

## DEPARTMENT OF WATER AND SANITATION

**CLOSING DATE** : 20 September 2024

**NOTE** : Interested applicants must submit their applications for employment to the address specified on each post. Applications must be submitted using the newly implemented Z83 form obtainable on the Department of Water and Sanitation's website, under career opportunities or the DPSA website, under vacancies in the Public Service (point 4) and should be accompanied by a comprehensive CV with full particulars of the applicants' training, qualifications, competencies, knowledge & experience). All required information on the Z83 application form must be provided. Other related documentation such as copies of qualifications, identity document, drivers license etc need not to accompany the application when applying for a post as such documentation must only be produced by shortlisted candidates during the interview date in line with DPSA circular 19 of 2022. With reference to applicants bearing professional or occupational registration, fields provided in Part B of the Z83 must be completed as these fields are regarded as compulsory and such details must also be included in the applicants CV. For posts requiring a drivers license, annotate such details on CV. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). SAQA evaluation certificate must accompany foreign qualification/s (only when shortlisted). Applications that do not comply with the above-mentioned requirements will not be considered. All shortlisted candidates pertaining to Senior Management Services (SMS) posts will be subjected to a technical and competency assessment and a pre-entry certificate obtained from the National School of government is required prior to the appointment. Candidates will be required to complete a financial disclosure form and undergo a security clearance. Foreigners or dual citizenship holders must provide a police clearance certificate from country of origin (only when shortlisted). The Department of Water Sanitation is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996) the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Correspondence will be limited to short-listed candidates only. If you do not hear from us within three (3) months of this advertisement, please accept that your application has been unsuccessful. Faxed applications will not be considered. The department reserves the right not to fill these positions. Women and persons with disabilities are encouraged to apply and preference will be given to the EE Targets.

## MANAGEMENT ECHELON

**POST 32/57** : **DIRECTOR: PROTO CMA REF NO: 200924/01**  
Branch: Provincial Operations Eastern Cape: Umzimvubu-Tsitsikamma  
Dir: Catchment Management Agency

**SALARY** : R1 216 824 per annum (Level 13), (all-inclusive salary package)

**CENTRE** : East London

**REQUIREMENTS** : A Bachelor of Science degree or Business Management at NQF 7. A Post Graduate qualification in Water Resource Management will be an added advantage. Five (5) to ten (10) years relevant experience in Water Resource Management Environment of which five (5) years must be at Middle / Senior Management level. The disclosure of a valid unexpired driver's license. Knowledge and experience of the water sector and water related legislation and policies preferably in Integrated Water Resource Management. Knowledge and experience of business and management principles. Knowledge of Public Service Act and Regulations. Knowledge and experience of strategic planning, resource allocation and Human Resources. Problem solving and analysis. Appropriate experience in the establishment and management of Water Management Institutions. Ability to develop policies and strategies in terms of key performance areas for the Region. Good understanding of Integrated Water Resource Management and water use 185

- efficiency. Proven managerial and leadership abilities. Ability to interact at a high level both nationally and internationally. Excellent communication (verbal and written) skills. Good management and financial management skills. Good negotiation, problem solving, interpersonal and decision-making skills. Knowledge of project and programme management.
- DUTIES** : Development and implement a performance improvement suggestion scheme. Advise top management and legislature as well as relevant sector bodies on policies and strategies relevant to the Directorate. Assist in the development of Business Plan for institutions. Investigate illegal use and make recommendations for license applications. Monitor Compliance and Enforcement of license conditions. Manage river control systems. Manage Water Use Licence Applications (WULA). Provide technical information and support services to Waste Management and Sanitation Improvement (WMI). Coordinate and manage the information Monitoring and Evaluation system. Monitor environmental flows, eco-systems, and habitat integrity. Manage water conversation campaigns. Manage Water Resources Management functions. Lead, direct and manage internal processes in the establishment and transition to a functional CMA in an effective and efficient manner working with the relevant delegated authorities. Ensure water quality objectives are maintained. Coordinate the establishment and administration of integrated catchment forums. Plan the execution of resource water quantities for short and medium term. Coordinate Proto-Meetings and forums. Effectively manage relationship to achieve Directorate's goals. Oversee risk management and mitigation plans. Perform monitoring and evaluation dashboard.
- ENQUIRIES APPLICATIONS** : Ms P Makhanya Tel No: (043) 604 5406/083 782 9916  
: Eastern Cape(East London): For purposes of response handling, please email your cv to: [Recruit32HO@dws.gov.za](mailto:Recruit32HO@dws.gov.za) or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.
- FOR ATTENTION NOTE** : Recruitment and Selection Unit  
: The successful candidate will be transferred to Umzimvubu Tsitsikamma Catchment Management Agency

#### OTHER POSTS

- POST 32/58** : **CHIEF ENGINEER GRADE A REF NO: 200924/02**  
Branch: Water Resource Management  
Dir: National Hydrological Services  
Sd: National Hydrological Monitoring Networks Man
- SALARY CENTRE REQUIREMENTS** : R1 200 426 – R1 371 489 per annum, (all-inclusive OSD salary package)  
: Pretoria Head Office  
: An Engineering degree (B Eng / BSc (Eng) in Civil Engineering. Six (6) years post qualification experience in the Water Engineering field. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired drivers license. Must have experience in hydrological engineering and design of water related infrastructure. Must have personnel management experience. Pertinent knowledge and experience within the field of hydrology and hydraulics Knowledge of programme and project management. Experience in water use licence and waste facilities designs assessments. Good working knowledge of National Environment Management Act (NEMA), National Water Act (NWA), Water Resources Infrastructure Development, ECSA Board notice, Public Finance Management Act (PFMA), Municipal Finance Management Act (MFMA). Knowledge of Engineering Built environment, legal and operational compliance. Risk management; technical report writing; Research and development skills. Engineering and professional judgement. Communication skills both verbal and written. Computer skills; people management skills; planning and organizing. Conflict management; negotiation skills and change management. Strategic capability and leadership. Problem solving and analysis. Decision making, team leadership, creativity, financial management and customer focus and responsiveness.
- DUTIES** : Lead the technical team responsible to implement the optimisation of the national water resources monitoring network strategy across the country. Manage the monitoring network at National while supporting the regional hydrometry components in their management. Ensure the establishment, development and maintenance of the flow gauging and monitoring network,

direct and indirect hydraulic calibration of flow gauging sites and flood frequency analyses. Review, Accept and Approve all gauging weirs designs and engineering drawings for flow monitoring purposes, to sign it off as the professional engineer. Manage finances for the Monitoring network construction projects. Audit all engineering reports and drawings in section. Provide professional and technical advice and engineering support services to other directorates and external organisations. Manage the operations of the Vaal- and Bloemhof dams, in the Orange-Vaal system, during extreme flood events. Liaise with the hydrometry components in the DWS regions on all relevant communal issues. Mentor and train Engineers, Scientists (Hydrologists) and Civil Technologist & Technicians.

**ENQUIRIES  
APPLICATIONS**

: Mr Zachariah Maswuma Tel No: (012) 336 8784  
 : Pretoria (Head Office): Please email your application quoting the relevant reference number on the subject line to: [Recruit32HO@dws.gov.za](mailto:Recruit32HO@dws.gov.za) or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

**FOR ATTENTION  
NOTE**

: Recruitment and Selection Unit  
 : This appointment will be made on the minimum notch of the salary range, however, a higher notch within the salary range of Grade A will be considered based in relation to the provisions of the Public Service Regulation 2016 as amended, i.e. provision of the candidate's current salary advice.

**POST 32/59**

: **CHIEF ENGINEER GRADE A REF NO: 200924/03**  
 Branch: Infrastructure Management Head Office  
 Sd: Open Channel Systems

**SALARY  
CENTRE  
REQUIREMENTS**

: R1 200 426 – R1 371 489 per annum, (all-inclusive OSD salary package)  
 : Pretoria Head Office  
 : An Engineering degree (B Eng / BSc (Eng) in Civil Engineering. Six (6) years post qualification experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired drivers license. Knowledge and understanding of government legislations relevant to the sector. Knowledge and understanding of government procurement for the infrastructure projects. Program and project management skills. Knowledge of engineering, legal and operational compliance. Engineering design and analysis. Knowledge and skills in maintenance. Knowledge of engineering code of conduct; risk management; technical report writing, knowledge of financial management. Research and development skills. Computer-aided engineering applications. Creation of high-performance culture. Technical consulting. Engineering and professional judgement. Communication skills both verbal and written. Computer skills, people management skills, planning and organizing, conflict management, negotiation skills and change management. Strategic capability and leadership. Problem solving and analysis. Decision making; team leadership, creativity, financial management, customer focus and responsiveness. Extensive engineering hydraulics experience required. Knowledge in using software such as AutoCAD Civil 3D, HEC-RAS, Storm Water Management Model (SWMM), Rockscience Slide and ArcGIS software will be beneficial. Knowledge and experience in physical hydraulic modelling will also be advantageous.

**DUTIES**

: Render technical advice and support to WSA's as project managers. Ability to monitor the development and assessment of technical reports, feasibility studies of all infrastructure projects implemented by the department. Approval / acceptance of all technical designs for projects implementation under the department. Provide technical and professional advice on the development needs and conceptualize possible solutions to meet water demands. Carry out monitoring of feasibility studies. Monitor refurbishment projects of bulk water infrastructures. Manage administrative, financial and personnel related matters. Conduct field inspections on implementing projects to ensure compliance towards norms and standards of water sector support. Engineering principles are to be applied to ensure water service infrastructure development and maintenance program and project management, legal and operational compliance. Assist in developing annual business plans and budget for the directorate. Revise plans quarterly. Provide verbal and written reports to manager. Manage professional service providers (PSP's) contracts. Oversee and manage all work conducted by PSP's. Delegate work to PSP's. Oversee and monitor all PSP contracts.

**ENQUIRIES APPLICATIONS** : Mr E Koadibane Tel No: (012) 336 7694  
Pretoria (Head Office): Please email your application quoting the relevant reference number on the subject line to: [Recruit32HO@dws.gov.za](mailto:Recruit32HO@dws.gov.za) or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

**FOR ATTENTION NOTE** : Recruitment and Selection Unit  
: This appointment will be made on the minimum notch of the salary range, however, a higher notch within the salary range of Grade A will be considered based in relation to the provisions of the Public Service Regulation 2016 as amended, i.e. provision of the candidate's current salary advice.

**POST 32/60** : **DEPUTY DIRECTOR: RISK MANAGEMENT REF NO: 200924/04**  
Branch: Director-General Dir: Risk Management

**SALARY CENTRE REQUIREMENTS** : 849 702 per annum (Level 11), (all-inclusive salary package)  
: Pretoria Head Office  
: A Degree in Auditing / Finance / Economics / Risk Management at NQF 7 or relevant qualification. Three (3) to (5) five years' experience in Enterprise Risk Management at Supervisory (ASD) Level. The disclosure of a valid unexpired driver's license. Knowledge of Public Finance Management Act (PFMA) and Treasury Regulations. Ability to write professional reports, strong management and internal/external networking skills. Knowledge and understanding of departmental policies and procedures, government financial systems and risk management in the public sector. Knowledge of implementing policies. Organisational skills, problem solving and analysis. People and diversity management. Client orientation and customer focus. Good communication skills both (verbal and written). Accountability and ethical conduct. Committed to high level of quality control.

**DUTIES** : Develop risk management strategies, systems (methodologies, models and tools etc.), policies and annual risk management plan. Manage, implement, review and improve the risk management framework. Facilitate the institutionalisation risk management. Manage the Sub Directorate: Risk Management. Implement the developed risk management framework to the department. Reporting on risk information. Monitor and report on the accuracy and timeous risk management information. Promote and institutionalize risk awareness culture and compliance in the department.

**ENQUIRIES APPLICATIONS** : Ms. R Tema Tel No: (012) 336 8759  
Pretoria (Head Office): Please email your application quoting the relevant reference number on the subject line to: [Recruit32HO@dws.gov.za](mailto:Recruit32HO@dws.gov.za) or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

**FOR ATTENTION** : Recruitment and Selection Unit

**POST 32/61** : **SCIENTIST PRODUCTION (A-C) REF NO: 200924/05**  
Branch: Water Resources Management  
Dir: National Hydrological Services  
Sd: Geohydrological Monitoring and Assessment

**SALARY CENTRE REQUIREMENTS** : R721 476 – R1 084 368 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)  
: Pretoria Head Office  
: A Science Degree (BSc) (Hon) or related qualification in the field of Hydrogeology / Geohydrology or related field. Three (3) years post qualification Natural Scientific experience. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired drivers license. Experience and knowledge of groundwater resource monitoring, assessment and turning groundwater data into information. Basic knowledge of groundwater related analysis tools such as GIS and related models. Ability to conduct research, interpret data and communicate findings verbally or in writing.

**DUTIES** : Develop and implement methodologies, policies, systems and procedures for Geohydrological information products. To perform scientific analysis and regulatory functions on the process of geohydrological data and information Management (including acquisition, capturing, auditing and dissemination in support of the National Groundwater Information Systems (NGIS)). Develop and customize scientific models and techniques, apply appropriate scientific models to generate geohydrological information and knowledge. Mentor, train

and develop candidate scientists and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice. Gather and interpret data, evaluate results and disseminate geohydrological information to various stakeholders. Communicate geohydrological information to various internal and external stakeholders as part of annual Groundwater status report. Manage the performance and development of staff. Contribute to global water agenda (Sustainable Development Goals No. 6) and related international projects.

**ENQUIRIES** : Dr Lindelani Lalumbe at 060 471 9979  
**APPLICATIONS** : Pretoria (Head Office): Please email your application quoting the relevant reference number on the subject line to: [Recruit32HO@dws.gov.za](mailto:Recruit32HO@dws.gov.za) or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

**FOR ATTENTION** : Recruitment and Selection Unit

**POST 32/62** : **CONTROL ENVIRONMENTAL OFFICER GRADE A REF NO: 200924/06**  
 Branch: Infrastructure Management Head Office  
 Cd: Water Resources Infrastructure Operations and Maintenance  
 Sd: Operational Functional Support

**SALARY** : R580 551 per annum, (OSD)  
**CENTRE** : Pretoria Head Office  
**REQUIREMENTS** : A four (4) year Degree in Natural / Environmental Sciences or equivalent qualification. Six (6) years post-qualification experience in the Water Sector in the following fields Water Resource Management, Environmental Science, Compliance Monitoring or Environmental Engineering. The disclosure of a valid unexpired driver's license. Computer Literacy. Knowledge of the National Water Act (Act 36 of 1998), the Water Services Act (Act 108 of 1997) and related policies, regulations, and guidelines. Understanding the Departments roles and policies in respect to water resource management. Knowledge in understanding of the National Environmental Management Act (Act 107 of 1998), integrated environmental management and integrated environmental management tools. Knowledge in water and wastewater quality management and the implementation of resource management plans for state dams. Understanding of environmental legislation (NWA, NEMA, CARA, MPRD) together with related policies, regulations, principles, guidelines, tools, and procedures, policy development, implementation, and monitoring. Knowledge of Safety at Sport and Recreational Events Act (Act 02 of 2010). The ability to write and review technical and scientific reports and provide comments. The ability to work independently and in a team. Stakeholder engagement skills. Ability to work with Professional Service Providers and planning partners in the water sector. The willingness to travel extensively all over the country and work irregular hours.

**DUTIES** : Provide integrated environmental management support to the Operational Clusters and Strategic Infrastructure Asset Management regarding the maintenance, rehabilitation, and refurbishment of bulk water infrastructure. Develop and implement environmental monitoring plans/programs for infrastructure projects and ensure compliance throughout the lifecycle of the project. Assist the operational clusters in the development of water quality management programs and monitor the implementation of the programmes. Assist in developing policies and procedures to be implemented by the Integrated Environmental Management section at the Operational Clusters. Provide support to the operational clusters regarding the implementation of resource management plans on state dams and the access and use of state dams for recreational purposes. Monitor compliance with policies and regulations regarding the access and use of state dams for recreational purposes. Compile water quality reports at a national level for water treatment plans in the Operational clusters. Consolidate monthly and quarterly reports provided by the Integrated Environment Engineering section. Identify non-compliance on state land and engage the relevant authority. Provide support to the Operational clusters during stakeholder engagements.

**ENQUIRIES** : Ms BD Msibi Tel No: (012) 336 8020  
**APPLICATIONS** : Pretoria (Head Office): Please email your application quoting the relevant reference number on the subject line to: [Recruit32HO@dws.gov.za](mailto:Recruit32HO@dws.gov.za) or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

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