



PROFESSIONAL DEVELOPMENT FOR WOMEN

Women in the Public Sector and State Owned Enterprises

3 day course

Classroom, online or in-house

Course overview

Advancement in public institutions runs through appointment processes, scheme of service requirements and committees, which is more transparent than the private sector in form and not always in practice. This programme covers navigating it. Delegates work through how appointments and promotions are actually determined, and the documented requirements that must be met before an application can succeed. Building a record that satisfies a panel is addressed, including evidence a committee will accept. Working with political oversight is covered, including maintaining professional independence when direction is informal. Committee and board work is practised, since much public influence is exercised there. Managing scrutiny, audit and the parliamentary or council question is addressed. Secondment, deployment and using a posting rather than enduring it are covered. Integrity pressure is treated directly. The programme closes on mentoring in a hierarchical institution and on preparing for a senior appointment process.

What you will learn

- Explain how public appointments and promotions are determined
- Meet scheme of service requirements before applying
- Build a record a panel will accept as evidence
- Maintain professional independence under informal political direction
- Exercise influence through committee and board work
- Handle audit, scrutiny and formal questions
- Use secondment and deployment deliberately, and prepare for senior appointment

Who should attend

- Women officers in government ministries and departments
- Staff of state owned enterprises and parastatals
- Local authority and municipal officials
- Regulatory and agency professionals
- Public sector staff preparing for senior appointment

Course outline

- 01 Transparent in form, not always in practice
- 02 How appointments are determined
- 03 Scheme of service requirements
- 04 Evidence a panel will accept
- 05 Political oversight and professional independence
- 06 Committee and board work
- 07 Audit, scrutiny and formal questions
- 08 Secondment, integrity pressure and senior appointment

Upcoming dates



Dates	Venue	Format	Fee per delegate
21 to 23 October 2026	Durban, South Africa	Classroom	R14,950
13 to 15 January 2027	Online	Online	R6,500
18 to 20 January 2027	Kampala, Uganda	Classroom	USD 995
27 to 29 January 2027	Dar es Salaam, Tanzania	Classroom	USD 995

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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