE NW</u></b>	<b><u>CRIME INTELLIGENCE WC</u></b>
<b><u>PRIVATE BAG ADDRESS</u></b>	The Provincial Head: Crime Intelligence, Private Bag X11323,	The Provincial Head: Crime Intelligence, Old United Building, Cnr	The Provincial Head: Crime Intelligence, Private Bag X1260,	The Provincial Head: Crime Intelligence, PO Box 17519, Bishop Lavis,

