

## DEPARTMENT OF WATER AND SANITATION

**CLOSING DATE** : 10 March 2023

**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 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 (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 07/187** : **DIRECTOR: WATER AND SANITATION SERVICES SUPPORT (X2 POSTS)**  
Branch: Provincial Coordination and International Cooperation: Free State / Western Cape

**SALARY CENTRE** : R1 105 383 per annum (Level 13), (all-inclusive package)  
: (Bloemfontein) Ref No: 100323/01 (X1 Post)  
: (Bellville) Ref No: 100323/02 (X1 Post)

**REQUIREMENTS** : An NQF level 7 qualification in Civil Engineering or Natural Science. Five (5) to ten (10) years of experience in Water Services Management Environment. Five (5) years must be at the middle/senior management level. Sound knowledge and competency in water and sanitation engineering. Extensive understanding of water and sanitation principles and engineering processes (e.g. water and wastewater). A valid unexpired driver's license. Knowledge in inter-governmental relations and water sector engagement. Knowledge and understanding in high-level stakeholder engagements. Knowledge in the implementation of capacity building through skills development in the water sector. Understanding of the public finance management act, public service

act, and public service regulations act. Knowledge of strategic planning resource allocation and human resource management. General management presentation, negotiation, communication, analytical and interpersonal skills. Knowledge of relevant Water Acts. The project, programme management, and monitoring skills. Strategic capability and leadership. Service delivery innovation (SDI). Excellent communication skills (verbal and written). Accountability and ethical conduct.

**DUTIES**

: Provide strategic leadership and business planning for the Directorate. Provide sound engineering and technical support for water and sanitation services. Promote a culture of innovation, engineering, and performance. Develops and implement a performance improvement suggestion scheme. Advises Top Management and the legislature, as well as relevant sector bodies, on policies and strategies relevant to the water and sanitation services outputs. Communicates effectively with stakeholders in the sector about the function of the section. Develop an operational plan for the section. Develop and manage the budget for the section. Develop the budget expenditure forecast on a quarterly basis for the section. Oversee the implementation of capacity building and skill development in the sector. Ensure the promotion of the Department sector support strategy. Promotion of CSO participation, gender, and appropriate technology initiatives. Oversee the coordination of educational programs on youth development. Rendering of technical support services. Provide technical and engineering support on all water and sanitation solutions of provincial operations. Understand and interpret water and sanitation reports, implement and monitor. Participate, coordinate, and provide guidance on service delivery interventions for water and sanitation services. Monitor project implementation processes. Project dashboard management on all projects. Monitoring of the implementation of the free basic services intervention. Promotion of inter-governmental relations. Oversee and ensure the promotion of all intergovernmental relations and IGR forums. Coordinated attendance and representation of the provincial meetings (Provincial Coordination Forums, District Forums, Municipal Forums) and develop reports and representation for such meetings. Promote sector collaboration within the regional office and within the regional office and within the water sector partners. Effective planning and support of the Water Sector. Provide planning and support for the water sector through the provision of technical and engineering support with RBIG, WSIG, IDP, WSDP, and MIG. Provide guidance and advice on technical and engineering operations and maintenance of water services infrastructure. Provide technical design analysis of water services as and when required. Provide support in the quality assurance of water services infrastructure development plans. Investigate the water and sanitation challenges in the province. Develop provincial and district water and sanitation master plans. Effective monitoring and evaluation of the Water Sector. Coordination and implementation of disaster management. To support the implementation of sanitation services. Provide strategic support to sanitation programs. Monitor the progress of strategic and operational purpose sanitation implementation. Provide support in the quality assurance of sanitation services infrastructure development plans. Facilitate the review of sanitation implementation guidelines, procedure manuals, and the handbook. Align various policies to enable the program to be delivered within targeted primary and secondary objectives. Provide technical design and analysis of water services as and when required

**ENQUIRIES**

: Bloemfontein: Dr T Ntuli Tel No: 051 405 9000  
Bellville: Ms NM Bila-Mupariwa Tel No: 021 941 6004

**APPLICATIONS**

: Free State (Bloemfontein) and Western Cape(Bellville): 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 at the Continental Building, corner of Visagie and Bosman, Pretoria, 0001

**FOR ATTENTION**

: Planning, Recruitment and Selection Unit

## OTHER POSTS

- POST 07/188** : **ENGINEER PRODUCTION GRADE A -C (INFRASTRUCTURE DEVELOPMENT & MAINTENANCE) REF NO: 100323/03**  
Branch: Provincial Cooperation and International Coordination Mpumalanga  
Directorate: Water and Sanitation Services Support
- SALARY** : R750 693 - R1 140 018 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Mbombela  
An Engineering Degree (B Eng/ BSc (Eng) in Civil / Mechanical Engineering qualification. Three (3) years post qualification engineering experience. Compulsory registration with the ECSA as a Professional Engineer. A valid and unexpired driver's license. Programme and project management. Knowledge and understanding of Government Procurement for Infrastructure projects. Engineering design and analysis knowledge. Research and development. Technical report writing. Team leadership, planning and organizing, and analytical skills. Financial, conflict, and people management skills. Computer literacy. Knowledge and understanding of Government legislation relevant to the Sector.
- DUTIES** : Design new systems to solve practical engineering challenges and improve efficiency and enhance safety. Plan, design, operate, and maintain engineering projects. Ensure through evaluation that planning and design by others are done according to sound engineering principles and according to norms and standards and code of practice. Develop cost-effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Analyses and advices on the planning, design, construction, and maintenance of wastewater systems and water supply systems, including collection, treatment, storage, distribution, and discharge. Development of planning/operation models or decision support systems for water resource development/management. Develop tender specifications. Development of Business Plan. Approve engineering works according to prescribed norms and standards. Ensure training and development of technicians, technologists, and candidate engineers to promote skills/knowledge transfer and adherence to sound engineering principles and code of practice. Supervise the engineering work and processes. Administer performance management and development. Ensure adherence to regulations and procedures for procurement and personnel administration. Manage Human Resources. Monitor and control expenditure. Report on expenditure and service delivery. Liaise with relevant.
- ENQUIRIES** : Ms Matiso M Tel No: 013-759 7330 Ms Mkhwanazi Tel No: 013 759 7515 / Ms PC Ngwamba Tel No: 013 759 7446 / Mr SG Nkosi Tel No: 013 759 7335
- APPLICATIONS** : Mpumalanga (Mbombela) Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X11259, Mbombela, 1200 or Hand Deliver at Cnr Brown & Paul Kruger Street, Ground Floor, Prorom Building, Mbombela, 1200.
- FOR ATTENTION** : Ms FM Mkhwanazi
- POST 07/189** : **ENGINEER PRODUCTION GRADE A – C (ELECTRICAL) REF NO: 100323/04**  
Branch: Infrastructure Management Head Office  
Sub-Directorate: Electrical
- SALARY** : R750 693 - R1 140 018 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria Head Office  
An Engineering Degree (B Eng / BSc Eng) or relevant qualification. Three (3) years post qualification experience. Compulsory registration with ECSA as a Professional Engineer. A valid unexpired drivers license. Understanding of programme and project management. Knowledge of engineering design and analysis. Research and development. Computer aided engineering applications. Knowledge of legal compliance, technical and report writing. Decision making.
- DUTIES** : Design new systems to solve practical engineering challenges, improve efficiency and enhance safety. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure through evaluation that

- planning and design by others is done according to sound engineering principles. Ensure training and development of technicians, technologists and candidate engineers. Manage resources, prepare and consolidate inputs for the facilitation of resource utilization. Monitor and control expenditure.
- ENQUIRIES APPLICATIONS** : Mr. E Manhimanzi Tel No: 012 336 8621  
 : Pretoria (Head Office): Please forward your application quoting the 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 07/190** : **CONTROL ENVIRONMENTAL OFFICER: GRADE A REF NO: 100323/05**  
 Branch: Provincial Coordination and International Corporation: Gauteng  
 Sub-Directorate: Water Sector Planning Support  
 Re-advertisement, applicants who have applied previously should re-apply)
- SALARY CENTRE REQUIREMENTS** : R517 725 per annum, (OSD)  
 : Gauteng  
 : A four (4) year Degree or equivalent qualification in Natural/Environmental Sciences. Six (6) years post-qualification experience in the water services infrastructure environment. A valid unexpired driver's license. Experience, competencies in dealing with municipal Integrated Development Plans (IDP's), Water, and Sanitation Development Plans (WSDPs). Knowledge of Legislation and Policies governing Water Supply and Sanitation. Experience in RBIG, WSIG, and MIG projects. Knowledge of strategic planning, resource allocation and human resources. Knowledge of Public Service Act and Regulations. Knowledge of the Public Finance Management Act. Knowledge of Project Management. Problem-solving and analysis. Strategic Capability and Leadership. Programme and Project Management. Financial Management. Change Management. Knowledge Management. Service Delivery Innovation (SDI). Problem Solving and Analysis. People Management and Empowerment. Client Orientation and Customer Focus. Communication. Accountability and Ethical Conduct. Valid driver's License. The ability and willingness to travel and work long hours where necessary. Supervision of staff.
- DUTIES** : Co-ordinate Provincial and Municipal Water & Sanitation Master plans. Ensure inputs into the development of Water Services Development Planning (WSDP); Integrated Development Plan (IDP) and Free Basic Water-and-Sanitation (FBW&S) within Gauteng Province. Ensure alignment of National and Provincial priorities within individual WSDP's and IDP's. Participate in Drafting of Water Supply and Sanitation Developmental Policies with regards to WSDP and FBW&S. Liaise with Municipalities, COGTA, SALGA and other stakeholders on the status of WSDP's and IDPs. Monitor implementation of RBIG and WSIG projects. Ensure alignment of RBIG, WSIG and MIG projects. Assist with RBIG and WSIG project scoping, review and reporting. Assist with monthly, quarterly and annual projects report. Assist relevant Control Engineering Technicians to monitor the implementation of WSDP and FBW&S at municipal level. Establish and maintain provincial relations with all stakeholders. Assist with coordination of contract management of water services projects. Administrate and update the applicable water-and-sanitation databases. Promote a culture of learning and exchange of information (Sector Advocacy).
- ENQUIRIES APPLICATIONS** : Mr. S Maphangula Tel No: 012 392 1511  
 : Gauteng: Please forward your application to quoting the relevant reference to: The Regional Head, Department of Water & Sanitation, Private Bag X 995, Pretoria 0001, or hand deliver at Reception, 15th Floor, Bothongo Plaza East, 285 Francis Baard Street, Pretoria, 0001.
- FOR ATTENTION** : Mr G Mkafane
- POST 07/191** : **ENVIRONMENTAL OFFICER: SPECIALISED PRODUCTION GRADE A REF NO: 100323/07 (X2 POSTS)**  
 Branch: Infrastructure Management Head Office  
 Sub-Directorate: Resource Management Planning
- SALARY CENTRE REQUIREMENTS** : R420 318 per annum, (OSD)  
 : Pretoria Head Office  
 : A relevant Honours Degree in Environmental studies or related fields. Experience in any of the following fields will serve as an advantage: Water

Resources Management, Environmental Sciences, Environmental Law, Natural Resource Economics, Compliance Monitoring and Enforcement. Computer literacy. A valid unexpired driver's license. Working knowledge of the National Water Act, 1998 (Act No 36 of 1998) and related policies. Working knowledge of relevant Environmental Management legislation and related policies. Knowledge of Integrated Water Resources Management. Knowledge of PFMA and Treasury Regulations 16. Knowledge of Safety at Sport and Recreational Events Act. Knowledge of the Occupational Health and Safety Act. Ability to review technical and scientific reports and provide recommendations. Exposure to construction environmental management. Technical report writing skills. Ability to provide technical and scientific support to Department of Water and Sanitation (DWS) units and other government departments. Professional Judgment. Good communication, presentation, and networking skills. People management skills. Planning, organizing, conflict management, and change management. Excellent problem-solving and analysis. The ability to work independently, to interact with communities, Professional Service Providers (PSPs), and planning partners in the water sector. Willingness to travel extensively all over the country and work irregular hours.

**DUTIES** : Provide integrated environmental services towards the development, maintenance, rehabilitation, and refurbishment of bulk water infrastructure projects. This includes amongst others, the undertaking of environmental legislative screening investigations. Compilation of Environmental Management Programmes. Provide technical inputs to DWS environmental projects. Resolve social and ecological issues that arise during the construction, upgrading of infrastructure, and conducting environmental audits. Assist in developing and implementing of recreational water use policies and guidelines. Implementation of other related legislation dealing with access and use of state dams for recreational purposes. Advise on applications for commercial recreational water use at state dams, especially with regard to PFMA and Treasury Regulation 16 requirements. Give support and guidance to the DWS Infrastructure Management cluster offices. Provide technical support to land use management within state dams. Evaluate and review scientific data in support of the compilation and implementation of the Resource Management Plans at state dams. Provide technical support to Cluster Offices on Public Private Partnership projects. Represent the Department in various fora including participation in the Project Coordination Committee /technical committee meetings for projects. Develop terms of reference and assist in the management of PSPs where required. Attend meetings and manage conflict among various stakeholders during the relocation and settlement negotiation process.

**ENQUIRIES** : Mr SP Nhlabathi Tel No: (012) 336 7592  
**APPLICATIONS** : Head Office (Pretoria): 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** : Planning, Recruitment & Selection Unit

**POST 07/192** : **ASSISTANT DIRECTOR: INTERNAL AUDIT REF NO: 100323/06 (X4 POSTS)**  
 Chief Directorate: Internal Audit  
 Sub-Directorate: Compliance and Performance Audits

**SALARY** : R393 711 per annum (Level 09)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A Bachelor's Degree at (NQF level 7) in Auditing/ Accounting. Five (5) years experience in Compliance and/or Performance Auditing. A valid and unexpired driver's license. IAT/Honours/ Certification in CIA or CA, Teammate Audit Management System, and experience in the water sector and/or the local government will be an added advantage. Generic Competencies: Planning and organizing. Coordination. Problem-solving and decision-making. Project management. People management and empowerment. Client orientation and customer focus. Team leadership. Diversity management. Communication (verbal and written). Technical Competencies: In-depth knowledge of Standards for Professional Practice of Internal Auditing (SPPIA) and Code of Ethics. Operational, financial, and performance audits. Risk management and auditing practices. The Public Finance Management Act, Treasury Regulations

- and Generally Recognised Accounting Practice (GRAP). Effective use of Teammate audit management software. Willingness and ability to travel. Computer Literacy.
- DUTIES** : The successful candidate will perform the following duties: Identity, analyse risks, and provide inputs to the development of a draft three-year rolling strategic Internal Audit plan and annual internal audit plan for the unit. Plan, review and develop system description and audit programs. Execute and review audit assignments as per approved audit plan. Review findings and compile draft audit report.
- ENQUIRIES APPLICATIONS** : Ms. C. Makgalo Tel No: 012 336 8331  
: 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, 0001.
- FOR ATTENTION** : Recruitment and Selection Unit
- POST 07/193** : **ENGINEERING TECHNICIAN PRODUCTION GRADE A -C REF NO: 100323/08**  
Branch: Provincial Coordination and International Cooperation: Free State
- SALARY CENTRE REQUIREMENTS** : R326 031 – R398 082 per annum, (OSD)  
: Bloemfontein  
: A National Diploma in Engineering or relevant qualification. Three (3) years post-qualification technical engineering experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. A valid unexpired driver's license. Knowledge and understanding of the water sector relevant legislations (NWA and NEMA) together with the related policies, regulations, principles, guidelines, tools and procedures. Knowledge of project implementation and monitoring. Excellent communication skills including verbal, report writing and presentation skills. Sound interpersonal skills as well as the ability to work in a multi-disciplinary team. Willingness to work beyond normal working hours, and ability to work under pressure and travel. Proven liaison and networking skills especially as they relate to corporative governance and stakeholders.
- DUTIES** : Perform duties in the Free State Region Office under the Directorate of Infrastructure Development and Maintenance, emphasizing management. Implementation, supervision, and monitoring of the Regional Bulk Infrastructure Grant (RBIG), Water Service Infrastructure Grant (WBIG), Municipal Infrastructure Grant (MIG), Buckets Eradication Programme (BEP), and other civil engineering projects. Manage and monitor projects contractually, financially, and technically. Ensure maintenance of general conditions of the contract (GCC) and the human settlement, planning, and design (Red Book) are required.
- ENQUIRIES APPLICATIONS** : Mr MJ Manyama Tel No: 051 405 9000  
: Free State (Bloemfontein): Please forward your application quoting the relevant reference number to the Regional Head, Department of Water and Sanitation, Private Bag X528, Bloemfontein, 9301 or hand deliver at Department of Water and Sanitation, Corner Charlotte Maxeke and East Burger Street, Bloem-Plaza Building Second Floor.
- FOR ATTENTION** : Ms L Wymers