ANNEXURE H

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE : 19 February 2021

NOTE : Interested applicants must submit their applications for employment to the e-mail address specified on each post. Applications must be submitted using the newly implemented Z83 form obtainable on the Department of Water and Sanitations website, under career opportunities or the DPSA website, under vacancies in the Public Service (point 4) and should be accompanied by a comprehensive CV as well as copies of qualifications and Identity document (all documents must be submitted in one email in a PDF format. The attachment(s), may not exceeding 10mb) Subject title on the email must clearly display the reference number of the post applied for. Applicants should forward applications to the correct email address of the post as wrong emailed applications will not be considered. No late, applications will be accepted. Original/certified copies must be produced by only shortlisted candidates during the interview date. A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. A pre-entry certificate obtained from the National School of Government (NSG) is required for all SMS applicants. 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. 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 two (2) months of this advertisement, please accept that your application has been unsuccessful. 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.

OTHER POSTS

POST 04/87 : CHIEF ENGINEER (GRADE A): DAM SAFETY REGULATION REF NO: 190221/01
Branch: Regulation

SALARY : R1 042 827 per annum (All-inclusive OSD package)
CENTRE : Pretoria (Head office)

REQUIREMENTS : An Engineering degree (B Eng / BSc (Eng) or relevant qualification in Civil Engineering. Six (6) years post qualification experience in the Water Engineering field. Compulsory registration with ECSA as a Professional Engineer (Attach proof of registration). A valid driver’s license. (Attach a copy). Willingness to travel throughout South Africa for the execution of some of the duties. Extensive dam engineering experience related to design, flood hydrology, construction, management and safety of dams. Knowledge of the water sector and relevant legislation. Sound interpersonal, conflict resolution and leadership skills. Computer literacy and strong verbal and written communication skills.

DUTIES : Investigate, analyse and recommend classification of dams. Evaluate and investigate engineering aspects of license applications for the construction of new dams, alteration of existing dams, first filing and operational aspects of dams. Monitor the safety evaluation and investigation reports and carry out risk assessments. Follow up on dam safety betterment work with owners of dams. Develop/maintain guidelines and policies on dams with safety risk. Liaise with regional officials, dam owners, professional engineers and the public. Give presentations and advice on dam safety matters and legislation. Supervise and train Engineering Technicians as required. Generate reports and statistics to measure progress with the Dam Safety Programme.

ENQUIRIES : Mr WM Ramokopa Tel No: (082) 328 4189
APPLICATIONS : Head Office (Pretoria): Please email your applications quoting the relevant reference number to Recruitment@dws.gov.za
FOR ATTENTION : Ms. L Mabole
POST 04/88 : DEPUTY DIRECTOR: INTERNATIONAL RELATIONS (SHARED WATERCOURSES) REF NO: 190221/02
Branch: International Water Cooperation (IWC)
Dir: Shared Watercourses (SWC)

SALARY : R869 007 per annum (Level 12) (all inclusive package)
CENTRE : Pretoria (Head office)


DUTIES : Develop regional and international cooperation of bilateral/multilateral agreements. Provide advice on the impact of relevant programmes with reference to impact on Departmental priorities. Identify opportunities and manage strategic partnerships with local and international stakeholders. Coordinate the implementation of funded and strategic programmes and projects. Conduct research and report findings and recommendations that advances the objectives of the Department of Water & Sanitation (DWS). Provide relevant support to the DWS Principals on Water Management issues within the relevant Commissions and Committees. Write minutes and reports of the Commissions and Committee meetings. Provide protocol service for the local and international stakeholders. Strengthen relations with shared watercourses/riparian states in support of the SADC and African Agenda. Draft speeches, briefing notes, submissions, memorandums and reports on shared watercourses projects and programmes. Ensure proper management of Staff in the Shared Watercourses (SWC) Directorate.

ENQUIRIES : Ms D Mthembu Tel No: (012) 336 7118
APPLICATIONS : Head Office (Pretoria): Please email your applications quoting the relevant reference number to Recruitment@dws.gov.za
FOR ATTENTION : Ms. L Mabole
POST 04/89 : DEPUTY DIRECTOR: EMPLOYEE RELATIONS REF NO: 190221/03
Branch: NWRI Central Operations

SALARY : R733 257 per annum (Level 11) (All-inclusive salary package)
CENTRE : Central Operations (Pretoria)

imperatives. Computer Literacy with knowledge of MS Access and Project will be an added advantage. Dispute resolution and conflict management competencies. Strong investigation and report writing skills. Good communication skills (facilitation, negotiation, presentation, verbal and written). High sense of integrity and ethical conduct.

**DUTIES**: Develop departmental strategies and systems relating to dispute Resolution mechanisms, including policies, procedures and processes. Create and manage a case management database on all Labour related matters. Monitor and evaluate implementation and compliance with collective agreements, policies and legislation. Render advisory services to management and employees at all branches and divisions of the Department. Ensure uniform implementation of Employee Relations guidelines, policies and directives within the Department by providing Employee Relations training. Represent the Department at conciliation and arbitration proceedings. Facilitate the management of discipline and grievances in the Department. Initiate and chair disciplinary hearings. Conduct research and benchmarking initiatives for the best practices and align Employee Relations practices accordingly. Manage the finances, resources and staff within the sub-division. Facilitate Employee Relations workshops to all officials and managers within the cluster. Provide monthly statistical ER reports to the Manager: Corporate Services. Prepare and submit accurate FOSAD report as and when required.

**ENQUIRIES**: Mr PS Kunene Tel No: (012) 741 7336 or Tel No: (066) 124 5893.

**APPLICATIONS**: Central Operations (Pretoria): Please email your applications quoting the relevant reference number to DDER@dws.gov.za.

**FOR ATTENTION**: Mr. KL Manganyi

**POST 04/90**: ASSISTANT DIRECTOR: INSTITUTIONAL GOVERNANCE REF NO: 190221/04 (X2 POSTS)

**CENTRE**: Head Office (Pretoria)


**DUTIES**: The provision of assistance in the development and implementation of the policies, strategies and procedures for the establishment and governance of water management institutions, water boards and other institutions. The compliance and monitoring of entities in relation to governance as contained in statutory requirements. Monitoring of performance against business plan and shareholders compact of water management institutions and water boards, WRC and TCTA. Facilitate the appointment, establishment and disestablishment of water sector entities. Provide inputs for the Directorate budget, strategic and business plan.

**ENQUIRIES**: Ms N Ingwane Tel No: (012) 336 8725

**APPLICATIONS**: Head Office (Pretoria): Please email your applications quoting the relevant reference number to recruitment@dws.gov.za.

**FOR ATTENTION**: Ms. L Mabole

**POST 04/91**: ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION REF NO: 190221/05

**CENTRE**: Gauteng Provincial Office

**REQUIREMENTS**: A relevant Honours degree in Environmental or related fields. Experience in Integrated Water Resource Management and Water Resource Protection will be an added advantage. A valid driver’s license (Attach a copy). Ability to work flexibly on a range of assignments, and adjust to and prioritize a variety of
complex evolving tasks. Strong interpersonal skills and ability to develop effective relations within and outside the DWS. Sound knowledge of integrated water resource management and water resource protection. Knowledge and understanding of the water sector: relevant legislations (NWA, CARA and NEMA, MPRDA) together with the related policies, regulations, principles, guidelines, tools and procedures; policy development, implementation and monitoring. Skills and experience in management of human resources. Excellent communication skills including verbal, report writing, presentation skills. Sound interpersonal skills as well as the ability to work in a multi-disciplinary team. Willingness to work abnormal hours and under pressure as well as travel country-wide. Proven liaison and networking skills especially as they relate to Corporate Governance and stakeholder engagement.

**DUTIES**
Processing of Water use license applications in the Vaal Water Management Area. Provide comments on environmental impact assessment, environmental program reports and development applications in the Vaal Water Management area. Liaise with stakeholders in the water sector and other government departments. Serve on various committees. Conduct regular compliance monitoring at mines, industries, and local authorities etc. Undertake water resource monitoring and special investigation. Manage water quality in the designated catchments areas. Prepare reports and interpret water quality monitoring results. Processing of Water use license applications in the Vaal Water Management Area.

**ENQUIRIES**
Mrs F Mamabolo Tel No: (012) 392 1361

**APPLICATIONS**
Gauteng Provincial Office Please email your applications quoting the relevant reference number to GPRecruitment@dws.gov.za

**FOR ATTENTION**
Mr D Masoga

**POST 04/92**
REGULATORY INSPECTOR REF NO: 190221/06 (X2 POSTS)
Branch: Regulation

**SALARY**
R316 791 per annum, (Level 08)

**CENTRE**
Pretoria Head Office

**REQUIREMENTS**

**DUTIES**
Conduct investigations, ensure compliance to the National Water Act and other related legislation. Evidence collection and willingness to testify in court, management of cases. Compilation of investigation reports and appropriate recommendations. Open criminal cases and support the process. Provide support to Regional offices and Water Management Institutions. Manage and maintain the database of all complaints and cases investigated. Participate in environmental crime forums. Plan and participate in joint operation with other governmental Departments. Support administrative enforcement and civil actions. Liaise with Legal Services pertaining legal opinions, legal documents and case processing. Advice pertaining to case and investigation interpretation. Communicate with various stakeholders. Request as required additional evidence as appropriate to the case.

**ENQUIRIES**
Mr. P Shibambo Tel No: (012) 336 6504

**APPLICATIONS**
Head Office (Pretoria): Please email your applications quoting the relevant reference number to recruitment@dws.gov.za

**FOR ATTENTION**
Ms. L Mabole
POST 04/93: SUPPLY CHAIN CLERK SUPERVISOR REF NO: 190221/07
Branch: NWRI Eastern Operations

SALARY: R257 508 per annum (Level 07)
CENTRE: Midmar Dam, Howick
REQUIREMENTS:
- A Senior / Grade 12 Certificate. Three (3) to five (5) years relevant experience.
- Knowledge of Supply Chain functions, practices and policies governing the public sector. The ability to collect, collate, capture and analyse data. Knowledge of work procedures in terms of the working and supply chain environment. Working knowledge and understanding of legislation governing the public service. Flexibility, and ability to work in a Team. Problem solving and analytical skills. People and Diversity Management. Client Orientation and Customer Focus. Good communication skills both verbal and written. Minute taking skills. Accountability and Ethical Conduct. Strong supervisory skills. Knowledge of Supply Chain functions, practices and policies governing the public sector. The ability to collect, collate, capture and analyse data. Knowledge of work procedures in terms of the working and supply chain environment. Working knowledge and understanding of legislation governing the public service. Flexibility, and ability to work in a Team. Problem solving and analytical skills. People and Diversity Management. Client Orientation and Customer Focus. Good communication skills both verbal and written. Minute taking skills. Accountability and Ethical Conduct. Strong supervisory skills.

DUTIES:
- Render demand, acquisition, contract and logistical support. Monitor, manage and report on contractor performance. Update and maintain contracts register. Register suppliers on SAP system. Provide secretariat functions to Bid Committees. Render logistical support services. Service internal and external stakeholders. Maintain all SCM lease and related registers. Supervise staff and perform training and assessments.

ENQUIRIES: Mr N Singh Tel No: (033) 239 1900
APPLICATIONS: Eastern Operations: Please email your application quoting the relevant reference number to EopsRecruitment1@dws.gov.za
FOR ATTENTION: Ms T Sindane

POST 04/94: TRADESMAN AID REF NO: 190221/08
Branch: Planning and Information

SALARY: R122 595 per annum, (level 03)
CENTRE: Pretoria Head Office
REQUIREMENTS:
- An ABET certificate. Ability to read and write. One (1) to two (2) years’ experience. A valid driver’s license. (Attach a copy). Computer literacy skills will be an added advantage. Basic knowledge of simple and routine tasks on fitting, plumbing, electrical, building and mechanical will be an added advantage. Ability to work in a team and independently. Person must be in good physical condition to perform manual labour and be willing to travel Basic disciplinary knowledge in Occupational Health and Safety and Public administration. Good verbal and written communication skills.

DUTIES:
- Assist in cleaning and ensuring that all hydrological instruments are properly packed in the workshop. Carry tools, equipment, spares and material which are required to perform duties. Assist in general maintenance of the hydrological stations. Assist in the maintenance and repair of Hydrological equipment. Assist in the testing of new instrumentation on the Tender. Assist in data collection and surveying of hydrological gauging stations. Provide support services to the supervisor.

ENQUIRIES: Ms M Rasebechele Tel No: (012) 336 6537
APPLICATIONS: Head Office (Pretoria): Please email your application quoting the relevant reference number to recruitment@dws.gov.za
FOR ATTENTION: Ms. L Mabole