

DEPARTMENT OF WATER AND SANITATION

<u>CLOSING DATE</u>	:	19 May 2023
<u>NOTE</u>	:	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. 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. 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. Faxed or emailed 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. ERRATUM: (Head Office): Kindly note that the following posts were advertised in Public Service Vacancy Circular 13 dated 07 April 2023, Assistant Director: Billing Operations (X2 Posts) Ref No:020523/04, the posts have been withdrawn.

MANAGEMENT ECHELON

<u>POST 15/128</u>	:	<u>DIRECTOR: ORGANISATIONAL DEVELOPMENT REF NO: 190523/01</u> Chief Directorate: Corporate Planning and Organisational Performance
<u>SALARY</u>	:	R1 105 383 per annum (Level 13), (all-inclusive package)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	NQF level 7 qualification in Organisational Development or relevant. At least (6) six) – (10) ten years' experience in Organisational Development environment of which (5) five years should be at middle / senior managerial level Knowledge and experience in organisational design principles Knowledge and experience in Re-engineering processes Knowledge of policy development and implementation. Knowledge of HR information. Knowledge and understanding of all the relevant legislation including PSA, PFMA, PSR,

etc. Good communication, presentations, and networking skills Knowledge of techniques and procedures for the planning and execution of organisational design operations. Knowledge of Labour relations processes Strategic capability and leadership Excellent communication (verbal and written) skills Programme and project management skills Excellent change and knowledge management skills Improve service delivery and innovation Good problem solving and analysis Good people management and empowerment Client orientation and customer focus Ensure accountability and ethical conduct.

DUTIES : The provision of organizational behavioral services by devising and implementing appropriate OD interventions and change management strategies. Review, align and maintain OD related systems, practices, and procedures. Devise strategic interventions relating to organisation design. The maintenance of organizational development information. The management of human and financial resources in the OD directorate.

ENQUIRIES : Ms. B Manyakanyaka Tel No: 012 336 7724
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 : Planning, Recruitment and Selection Unit

OTHER POSTS

POST 15/129 : **SCIENTIST PRODUCTION GRADE A - C REF NO: 190523/02 (X2 POSTS)**
 Branch: Water Resource Management
 SD: Analytical Services

SALARY : R687 879 - R1 035 084 per annum, (all-inclusive OSD salary package), (Offer based on proven years of experience)

CENTRE : Roodeplaat Dam, Resource Quality Information Services (RQIS)
REQUIREMENTS : A Science degree (BSc) (Hon) or relevant qualification. Three (3) years post qualification experience. Compulsory registration with SACNASP as a Professional Natural Scientist. Major in Chemistry or Biochemistry will be an added advantage. Appointment with SANAS (South African National Accreditation System) as contracted assessor will be an added advantage, proof of appointment/contract with SANAS to be attached. Knowledge and experience in the following will serve as recommendations: Experience in preparing and analysing water and sediment sample using ISO 17025:2017 accredited analytical methods. Knowledge of ISO 17025:2017, SANAS and regulatory requirements. Experience in performing validation/verification of analytical methods, performing statistical analysis, performing internal audits, using a Laboratory Information Management System (LIMS). A valid and unexpired driver's license. Computer literacy with and the ability to use common standard software packages such as MS Word, MS Excel, Power point, Outlook and the Internet. Professional work perceptions with good verbal and written communication skills. Proven ability to communicate scientific information concise and clear in writing and verbally. Knowledge of Occupational Health and Safety Act and safety principles.

DUTIES : Develop, validate, verify and improve analytical methods as per ISO 17025:2017 and SANAS requirements. Perform internal audits on all laboratory activities as well as the Quality Management System (QMS) as per ISO 17025:2017 requirements. Supervise and train laboratory personnel to have a highly motivated and effective team. Participate in competency evaluation of all laboratories activities in sessions called planned job observations (PJOs). Organise and evaluate proficiency testing participation as well as continues competency for all laboratory activities. Develop, implement, maintain and improve the QMS to sustain method accreditation with SANAS. Provide the necessary technical and scientific support to laboratory activities to ensure the consistent delivery of reliable and accurate results. Maintain, improve and procure equipment. Procure services and supplies according to government procedures. Maintain and improve a safe and healthy work environment. Maintain and improve the Laboratory Information Management System (LIMS).

ENQUIRIES : Ms J. Lekekiso Tel No: (012) 808 9570
APPLICATIONS : 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 Unit

POST 15/130 : **ENVIRONMENTAL OFFICER: PRODUCTION GRADE A-C REF NO: 190523/03**
Branch: Provincial Cooperation and International Coordination: Free State

SALARY : R310 767 – R531 117 per annum, (OSD), (Offer will be based on years of experience)

CENTRE : Bloemfontein

REQUIREMENTS : National Diploma in Environmental Management or Natural Science or relevant. Experience in a water services management or regulation will be an added advantage. A valid and unexpired driver's license. Computer skills (MS Office). Good presentation and communication skills. An understanding of water resources, and water services-related legislations such as the National Water Act 1998, Water Services Act 1997, etc. An understanding of the National Blue and Green Drop Programs. Willingness to travel and work extensive hours.

DUTIES : Perform detailed inspections of water and wastewater treatment plants and compilation of detailed inspection reports. Investigate drinking water quality failures. Investigate and compile detailed reports for sewer spillages and pollution incidents. Conduct routine monitoring of drinking water and wastewater effluent quality and issue non-compliance letters. Support the implementation of the National Blue and Green Drop Programs within water services institutions. Monitor compliance and progress of corrective action plans for the National Blue and Green Drop Programs. Evaluate and comment on Environmental Impact Assessments, Basic Assessment Reports, and Environmental Management Plans.

ENQUIRIES : Mr G Janse van Noordwyk Tel No: (051) 405 9000

APPLICATIONS : Free State (Bloemfontein): Please forward your applications quoting the relevant reference number to: Chief Director, Department of Water and Sanitation, Private Bag 528, Bloemfontein, 9301 or hand deliver at Department of Water and Sanitation, Corner Charlotte Maxeke and East Burger Streets, Bloem-Plaza Building, Second floor.

FOR ATTENTION : Ms L Wymers

POST 15/131 : **ASSISTANT TECHNICAL OFFICER (SCIENTIFIC SUPPORT) REF NO: 190523/04**
Branch: Water Resource Management
SD: Analytical Services

SALARY : R202 233 per annum (Level 05)

CENTRE : Roodeplaat Dam, Resource Quality Information System (RQIS)

REQUIREMENTS : A Senior / Grade 12 certificate with Mathematics / Mathematics Literacy. Computer Literacy. Knowledge of the Occupational Health and Safety Act. (OHS). Knowledge of ISO 17025. Experience in the laboratory will be an added advantage.

DUTIES : Maintenance and monitoring of laboratory equipment and environment. Preparation of samples according to laboratory Standard Operating Procedures (SOPs). Removal and sterilization of waste. Cleaning of glass and plasticware. Changing and handling gas cylinders. In-house training of personnel, graduates, and interns on activities related to the work. Capture monthly water-related data. Maintain and calibrate laboratory glassware, thermometer, balance, dispensettes, and micropipette. Stocktaking of laboratory consumables. Preparation of Stock Standards.

ENQUIRIES : Ms. J. Lekekiso Tel No: (012) 808 9570

APPLICATIONS : Head Office (Pretoria): 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.

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