

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE
NOTE

- : 05 December 2025
- : Interested applicants must submit their applications via the online link <https://erecruitment.dws.gov.za/> 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 on the online Z83 must be completed as these fields are regarded as compulsory. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). SAQA evaluation certificate must accompany foreign qualifications (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. Candidates will be required to complete a financial disclosure form and undergo 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 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 43/144**

- : **DIRECTOR: BUSINESS MANAGEMENT REF NO: 051225/01**
Branch: Infrastructure Management
Dir: Construction Management

SALARY
CENTRE
REQUIREMENTS

- : R1 266 714 per annum (Level 13), (all-inclusive salary package)
- : Pretoria Head Office
- : A relevant NQF Level 7 qualification in Business Management, Construction Management, Engineering, Built Environment, or a closely related field. A qualification that combines business studies with a built-environment discipline will be an added advantage. Five (5) years of experience at a middle/senior managerial level preferably within an infrastructure delivery environment, construction management, or a business-unit operational context. Demonstrable knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, public-sector procurement frameworks, financial management principles, and compliance requirements. Understanding of programme and project management methodologies, risk management, and performance management systems. Proven capability in strategic planning, operational oversight, organisational development, problem solving, stakeholder engagement, and leading multidisciplinary teams.

DUTIES

- : Lead the optimisation of the Construction Business Unit, ensuring the unit functions as a fully-fledged internal contractor with sound operational systems, financial discipline, and service standards. Oversee operational business management, including the development and implementation of business processes, service delivery models, financial monitoring tools, performance dashboards, and efficiency improvement mechanisms. Coordinate construction project risk management, including risk identification, mitigation planning, monitoring and reporting across all construction sites. Ensure effective management of Safety, Health, Environment, Risk, Security and

Quality (SHERSQ) standards across construction operations in line with statutory requirements. Guide project development and technical coordination, ensuring that construction inputs, technical documentation, planning processes, and execution strategies align with departmental priorities. Lead corporate support service functions for the Construction Unit, including HR planning, skills development, contract administration, compliance processes, governance support, and administrative systems. Develop and maintain policies, SOPs and frameworks that support consistent delivery, accountability, and standardisation across the Unit. Drive business sustainability, including workload forecasting, cost recovery models, pricing of services, internal billing systems, expenditure controls, productivity optimisation, and long-term financial health of the unit. Identify and secure potential internal and external construction opportunities, including client engagement, business development activities, pipeline tracking, and improving the unit's competitiveness. Champion innovation and continuous improvement, introducing digital tools, modern construction management systems, and best practice methodologies to enhance efficiency and service delivery.

ENQUIRIES : Ms MM Maraka Tel No: (012) 336 7073
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

OTHER POSTS

POST 43/145 : **DEPUTY DIRECTOR: CORPORATE COMMUNICATION REF NO: 051225/02**
 Branch: Corporate Support Services
 CD: Corporate Communication

SALARY : R896 436 per annum (Level 11), (all-inclusive salary package)
CENTRE : Pretoria Head Office
REQUIREMENTS : A relevant NQF level 7 as recognised by SAQA. Five (5) years of managerial experience at (Assistant Director) level in a communications environment. Knowledge in graphic design and multimedia production. Knowledge in public administration. Knowledge of design principles, techniques and tools. Knowledge of the writing process reviewing and proofreading. Proven experience in the designing of Annual Reports, Annual Performance Plan, other corporate publications and multimedia. Understanding of water sector legislation. Knowledge of financial management and PFMA. Knowledge of techniques and procedures for the planning and execution of operations. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Good communication skills both (verbal and written). Accountability and ethical conduct.

DUTIES : Manage the department's media and multimedia production initiatives. Develop and implement media production plans. Develop and guide implementation of annual graphic design and multimedia production deliverables. Analyse annual departmental graphic design and multimedia production needs. Develop and guide implementation of creative concepts and products for departmental campaigns. Generic unit management outputs. Manage human resource discipline within the unit.

ENQUIRIES : Dr M Mathebula Tel No: (012) 336 7387/8012
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 43/146 : **DEPUTY DIRECTOR: MEDIA LIAISON REF NO: 051225/03**
 Branch: Corporate Support Services
 CD: Corporate Communication

SALARY : R896 436 per annum (Level 11), (all-inclusive salary package)
CENTRE : Pretoria Head Office
REQUIREMENTS : A relevant NQF level 7 as recognised by SAQA. Five (5) years of managerial experience at (Assistant Director) level in a communications environment. Disciplinary knowledge in communication and media studies. Knowledge of media principles, techniques and tools. Experience of the writing process, copy writing and proofreading. Knowledge of financial management and PFMA. Knowledge of managing human capital. Knowledge of techniques and procedures for the planning and execution of media operations. Understanding of programme and project management. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Good

		communication skills both (verbal and written). Accountability and ethical conduct. Ability to work under pressure and meet deadlines. An understanding of and commitment to government objectives, policies and programmes.
<u>DUTIES</u>	:	Develop and manage the implementation of media plans in line with policies and communication strategy of the department. Ensure media database developed and updated regularly. Develop media products to profile work of the department. Manage the implementation of the media plan to publicise the work of the department. Coordinate media engagements, build strong media relations, and produce timely, accurate content and quality assurance tools to ensure consistent and effective departmental communication. Manage departmental social media platforms and campaigns. Manage and monitor regional communications.
<u>ENQUIRIES</u>	:	Dr M Mathebula Tel No: (012) 336 7387/8012
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 43/147</u>	:	<u>SENIOR HUMAN RESOURCE PRACTITIONER REF NO: 051225/04</u> Branch: Corporate Support Services CD: Human Resource Management Dir: Planning, Recruitment and Selection (Re-advertisement, applicants who have previously applied must re-apply)
<u>SALARY</u>	:	R397 116 per annum (Level 08)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A National Diploma at (NQF) level 6 in Human Resources Management or relevant qualification with majors in Human Resource Management. Three (3) to four (4) years' experience in specialisation in Recruitment and Selection and OSD appointment procedures. Experience in developing and managing data tracking systems and reporting on progress of filling of posts. Knowledge and experience in drafting reports and submissions. Knowledge and experience of administrative, clerical procedures and systems. Knowledge and understanding of Human Resource Management legislation, policies, practices, procedures and Human Resource Planning. Knowledge of equal opportunities and affirmative action guidelines and laws. Understanding of socio-economic and development issues. Extensive exposure to OSD recruitment processes, verifications and knowledge and understanding of the OSD Framework. Problem solving and decision-making skills. Good communication and presentation skills (written and verbal). Strong negotiation and conflict management skills.
<u>DUTIES</u>	:	Facilitate Recruitment and Selection processes. Prepare detailed schedules (long list), score sheets and applications from the Z83 application system. Supply statistics regarding employment equity. Facilitate the shortlisting and interview processes. Draft appointment submissions and route for approval. Render a human resource advisory service to line managers on recruitment and selection. Ensure that OSD appointments are done in compliance with the OSD Framework. Ensure personal suitability checks. Ensure the promotion of effective human resource management. Ensure that policies / legislations / prescripts are followed and complied with during the recruitment and selection process. Monitoring and evaluation of all HR processes, supervision, training and motivation of staff. Co-ordinate and conduct investigations of human resource related problems and advise management accordingly. Management of Human Resources which include, staff and work allocation to subordinates. Management of the recruitment and selection database.
<u>ENQUIRIES</u>	:	Ms L Van Wyk Tel No: (012) 336 7147
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 43/148</u>	:	<u>ENGINEERING TECHNICIAN PRODUCTION GRADE A-C (ENGINEERING SERVICES) REF NO: 051225/05 (X2 POSTS)</u> Branch: Infrastructure Management: Head Office Dir: Technical Engineering Support Services SD: Drawing Services
<u>SALARY</u>	:	R391 671 – R586 665 per annum, (OSD), (Offer will be based on proven years of experience)
<u>CENTRE</u>	:	Pretoria Head Office

REQUIREMENTS

: A National Diploma in Civil Engineering or relevant qualification. Three (3) years post qualification technical engineering experience. A valid and unexpired driver's license. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Engineering Technician (Civil stream). Experience in technical design and analysis. Extensive computer-aided design (CAD) and related engineering application experience. Excellent communication skills (both written and verbal), good report writing and presentation skills. Sound interpersonal skills as well as the ability to work in a multi-disciplinary team.

DUTIES

: Provide technical services and support in a design drawing office environment. Produce and edit civil engineering designs and drawings. Work independently as well as in teams assisting engineers and technologists. Promote safety in line with statutory and regulatory requirements. Ensure quality of technical designs and drawings in line with standards and specifications. Compile and submit reports as required. Provide guidance and mentorship for Graduate trainees and candidate technicians. Continuous professional development to keep up with new technologies and procedures. Research/literature studies on engineering technology to improve expertise. Liaise with relevant bodies/council on engineering related matters.

ENQUIRIES

: Mr. D Johnson Tel No: (012) 336 8201

APPLICATIONS

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