

## DEPARTMENT OF WATER AND SANITATION

**CLOSING DATE** : 21 August 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 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, driver's 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 driver's 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.

## MANAGEMENT ECHELON

**POST 27/77** : **DIRECTOR: LABOUR RELATIONS REF NO: 210823/01**  
Branch: Corporate Support Services

**SALARY** : R1 162 200 per annum (Level 13), (all-inclusive salary package)

**CENTRE** : Pretoria Head Office

**REQUIREMENTS** : A bachelor's degree in Labour Relations or equivalent relevant qualification at (NQF 7) as recognized by SAQA. Five (5) to ten (10) years' experience in public sector Labour Relations of which at least five (5) years must be at middle/senior managerial level. A pre-entry certificate obtained from the National School of Government is required prior to the appointment (Refer to SMS note above). The disclosure of a valid unexpired driver's license. A proven track record demonstrating extensive knowledge and experience in various stakeholder engagements, negotiations and the development and implementation of collective agreements or training as a Labour Law Commissioner will be an added advantage. Complete understanding of the Public Service regulatory framework governing collective bargaining organizational rights including an in-depth knowledge of conflict management and alternative dispute resolution. An overall knowledge of the public service policy framework and directives, read in conjunction with the Labour Relations Act, Public Finance Management

Act, Promotion of Access to Information Act, Protection of Personal Information Act and the Prevention and Combatting of Corrupt Activities Act. Strong Leadership and strategic planning capability to lead and direct diverse multi-disciplinary teams across the country through a matrix reporting system. Exceptional relationship management and outstanding interpersonal relations skills coupled with strong listening, analytical and problem-solving skills. Must be self-disciplined, ethical, accountable as well as be capable of working under pressure and beyond normal working hours as the incumbent will be expected to travel. Must be computer literate and have good report writing, communicating and presentation skills.

- DUTIES** : Coordinate and manage the collective bargaining processes regulating consultation and or negotiation of agreements within the Departmental Bargaining Chamber relating to the collective agreements regulating the conditions of service of workers employed under Section 76 of the National Water Act and or any contemplated transfers of employees in terms of Section 197 of the Labour Relations Act in line with the department's Institutional Oversight and Governance strategic objectives within the Water Sector. Lead, manage, control and direct discipline, grievance, and dispute management at national, provincial, regional and cluster levels in compliance with existing collective agreements and ministerial directives. Collate and compile management reports to ensure timeous statutory reporting to FOSAD, the DPSA and Public Service Commission and the Auditor-General South Africa on financial misconduct, grievance management, sexual harassment, as well as attend to Parliamentary questions from the Portfolio Committee and Standing Committee on Public Accounts. Provide formal written advice and well researched labour relations opinions to line management in line with recent labour law legislative developments and jurisprudence relating to implementation of disciplinary procedures, facilitation and resolution of grievance procedures and dispute management processes. Develop, monitor, and constantly update departmental policies to align with latest developments in Labour Law. Conduct research and benchmarking initiatives for best practices and align accordingly. Conduct training and other developmental initiatives to empower line managers to conduct disciplinary processes and mediate conflict management. Overall management of the human, financial and other resources of the Directorate: Labour Relations.
- ENQUIRIES** : Mr. C Greve Tel No: (012) 336 8402
- 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, 000.
- FOR ATTENTION** : Recruitment and Selection unit

#### OTHER POSTS

- POST 27/78** : **CHIEF ENGINEER GRADE A REF NO: 210823/02 (X2 POSTS)**  
Branch: Infrastructure Management

- SALARY** : R1 146 540 per annum, (all-inclusive OSD salary package)
- CENTRE** : Pretoria Head Office  
Head Office:  
SD: Dam Design (X1 Post)  
SD: Bulk Pipe Systems (X1 Post)

- REQUIREMENTS** : An Engineering degree (B Eng / BSC (Eng) or relevant Civil Engineering qualification. Six (6) years post qualification experience required as a registered professional Engineer. The disclosure of a valid unexpired driver's license. Compulsory registration with ECSA as a Professional Engineer. Knowledge and understanding of government legislations relevant to the sector. Knowledge and understanding of government procurement for the infrastructure projects. Knowledge of programme and project management. Knowledge of engineering, legal and operational compliance. Mobile equipment operating skills. 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. Good communication skills (both verbal and written). 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, customer focus and responsiveness.

- DUTIES** : Render technical advice and support to Directorate 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, maintenance program, 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 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 27/79** : **ENGINEER PRODUCTION GRADE A - C REF NO: 210823/03 (X4 POSTS)**  
Branch: Infrastructure Management: Head Office  
SD: Dam Design
- SALARY** : R795 147 – R1 197 978 per annum, (all-inclusive OSD salary package), (offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria, Head Office  
: Engineering degree (B Eng / BSc (Eng) or relevant Civil Engineering qualification. Three (3) years post qualification engineering experience required. The disclosure of a valid unexpired driver's license. Compulsory registration with ECSA as a Professional Engineer. Understanding of program and project management. Knowledge of engineering design and analysis. Knowledge of research and development. Computer aided engineering applications. Knowledge of legal compliance, technical and report writing. Decision making, team leadership and responsiveness. Good communication skills (both verbal and written).
- 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 Koadibane Tel No: (012) 336 7694  
: 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 27/80** : **ENGINEER PRODUCTION GRADE A - C REF NO: 210823/04 (X3 POSTS)**  
Branch: Infrastructure Management: Head Office  
SD: Open Channel Systems
- SALARY** : R795 147 – R1 197 978 per annum, (all-inclusive OSD salary package), (offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria Head Office  
: Engineering degree (B Eng / BSc (Eng) or relevant Civil Engineering qualification. Three (3) years post qualification Engineering experience. Compulsory registration with ECSA as a professional Engineer. The disclosure of a valid unexpired driver's license. Competency and experience on the implementation of civil engineering projects and design of hydraulic structures and water conveyance systems is essential. Competencies and knowledge in engineering design and analysis. Knowledge and understanding of legal compliance. Understanding of computer aided engineering applications.

- Knowledge of programme and project management. Strategic capabilities and leadership. Financial management skills. Excellent communication skills (both verbal and written). Willingness to travel extensively all over the country and work irregular hours.
- DUTIES** : Plan and design civil engineering projects. Develop tender specifications. Perform review and approvals or audits on engineering designs according to design principles, theories, and standards. Supervise engineering work and processes. Optimizing appropriate design and cost-effectiveness of open channel projects including risk management. Evaluating, editing, and authorizing all designs, reports, engineering drawings and specifications. Manage resources, prepare, and consolidate inputs for the facilitation of resource utilization. Manage consulting engineers and contractors, contract administration and resolution of claims. Mentoring and training candidate engineers and technicians. Manage administrative, financial and personnel related functions.
- ENQUIRIES APPLICATIONS** : Mr. E Koadibane Tel No: (012) 336 7694  
: 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 27/81** : **SCIENTIST PRODUCTION GRADE A - C REF NO: 210823/05**  
Branch: Infrastructure Management: Head Office
- SALARY** : R687 879 – R1 035 084 per annum, (all-inclusive OSD salary package), (offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria, Head Office  
: Science degree (BSc) (Hon) or relevant qualification. Compulsory registration with the South African Council of Natural Scientific Professions (SACNASP) as a professional Natural Scientist. Three (3) years post qualification natural scientific experience. The disclosure of a valid unexpired driver's license. Experience in Engineering Geology, Geophysics, Soil Mechanics, and Rock Mechanics will serve as an added advantage. Knowledge of National Water Act, 1998 (Act No 36 of 18), Dam Safety Regulations, 2012 (Act No 35062), Engineering Geological and Geotechnical Engineering legislation and relegated policies. Knowledge of National Environmental Management: Waste Act 2008 and Mineral and Petroleum Resources Development Act 2002 for Borrow Areas, Quarry Development and Stock Piling. Understanding of PFMA, Treasury Regulations, Occupational Health, and Safety Act. Ability to review technical and scientific reports and provide recommendations. Exposure to construction environment management. Computer added scientific applications. Ability to provide technical and scientific support to Department of Water and Sanitation units and other government departments. Professional judgement. Good communication skills (both verbal and written). Presentation, networking, and report writing skills. People, change, conflict, and financial management. Planning and organizing. Excellent problem solving and analysis. Ability to work independently, interact with communities, and professional service providers in the water sector. Willingness to travel extensively all over the country and work irregular hours.
- DUTIES** : Provide geological services towards the development, maintenance, rehabilitation, and refurbishment of bulk water infrastructure projects. The development of geological and geotechnical investigation programmes at different construction phases and development of financial proposals and Terms of References. Development of soil and rock laboratory testing programmes that take into consideration local geology, geohazards and codes of practice for development on problem soils and dolomitic land. Compilation of foundation and material Investigation programmes and reports for the design and construction of category II and III dams, sourcing of construction materials and modelling probabilities of failure in slopes, embankments, and reservoirs. Compilation of Environmental Management Programmes for geotechnical investigations. Provide technical inputs to DWS civil engineering projects. Provide technical support to regional and cluster offices on projects. Represent the Department in various fora including participation in the technical committee meetings for projects. Assist in the management of PSPs where required. Attend meetings and manage conflict among various stakeholders during the implementation of geological and geotechnical projects.
- ENQUIRIES APPLICATIONS** : Ms. N Mgabisa Tel No: (012) 336 8561  
: 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 27/82** : **CONTROL ENVIRONMENTAL OFFICER GRADE A REF NO: 210823/06**  
Branch: Provincial Coordination and International Cooperation: Western Cape

**SALARY** : R554 490 per annum, (all-inclusive OSD salary package)  
**CENTRE** : Bellville  
**REQUIREMENTS** : A four (4) years Degree in Natural Environmental Sciences or equivalent qualification. Six years post-qualification experience in the fields of environmental, waste management, industries, rural and urban development. The disclosure of a valid unexpired driver's license. Understanding of the Department's role and policy with respect to water resource management. Knowledge of National Water Act, 36 of 1998, Water Services Act, 108 of 1997 and related policies and guidelines. Understanding the principles of Integrated Water Resource Management. Extensive experience in integrated water resource management and water resource protection. Knowledge and understanding of the sector: relevant legislations (NWA, CARA, NEMA and MPRD) together with related policies, regulations, principles, guidelines, tools, and procedures, policy development, implementation, and monitoring. Skills and experience in management of human resources. Proven management and negotiation skills. Ability to work productively in an environment consisting of multi-disciplinary internal and external DWS staff and stakeholders. Computer literacy. Good communication skills (both verbal and written). Presentation and report writing skills. The ability to provide technical and scientific support to other DWS functions as well as the ability to capacitate and act as a mentor and supervisor to junior staff. Good interpersonal skills. Ability to interact with communities and stakeholder groups. Willingness to work abnormal hours and under pressure as well as travel province and country wide. Proven liaison and networking skills especially as they relate to Corporative Governance and stakeholder engagement.

**DUTIES** : Implementation and enforcement of the National Water Act, 1998 (Act No. 36 of 1998), Water Services Act No. 108 of 1997, Drinking Water Quality Framework, relevant policies, norms and standard, protocols, standard operation procedure, strategies, and regulations. Coordinate the development of the operation plan to ensure monitoring and compliance of drinking water quality and wastewater management. Coordinate the monitoring of drinking water supply systems and wastewater treatment systems for compliance with the set standards and regulatory instruments. Monitor and verify data submitted by Water Services authorities on Blue and Green drop monitoring system. Provide guidance and support to the Water Services authorities including reviewing Water Safety plans and Wastewater Risk Abatement plans and monitor implementation thereof. Activate participation in blue and green drop assessments. Facilitate the implementation of the drinking water and wastewater treatment improvement action plans. Coordinate stakeholder engagement sessions for information sharing and new developments. Provide monthly and quarterly reports. Represent the Department in various standing intergovernmental committees and stakeholder forums. Facilitate and co-ordinate the training, capacity building and career development of staff. Supervise and mentor Environmental Officers and other team members.

**ENQUIRIES** : Ms. L Mgxwati Tel No: (021) 941 6296  
**APPLICATIONS** : Western Cape (Bellville): Please forward your applications quoting the relevant reference number to The Provincial Head: Western Cape, Department of Water and Sanitation, Private Bag X16, Sanlamhof, 7532 or hand deliver to Sigma Building, 3 Blanckenberg Road, Bellville.

**FOR ATTENTION** : Mr. V Mzimba

**POST 27/83** : **CONTROL SCIENTIFIC TECHNICIAN GRADE A REF NO: 210823/07**  
Branch: Provincial Cooperation and International Coordination: Western Cape

**SALARY** : R499 275 per annum, (all-inclusive OSD salary package)  
**CENTRE** : Bellville  
**REQUIREMENTS** : A National Diploma in Natural Sciences or relevant qualification. Six (6) years post qualification in scientific experience. The disclosure of a valid unexpired driver's license. Compulsory registration with South African Council of Natural Scientific Professions (SACNASP) as Professional Scientist. Knowledge of programme and project management. Understanding of scientific methodologies and models. Knowledge of research and development. Computer-aided scientific applications. Knowledge of groundwater resources

management is essential. Knowledge of legal compliance. Technical report writing skills. Creating high performance culture. Professional judgement. Data analysis. Policy development and analysis. Scientific presentation. Mentoring, strategic capability and leadership, decision making, problem solving and analysis, team leadership, creativity, customer focus and responsiveness. Good communication skills (both verbal and written). Computer literacy. Networking, planning, organizing and execution. Conflict, People, financial, and change management skills.

**DUTIES** : Oversee the development and implementation of policies, systems, and procedures. Perform final review and approvals or audits on technical scientific projects. Perform technical scientific functions and establish procedural and regulatory framework. Set technical standards, specifications, and service levels according to organizational objectives. Develop and maintain health and safety standards. Monitor and evaluate technical efficiencies. Provide expert support and advice to stakeholders. Manage technical facilities / units. Develop relationships and collaborations at national, regional, and international levels. Participate at national, regional, and international fora. Play a lead role in the presentation and exchange of technical knowledge and information. Design technical methodology for the acquisition and processing of data. Manage the evaluation, monitoring and dissemination of data. Design, develop and customize appropriate technical procedures to generate information and knowledge. Formulate and evaluate proposals and compile reports. Continuous professional development to keep up with new technologies and procedures. Initiate, lead, co-ordinate and conduct basic and applied research. Ensure knowledge generation and dissemination. Review technical publications. Manage technical support for scientific research. Publish and present research findings. Liaise with relevant bodies / councils on technical / science related matters. Mentor, train and develop technicians and others to promote skills and knowledge transfer and adherence to sound scientific principles and code of practice. Supervise technical work and processes and manage the performance and development of staff.

**ENQUIRIES** : Mr. B Zenzile Tel No: (021) 941 6219  
**APPLICATIONS** : Western Cape (Bellville): Please forward your applications quoting the relevant reference number to The Provincial Head: Western Cape, Department of Water and Sanitation, Private Bag X16, Sanlamhof, 7532 or hand deliver to Sigma Building, 3 Blanckenberg Road, Bellville.

**FOR ATTENTION** : Mr. V Mzimba

**POST 27/84** : **CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: 210823/08**  
 Branch: Regulations, Compliance and Enforcement

**SALARY** : R499 275 per annum, (all-inclusive OSD packages)  
**CENTRE** : Pretoria Head Office  
**REQUIREMENTS** : A National Diploma in Engineering or relevant qualification. Six (6) years post qualification technical Engineering experience. The disclosure of a valid unexpired driver's license. Compulsory registration with ECSA as a Professional Engineering Technician. Knowledge of program- and project management. Knowledge of technical design and analyses of dams. Significant dam engineering experience related to design, flood hydrology, construction, management, and safety of dams. Knowledge of the water sector and relevant legislation (including but not limited to the Chapter 4 and Chapter 12 of National Water Act (NWA, Act No. 36 of 1998) and the Dam Safety Regulations published in Government Notice R. 139 of 24 February 2012). Understanding of research and development. Computer-aided engineering applications including relevant computer software knowledge. Technical report writing, networking, and professional judgement. Problem solving and analyses, decision making, team leadership, creativity, self-management, customer focus and responsiveness. Sound interpersonal and leadership skills. Strong verbal and written communication skills. Planning, organizing and people management. Willingness to travel throughout South Africa for the execution of some duties.

**DUTIES** : Investigate, analyses and recommend classification of dams. Evaluate applications of Approved Professional Persons (APPs). Evaluate and investigate engineering aspects of license applications for the construction of new dams, alteration of existing dams, first filling and operational aspects of dams. Monitor the safety evaluation and investigation reports and carry out risk assessments of dams. Follow up on dam safety betterment work with dam owners. Liaise with regional offices, dam owners, professional persons, APPs and the public regarding dam safety matters. Conduct dam safety inspections at dams with a safety risk. Respond to emergency situations, such as dam

failures, at dams and action Emergency Preparedness Plans (EPPs). Conduct site visits to illegal or unlawful constructed dams and compile technical reports for the issuance of illegal dam letters and directives. Develop, maintain guidelines and policies. Advise on dam safety matters and legislation. Generate reports and statistics to measure progress with the Dam Safety Program. Support the Chief-- / Specialist Engineer with all reasonable requests pertaining to dams with a safety risk. Manage Candidate- and Production Engineering Technicians, Candidate- and Production Engineering Technologists and Candidate Engineers reporting to him/her. Assist with the development of Candidate Engineering Technicians for registration as professionals. Assist and manage the Dam Safety Regulation database (Microsoft Access Database). Assist with compiling the Annual Report and Annual Performance Plan. Assist the Director with technical inputs, data, statistics, and other reasonable requests.

**ENQUIRIES** : Mr. W Ramokopa Tel No: (012) 336 7953  
**APPLICATIONS** : 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 27/85** : **CONTROL SURVEY TECHNICIAN GRADE A REF NO: 210823/09**  
 Branch: Infrastructure Management: Southern Operations  
 Division: Survey Services

**SALARY** : R499 275 per annum, (all-inclusive OSD salary package)  
**CENTRE** : Port Elizabeth/Gqeberha  
**REQUIREMENTS** : A National Diploma in Survey/ Cartography or relevant qualification. Six (6) years post qualification Technical (Survey) experience. Compulsory registration with South African Geomatic Council (SAGC) as a Survey Technician / Surveyor. The disclosure of a valid unexpired driver's license. A valid skipper's license category R power driven vessels will be an added advantage. Project Management and planning skills. Supervisory skills. Financial management and Interpersonal relationship skills. Good communication skills (both verbal and written. Physical fitness. Computer literacy skills preferable in MS Excel, MS Word, and MS Power Point. CAD and survey calculation packages in particular Model Maker, MS Office, Hypack and Trimble business Centre. Practical experience: Precise Engineering Surveys, Topographic- and detail surveys, Hydrographic Surveys and Cadastral Surveys. Be fully conversant with GPS and other survey equipment (Total Stations, levels etc.). Good leadership qualities. Willingness to travel throughout South Africa for the execution of some duties.

**DUTIES** : Precise Engineering surveys for deformation and settlement monitoring of structures. Topographic and detail surveys for design and construction. Hydrographic surveys for capacity determination and processing of echo soundings. Cadastral Surveys for determination of servitudes and purchase lines. Make use of computer equipment to produce final maps and reports. Perform survey duties away from the office and. Planning, performing, supervising, and evaluating of deformation, tacheometrical, hydrographic, aerial, cadastral surveys, and ground control. GPS Static and Kinematic surveys and processing. Training and supervision of Survey Technicians and Assistant Survey personnel. Compile specifications for procurement of survey equipment and services. Manage the supervision of equipment maintenance.

**ENQUIRIES** : Mr. HFM Lodewyk Tel No: (041) 508 9769  
**APPLICATIONS** : WRIOM Southern Operations (Port Elizabeth/Gqeberha): Please forward your application quoting the relevant reference number to The Department of Water and Sanitation, P.O. Box 5501, Walmer, Port Elizabeth, 6065, or hand deliver at 50 Heugh Road, Lion Roars Office Park c/o 3rd Avenue and Heugh Road, Walmer

**FOR ATTENTION** : Mr. M Jonkerman  
**NOTE** : Candidates may be subjected to a skills and knowledge test.

**POST 27/86** : **ASSISTANT DIRECTOR: INTERNAL AUDIT (QUALITY ASSURANCE) REF NO: 210823/010**  
 Chief Directorate: Internal Audit  
 Sub-Directorate: Forensic Investigations and Quality Assurance

**SALARY** : R424 104 per annum (Level 09)  
**CENTRE** : Pretoria Head Office

- REQUIREMENTS** : A bachelor's degree at (NQF level 7) in Internal Auditing/Auditing/Accounting. Three (3) years relevant experience in Internal Audit or Quality A post graduate Diploma Internal Audit or Certified Quality Assessor/ validator will be an added advantage. The disclosure of a valid unexpired driver's license. Knowledge of the Public Finance Management Act and Treasury Regulations. Knowledge and understanding of IIA Standards for the professional Practice of Internal Auditing (SPPIA). Knowledge of Generally Recognized Accounting Practice (GRAP). Knowledge and understanding of Public Service Legislative framework. Competencies Needed: Report writing, presentation, facilitation, research, and project management skills. Planning and organizing, problem solving and analysis. Computer literacy skills. Good communication skills (both verbal and written). People management skills, client orientation and customer focus.
- DUTIES** : Develop and implement Quality Assurance and Improvement Programme (QAIP). Participate in the development of the risk based (3) year strategic annual Internal Audit coverage plans. Develop and update the Internal Audit and Audit Committee charters. Develop and implement methodologies and policies, procedure manuals for quality control and review of the projects. Conduct research and benchmarking model for Internal Audit function. Develop Teammate libraries and working paper templates. Ensure compliance on audit projects in line with International Standards for the Professional Practice of Internal Audit. Perform ongoing and periodic reviews on audit assignments. Ensuring that all findings raised during quality review are attended on time. Ensure proper administration on the Teammate audit system. Provide Teammate training to new Internal Audit staff. Coordinate with other internal and external assurance service providers to ensure proper coverage to minimize duplication of efforts. Prepare a year schedule for the Audit Committee. Manage the administration of the Audit Committee (recording of minutes). Prepare the Quality Assurance quarterly report to the Audit Committee. Continuously updating the Quality Assurance implementation plan. Keep up to date with the new development in Internal Audit. Manage the sub programme human resource through developing, implementation and monitoring the annual staff development, job training and continued professional development.
- ENQUIRIES APPLICATIONS** : Ms. S. Toto Tel No: (012) 336 8228  
: 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 27/87** : **ENGINEERING TECHNOLOGIST PRODUCTION GRADE A - C REF NO: 210823/11**  
Branch: Regulations, Compliance and Enforcement
- SALARY** : R410 388 – R622 134 per annum, (all-inclusive OSD packages), (offer will be based on proven years of experience)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Bachelor of Technology in Engineering (B Tech) or relevant qualification. Three (3) years post qualification Engineering Technologist experience required. The disclosure of a valid unexpired driver's license. Compulsory registration with ECSA as a Professional Engineering Technologist. Knowledge of programme and project management. Knowledge of technical design and analyses of dams. Significant dam engineering experience related to design, flood hydrology, construction, management, and safety of dams with a safety risk. Knowledge of the water sector and relevant legislation (including but not limited to the Chapter 4 and Chapter 12 of National Water Act (NWA, Act No. 36 of 1998) and the Dam Safety Regulations published in Government Notice R. 139 of 24 February 2012). Understanding of research and development. Computer-aided engineering applications including relevant computer software knowledge. Technical report writing, networking, and professional judgement. Problem solving and analysis, decision making, team leadership, creativity, self-management, customer focus and responsiveness. Sound interpersonal and leadership skills. Strong verbal and written communication skills. Planning, organizing and people management. Willingness to travel throughout South Africa for the execution of some duties.
- DUTIES** : Investigate, analyze and recommend classification of dams. Evaluate applications of Approved Professional Persons (APPs). Evaluate and investigate engineering aspects of license applications for the construction of new dams, alteration of existing dams, first filling and operational aspects of



dams. Monitor the safety evaluation and investigation reports and carry out risk assessments of dams. Follow up on dam safety betterment work with dam owners. Liaise with regional offices, dam owners, professional persons, APPs and the public regarding dam safety matters. Conduct dam safety inspections at dams with a safety risk. Respond to emergency situations, such as dam failures, at dams and action Emergency Preparedness Plans (EPPs). Conduct site visits to illegal or unlawful constructed dams and compile technical reports for the issuance of illegal dam letters and directives. Develop, maintain guidelines and policies. Advise on dam safety matters and legislation. Generate reports and statistics to measure progress with the Dam Safety Program. Support the Chief- / Specialist Engineer with all reasonable requests pertaining to dams with a safety risk. Assist with the development of Candidate Engineering Technologists for registration as professionals.

**ENQUIRIES**  
**APPLICATIONS**

- : Mr. W Ramokopa Tel No: (012) 336 7953
- : 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.
- : Recruitment and Selection Unit

**FOR ATTENTION**