

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE
NOTE

- : 11 November 2022
- : 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. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. A 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. (Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however, it is not required that an applicant submit such when applying for the post prior to the closing date. The link for the completion of the course for the certificate for the pre-entry into SMS can be found on <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. 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. 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 41/147**

- : **CHIEF DIRECTOR: PROVINCIAL HEAD MPUMALANGA REF NO: 111122/02**
Branch: Provincial Coordination and International Cooperation: Mpumalanga

SALARY
CENTRE
REQUIREMENTS

- : R1 269 951 per annum (Level 14), (all-inclusive salary package)
- : Mbombela
- : A Degree in Natural Sciences or Environmental / Agriculture / Engineering / Economic Science or Hydrology (NQF 7). An NQF 8 qualification in Natural or Social Science / Scientific Environment / Financial Management or equivalent will be an added advantage. Eight (8) to ten (10) years' experience in Water and Sanitation and related environment of which five (5) years must be on a Senior Management level. A valid unexpired drivers license. Understanding of Water and Sanitation Engineering and river systems (dams, rivers, pumps). Understanding of practical engineering principles. Knowledge of project and programme management. Knowledge of Human Resources Management. Knowledge of industrial relations. Understanding of procurement. Knowledge

- of National Water Act and Water Services Act of 1998 and related legislation. Understanding of policy and strategy development.
- DUTIES** : Ensure that basic water and sanitation service delivery are met within the province. Manage sector collaboration and intergovernmental relations. Lead, direct and manage the Provincial Offices. Provision of support to the DDG's, DG, Deputy Minister and Minister. Manage special programmes and institutional development. Effective Human Resources Management.
- ENQUIRIES** : Mr R Mathye Tel No: 012 336 8984
- APPLICATIONS** : Pretoria (Head Office): For purposes of response handling, please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Continental Building, Corner of Visagie and Bosman Street, Pretoria.
- FOR ATTENTION** : Recruitment and Selection Unit.

OTHER POSTS

- POST 41/148** : **SPECIALIST ENGINEER GRADE A REF NO: 111122/01**
Branch: Water And Sanitation Service Management Specialist Unit: Water Services Intervention

- SALARY** : R1 558 839 per annum, (all-inclusive OSD salary package)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Masters Degree in Engineering or relevant qualification. Ten (10) years post qualification experience required as a registered professional Engineer. Compulsory registration with ECSA as a Professional Engineer. A valid unexpired drivers license. Expert knowledge of water and wastewater services. Experience in the Project and programme management. Engineering design and analysis knowledge. Research and development skills. Strategic Financial Management and modelling, Technical report writing skills. Creation of a high-performance culture. Water project governance. In depth understanding of the Public Finance Management Act and Treasury Regulations. Professional decision making and judgement. Knowledge of and experience in construction law contracts such as, NEC3/ECC, GCC and FIDIC will be an added advantage.

- DUTIES** : To provide high level engineering advice and guidance to Executive Management and Political Office Bearers. Taking engineering decisions impacting of water and wastewater/sanitation services delivery on behalf of the department. Controlling of budgets for engineering solutions impacting on water services. Lead research studies to develop best practices for engineering solutions for water services. Promotion of application of best practices towards water services engineering. Provide technical input in grant management such as RBIG, WSIG and MIG. Analyse engineering solutions for water services infrastructure. Develop findings relating to improvements and interventions required for water services infrastructure. Integrate various projects and programme and management of project management dashboard. Liaise with colleagues across sectors to develop best practices for engineering solutions dealing with water services infrastructure. Provision of engineering advice to Water Services Authorities regarding water services infrastructure operation, design, planning and construction. Analyse breakdowns of water services in relation to water services infrastructure engineering design and operation. Develop interventions to prevent breakdown in the future. Ensure implementation of engineering interventions. Perform regular inspections and conditional assessments of water services infrastructure. Advise on CAPEX requirements to fully manage and implement water service engineering solutions. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Advise on engineering tender specifications. Ensure training and development of technical personnel to promote skills/knowledge transfer and adherence to sound engineering principles and code of good practice. Manage the technical, environmental, contractual, risk, social and financial aspects of infrastructure development projects. Promote the Department's interests in projects implemented by external bodies. Ensure compliance with technical standards, legal requirements, time-frames and approved budgets during the implementation of water services infrastructure projects. Ensure the co-ordination and management of contracts with service providers on projects to ensure effective project implementation. Ensure the co-ordination of both external and internal stakeholders on infrastructure projects. Provide leadership and direction on

projects. Strategic liaisons in strategic governance functions with sector partners e.g. COGTA, NT, SALGA and etc. Manage human resources and budgets allocated on projects to ensure efficient and effective project implementation. Promote transformation. Promote a culture of innovation and performance.

**ENQUIRIES
APPLICATIONS**

: Mr R Mathye Tel No: 012 336 8984
: Pretoria (Head Office): Please forward your applications quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Continental Building, Corner of Visagie and Bosman Street, Pretoria.

FOR ATTENTION

: Planning Recruitment and Selection

POST 41/149

: **CHIEF ENGINEER GRADE A REF NO: 111122/03**
Branch: Water and Sanitation Service Management Specialist Unit: Water Services Intervention

SALARY

: R1 058 469 per annum, (all-inclusive OSD salary package). Note: 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, i.e. provision of the candidate's current salary advice.

**CENTRE
REQUIREMENTS**

: Pretoria Head Office
: An Engineering Degree (B Eng/BSc Eng) or relevant engineering qualification. Six (6) years post-qualification experience. Compulsory registration with ECSA as a Professional Engineer (Pr. Eng). A valid unexpired drivers license. In-depth knowledge of water services infrastructure. Your knowledge will be tested during the interview. Experience in planning, design, operation and construction of water service infrastructure. An understanding of the complete project life cycle from initial planning stages through to completion. Engineering contract management experience. Experience in financial planning and financial management. Knowledge of project risk analysis and risk management. The ability to relate with associated professional fields in a multi-disciplinary team. Knowledge of Water Resources Engineering will be a recommendation. High level communication skills (verbal and written). Conflict management, contract dispute resolution and negotiation skills. Problem solving and analysis skills. Computer proficiency (such as MS Office, MS Projects, etc.). Must be able to work independently, be self-motivated, responsible and reliable.

DUTIES

: To analyse engineering solutions for water services infrastructure. Develop findings relating to improvements and interventions required for water services infrastructure. Liaise with colleagues across sectors to develop best practices for engineering solutions dealing with water services infrastructure. Provision of engineering advice to Water Services Authorities regarding water services infrastructure operation, design planning and construction. Analyse breakdowns of water services in relation to water services infrastructure engineering design and operation. Develop interventions to prevent breakdown in the future. Ensure implementation of engineering interventions. Perform regular inspections and conditional assessments of water services infrastructure. Advise on CAPEX requirements to fully manage and implement water service engineering solutions. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Advise on engineering tender specifications. Ensure training and development of technical personnel to promote skills/knowledge transfer and adherence to sound engineering principles and code of good practice. Manage the technical, environmental, contractual, risk, social and financial aspects of infrastructure development projects. Promote the Department's interests in project implemented by external bodies. Ensure compliance with technical standards, legal requirements, timeframes and approved budgets during the implementation of water services infrastructure projects. Ensure the co-ordination and management of contracts with service providers on projects to ensure effective project implementation. Ensure the co-ordination of both external and internal stakeholders on infrastructure projects. Detailed knowledge of Treasury Regulations, Public Finance Management Act (PFMA). Manage the process commissioning of the infrastructure and handover to the Operations Unit. Provide leadership and direction on projects. Manage Human Resources and budgets allocated on projects to ensure efficient and effective project implementation. Promote transformation. Promote a culture of innovation and performance.

ENQUIRIES APPLICATIONS : Mr R Mathye Tel No: 012 336 8984
Pretoria (Head Office): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Continental Building, Corner of Visagie and Bosman Street, Pretoria.

FOR ATTENTION : Recruitment and Selection Unit

POST 41/150 : **CHIEF ENGINEER GRADE A REF NO: 111122/04**
Branch: Provincial Coordination and International Cooperation: Northwest

SALARY : R1 058 469 per annum, (all-inclusive OSD salary package). Note: 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, i.e. provision of the candidate's current salary advice.

CENTRE REQUIREMENTS : Pretoria Head Office
An Engineering degree (B Eng / BSc (Eng) or relevant engineering qualification. Six (6) years post qualification experience. Compulsory registration with ECSA as a Professional Engineer. A valid unexpired drivers license. Knowledge of programme and project management. Experience in water use license 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, 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 organising; 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.

DUTIES : Integration of environmental requirements in designs; evaluate water use license applications designs including those of waste management facilities; advise other chief directorates on civil design specifications to ensure compliance with environmental statutes and other relevant legislation. Evaluating, editing and authorising all designs, reports, engineering drawings and specifications. Management of Validation and Verification process and WARMS in the Region. Conducting dam safety inspections and providing the dam level information. Providing professional and technical advice on support services within the Directorate as well as to other directorates and organizations; Keeping abreast with the latest developments in the fields of Integrated Environmental Engineering and formulating new guidelines and standards to reflect the latest trends; Mentoring and training Graduate Trainees, Candidate Engineers and Technicians; Managing administrative, financial and personnel-related functions.

ENQUIRIES APPLICATIONS : Ms W Ralekoa Cell No: (082) 875 4158
Pretoria (Head Office): Please forward your application quoting the relevant reference number to The Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Continental Building, Corner of Visagie and Bosman Street, Pretoria.

FOR ATTENTION : Planning, Recruitment and Selection Unit

POST 41/151 : **SCIENTIST MANAGER (GRADE A) REF NO: 111122/05**
Branch: Water Resources Management: Water Resource Classification
Re-advertisement, applicants who have previously applied need to reapply

SALARY : R912 048 per annum, (all-inclusive OSD salary package)

CENTRE : Pretoria Head Office

REQUIREMENTS : An MSc degree or equivalent qualification. Six (6) years post BSc natural scientific experience. Compulsory registration with SACNASP as a professional Natural Scientist. A valid unexpired drivers license. The following competencies are essential: Scientific, managerial, co-ordination and organisational skills. Sound knowledge of integrated water resource management and water resource protection. Understanding of the water resource classification system and its application thereof. Knowledge and experience in Project management is essential. Understanding and knowledge

of the National Water Act, 1998 and related legislation. Ability to manage human resources and finances. Strong leadership skills and the ability to promote transformation and service delivery excellence. Communication Skills, including written and verbal communication skills, and willingness to travel when required. Interpersonal skills and ability to work in a multi-disciplinary team. Knowledge and ability to conduct stakeholder engagement sessions very critical.

DUTIES : The incumbent will be part of a team with the primary responsibility of classifying water resources and determining associated resource quality objectives for current and future needs of significant water resources in the country; Review and recommend scientific projects; Align projects to organisational strategies; Implement PMDS; Monitor progress on the implementation of projects related to water resources protection; compile and manage budgets and control cash flows; He/she will be responsible for the following: Managing a multidisciplinary scientific team; Guiding the development of strategies, procedures and guidelines for the classification of water resources and resource quality objectives; Interfacing with line function water resource managers in the implementation of water resource protection requirements; and Providing technical service with regards to water resource protection to the Department of Water and Sanitation as part of the Chief Directorate: Water Ecosystems Management.

ENQUIRIES : Ms L Matlala Tel No: 012-336 6707
APPLICATIONS : Pretoria (Head Office): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria.

FOR ATTENTION : Recruitment and Selection unit

POST 41/152 : **CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: 111122/07**
 Branch: Regulation Compliance and Enforcement
 Dir: Waste-Water Service Technical

SALARY : R452 895 per annum, (OSD)
CENTRE : Pretoria Head Office
REQUIREMENTS : A National Diploma in Civil / Chemical Engineering or relevant qualification. Six (6) years post qualification technical (Engineering) experience. Three (3) years working experience in the water or a municipal service sector. Compulsory registration with ECSA as an Engineering Technician. A valid unexpired drivers license. Computer added engineering applications. Proven knowledge of wastewater and chemical maintenance inspections and relevant standards of design, installation, refurbishment and repair. An understanding of the water sector and a working knowledge of legislation applicable to Local Government, National Water Act 36 of 1998, the Water Services Act 108 of 1997 and related regulations. Possess innovative strategic and integrated thinking skills, have an interactive nature and be able to work as part of a team. Excellent regulating skills and must be able to interact with key sector stakeholders including water boards, government departments, civil society organizations etc. Excellent verbal and written communication skills including public speaking is essential. Willingness to travel and work irregular hours. Ability to work independently and use own initiative. Ability to adapt to a dynamic environment.

DUTIES : Assist with the management and implementation of the Green Drop Certification programme. Coordinate the implementation of wastewater risk abatement planning principles within catchment management areas. Monitor effluent quality of municipal wastewater effluent in terms of compliance with authorizations. Monitor performance of all wastewater service related norms and standards as promulgated under Section 9 of the Water Services Act. To assess wastewater infrastructure where and when so required. To initiate water quality information linkages between municipal systems and national monitoring programmes by continuously monitoring data and information on the integrated Regulatory Information System. Mentor graduate trainee in the field of wastewater service regulation. Manage the various technical audits, non-compliance investigations and other related functions require the expertise to ensure that municipalities are provided with advice on the improvement of services and function where so required.

ENQUIRIES : Ms MS Enele Tel No: 012 336 6522
APPLICATIONS : Pretoria (Head Office): Please forward your application quoting the relevant reference number to The Department of Water and Sanitation, Private Bag

X350, Pretoria, 0001 or hand deliver to Continental Building, Corner of Visagie and Bosman Street, Pretoria.

FOR ATTENTION : Planning, Recruitment and Selection Unit

POST 41/153 : **ASSISTANT TECHNICAL OFFICER (SCIENTIFIC SUPPORT) REF NO: 111122/08**
Branch: Water Resource Management
SD: Resource Quality Monitoring (RQM)

SALARY : R176 310 per annum (Level 05)
CENTRE : Roodeplaas Dam Resource Quality Information System (RQIS)
REQUIREMENTS : A Senior / Grade 12 certificate with Mathematics / Mathematics Literacy / Science. A valid unexpired driver's license. Computer literacy in Microsoft Excel, Word, and Outlook. A proven record of experience in water resource fieldwork or freshwater water sampling and monitoring will be an advantage. An understanding and knowledge of surface water quality data monitoring processes i.e., collecting samples, handling of field instruments to record water quality information, and uploading recorded data on a data management system. Knowledge of surface water monitoring instruments, data processing, and administration. Competency in the use of Global Positioning System (GPS) or other mapping applications. Knowledge of relevant water quality monitoring equipment and Occupational Health and Safety (OHS) measures in the working environment. Good interpersonal relations and organizational skills. Good communication skills both (verbal and written). Willingness to travel.

DUTIES : Routinely collect water samples from rivers, dams, lakes, and wetlands. Recording of water quality information/data in the field. Provide technical assistance in the archiving, processing, and capturing of water quality data. Assist with training of regional office personnel and other stakeholders in water quality monitoring. Assist with the preparation of sampling materials, collection of samples, safekeeping, and calibration of field equipment.

ENQUIRIES : Mr E Mogakabe Tel No: (012) 808 9596 / 082 808 9844
APPLICATIONS : Pretoria (Head Office): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Continental Building, Corner of Visagie and Bosman Street, Pretoria.

FOR ATTENTION : Planning, Recruitment and Selection Unit