



**ADVERTISEMENT FOR EVALUATORS
WESTERN CAPE SCHOOLS EVALUATION AUTHORITY**

Start date: 01 July 2026

Duration: Two-year full-time statutory appointment

The Chief Evaluator of the Western Cape Schools Evaluation Authority (SEA) invites applications, in terms of Regulation 2(2) of the *Regulations on the Western Cape Schools Evaluation Authority, 2019*, published in *Provincial Gazette Extraordinary* No. 8079 of 11 April 2019 ("the Regulations"), for persons to be considered for appointment as Evaluators in terms of section 11A (4)(b) of the Western Cape Provincial School Education Act, 1997 (Act 12 of 1997) ("the Act").

1. Evaluator functions

- (a) Conduct two-day evaluations of school performance, including quality judgements and other findings, and make recommendations based on sound evidence.
- (b) Conduct Rapid Fire (RAFI) Monitoring and Evaluation one-day visits and report findings.
- (c) Work in close collaboration with the Lead Evaluator in the performance of their functions.
- (d) Attend and participate in oral feedback with the school and its stakeholders at the end of the evaluation.
- (e) Prepare and submit correct, clear, well-written school evaluation reports and information, including quality judgements, other findings and recommendations.
- (f) The Act and Regulations which contain a full description of the functions of Evaluators and the SEA are available at <https://sea.westerncape.gov.za/legislative-framework/>

2. Requirements

2.1 All applicants must meet the following criteria to apply:

- (a) Be a South African citizen.
- (b) Not be an unrehabilitated insolvent.
- (c) Not, at any time, have been convicted of—
 - (i) an offence for which he/she was sentenced to imprisonment without the option of a fine;

- (ii) a sexual offence against a child; or
- (iii) theft, fraud, forgery, the uttering of a forged document, perjury, any offence in terms of the Prevention and Combating of Corrupt Activities Act, 2004 (Act 12 of 2004), or any offence of which dishonesty is an element, whether in the Republic or elsewhere if the conduct constituting the offence would be an offence in the Republic.
- (d) Possess appropriate knowledge of and experience in education and school management.
- (e) Have excellent report writing skills.
- (f) Have excellent organisational skills.
- (g) Have at least an undergraduate qualification (National Qualifications Framework Level 7) as recognised by the South African Qualifications Authority.
- (h) Have a driver's licence (Code B).
- (i) Have their own vehicle (when required).
- (j) Have a home office with internet connectivity.
- (k) Be prepared to travel extensively.
- (l) Be prepared to evaluate schools in various settings.

2.2 Preference will be given to applicants with special schools (Schools of Skill/Profound Intellectual Disability/Severe Intellectual Disability) and/or Foundation Phase qualifications who have experience as a Lead Evaluator, Evaluator, Principal, Deputy Principal, Departmental Head and office-based educators at the Western Cape Education Department's district offices and Head Office (Senior Education Specialist level and above).

3. Remuneration

Remuneration is determined by the Provincial Minister in terms of section 11E of the Act and could be in the starting range of R 520 000 per annum.

4. Important to note

- (a) The appointment term for Evaluators is two years.
- (b) The location of the appointment is Cape Town.
- (c) Preferred applicants may be subjected to a competency-based assessment.
- (d) Preferred applicants will be subject to security clearance and suitability checks, which include qualifications, previous employment and appointments, criminal records and credit verification as well as reference checking.
- (e) An Evaluator appointment is a statutory appointment in terms of the Act and no employment relationship will be created.
- (f) An Evaluator appointment will be governed by a written agreement between the Chief Evaluator and the successful applicant in terms of Regulation 3(4).
- (g) Evaluators will be appointed with careful consideration for promoting diversity within the SEA.
- (h) The Chief Evaluator reserves the right not to make an appointment.

5. **Application process**

5.1 Applications submitted must include—

- (a) a letter of application;
- (b) an abridged curriculum vitae (maximum two pages); and
- (c) the details of two recent (from the past two years) contactable references (cell phone numbers and email addresses).

5.2 *No other documents must be submitted.* Shortlisted applicants will be requested to submit certified copies of specific documents at their interview.

5.3 Applications must be addressed to the Chief Evaluator: Western Cape Schools Evaluation Authority and emailed to the Chief Evaluator's personal assistant, Ms Laverne Lawrence, at **Laverne.Lawrence@seawc.gov.za**

5.4 Applications close at **16:00 on 27 March 2026.**

5.5 Communication will be limited to shortlisted applicants. If no feedback has been received by **17 April 2026**, please consider your application unsuccessful.

5.6 Enquiries may be directed to Ms Laverne Lawrence via email.