

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE
NOTE

: 27 February 2026
 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. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. 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 05/334

: **DIRECTOR: WATER SERVICES REGULATION REF NO: 270226/01**
 Branch: Water and Sanitation Services Management: EC
 CD: Provincial Operations: Eastern Cape

SALARY
CENTRE
REQUIREMENTS

: R1 266 714 per annum (Level 13), (all-inclusive salary package)
 : East London
 : Relevant NQF level 7 qualification in Science or equivalent qualification. Five (5) years of experience at a middle / senior managerial level in water services environment. The disclosure of a valid unexpired driver's license. Knowledge in the formulation of water services strategy. Knowledge and experience in policy development and implementation. Knowledge and understanding of water act and related legislation. Supervisory skills. Knowledge of financial management and public finance management Act (PFMA). Knowledge in the operational plans of Water Schemes and municipalities. Knowledge in the plans of wastewater management. Knowledge in the operational plans of other industries and water sector forums in water related matters.

DUTIES

: Ensure compliance to drinking water norms and standards. Monitor compliance to drinking water services standards. Conduct technical inspections on drinking water plants. Implement blue drop programmes. Ensure compliance to wastewater and sanitation services norms and standards. Monitor compliance to municipal wastewater standards. Conduct technical inspections on wastewater plants. Implement green drop programmes. Regulate on-site and non-sewered sanitation. Monitor. Analyse and publish on Institutional Performance Assessment Programme (IPAP) and No Drop Programme by WSAs. Implement IPAP programme. Regulate municipal water use efficiency (No Drop). Monitor municipal water and sanitation tariffs. Provide strategic leadership and business planning. Operational planning and reporting.

ENQUIRIES
APPLICATIONS

Financial planning and reporting. Supply chain planning and reporting. Human resource planning and reporting. Human resource development and performance management.

Ms P Makhanya Tel No: (043) 604 5401

All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

OTHER POSTS

POST 05/335

SCIENTIST MANAGER GRADE A REF NO: 270226/02

Branch: Water Resource Management

Dir: Resource Quality Information Services

Re advertisement, applicants who have previously applied must reapply.

SALARY
CENTRE
REQUIREMENTS

R1 099 488 per annum, (all-inclusive OSD salary package)

Pretoria (Roodeplaat)

An MSc degree or relevant qualification in Numerical, Earth or Natural Science. Six (6) years post BSc Natural Scientific experience. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's licence. A certification in information systems analysis, design, and development, backed by relevant experience. Working knowledge of National Water Act, 1998 (Act No 36 of 1998), related legislation policies. Computer literacy. Knowledge of PFMA and Occupational Health and Safety Act. Planning and organising, people management, conflict management, negotiation, change management skills. Mentoring of candidate scientists. Experience in design, development and maintenance of water resources information systems. Experience in information systems project management and financial management skills. Good communication, presentation, and networking skills. Ability to review technical and scientific reports and provide recommendations. 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. The ability to work independently, to interact with internal/external stakeholders, Professional Service Providers (PSPs) and planning partners in the water sector. Working knowledge of research and development. Computer aided scientist applications. Creation of high-performance culture. Sound administrative skills and a demonstrated commitment to service delivery.

DUTIES

Provide leadership and management to the Sub-directorate: Resource Quality Information. Lead the analysis, design, development and maintenance of water quality information databases and systems. Lead, coordinate and develop methodology for the analysis and generation of water resource quality data, information and knowledge products. Develop and implement water resource quality information dissemination tools. Lead and coordinate technical reporting and publication of water resource quality information, through reports, publications and websites. Review scientific documents and publications on water resource quality information. Lead and coordinate training of the DWS officials and the DWS entities on the use of water resource quality information databases and systems. Compile technical, scientific, performance reports, project plan and reports, audit reports, risk reports, operational plan, demand management plan and procurement plan.

Ms T Masilela Tel No: (012) 808 9619

All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 05/336

CONTROL ENGINEERING TECHNOLOGIST GRADE A REF NO: 270226/03

Branch: Infrastructure Management: Head Office

Dir: Strategic Infrastructure Asset Management

Sd: Conveyance System

SALARY
CENTRE
REQUIREMENTS

R921 900 per annum, (all-inclusive OSD salary package)

Pretoria Head Office

Bachelor of Technology in Civil Engineering (B Tech or relevant qualification. Six (6) years post qualification engineering Technologist experience required. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Civil Engineering Technologist. The disclosure of a valid unexpired driver's license. Knowledge and experience in project management, contracts management and understanding of procurement processes in the Public Sector is recommended. Technical design and analysis knowledge. Technical report writing. Must have experience in managing rehabilitation of

conveyance systems, specifically in aspects of canals, pipeline, tunnels, pumpstations and reservoirs. Experience in managing rehabilitation of water treatment works will be an added advantage. Must have experience in asset lifecycle management of water resources infrastructure Sound financial planning and management. Ability to communicate, conflict management, contract dispute resolution and negotiation skills will be an added advantage. Decision making, team leadership, creativity and self-management. Customer focus and responsiveness. Good communication skills both (verbal and written). Planning, organising people management skills. Computer literacy and the ability to use most common MS Office programs is highly recommended. Ability to work with program management software such as MS Project will be an added advantage.

<u>DUTIES</u>	: Manage the Conveyance Systems Management Sub-Directorate. Oversee all aspects of project implementation in accordance with the applicable standard contracts such as SAICE GCC 2015, FIDIC and NEC Suits of contracts. Provide engineering designs and supervision to conveyance related projects. Manage the technical, environmental, contractual, risk, social and financial aspects of Conveyance Systems Management' rehabilitation projects. Ensure compliance with technical standards, legal requirements, timeframes, and approved budgets during the implementation of projects. Support operational and maintenance of conveyance systems. Manage production and term contracts to assist operations with maintenance, rehabilitation and betterment of conveyance infrastructure. Provide engineering assistance with the management of major equipment overhauls and upgrades in all the operational areas. Develop maintenance guidelines for conveyance infrastructure. Perform evaluation of Department of Water and Sanitation conveyance system by means of instrumentation and assessment as required by legislation and /or departmental policies. Develop and manage budget for the Sub-Directorate. Provide inputs of the budget to Cluster Offices when required. Ensure Departmental targets regarding BEE targets are adhered to. Overall management of the Sub-Directorate Conveyance Systems Management including the inputs into the Directorates business plan. Provide progress reports on the achievement of objectives for the Directorate.
<u>ENQUIRIES</u>	: Ms N Mwandla Tel No: (012) 336 7435
<u>APPLICATIONS</u>	: All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 05/337</u>	: <u>SCIENTIST (PRODUCTION) GRADE A – C REF NO: 270226/04</u> Branch: Infrastructure Management: Head Office Dir: Engineering Services
<u>SALARY</u>	: R761 157 – R1 144 008 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
<u>CENTRE REQUIREMENTS</u>	: Pretoria Head Office A relevant BSc (Honours) Degree in Applied Geology, Geology, Geological Sciences, or relevant qualification. Three (3) years post qualification experience in the following fields: Engineering Geology, Geohydrology, Geophysics, Soil Mechanics, Rock Mechanics as a Natural Scientist. Professional Scientist registration with the South African Council of Natural Scientific Professions (SACNASP) in the field of practice Geological Sciences or Earth Sciences as a Natural Scientist. The disclosure of a valid unexpired driver's license. Working knowledge of National Water Act, 1998 (Act No 36 of 1998), Dam Safety Regulations, 2012 (No. 35062) and related policies. Computer literacy. Working knowledge of relevant Engineering Geological and Geotechnical Engineering legislation and related policies. Knowledge of National Environmental Management: Waste Act 2008 and Mineral and Petroleum Resources Development Act 2002 Act for Borrow Areas, Quarry Development and Stock Piling. Knowledge of PFMA and Treasury Regulations 16. Knowledge of Occupational Health and Safety Act. Ability to review technical and scientific reports and provide recommendations. Exposure to construction environment 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, organising, 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.

<u>DUTIES</u>	: Provide geological services towards the development, maintenance, rehabilitation, and refurbishment of bulk water infrastructure projects. This includes amongst others, 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.
<u>ENQUIRIES</u>	: Dr N Mgabisa Tel No: (012) 336 8561
<u>APPLICATIONS</u>	: All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 05/338</u>	: <u>ENVIRONMENTAL OFFICER: SPECIALISED PRODUCTION GRADE A REF NO: 270226/05</u> Branch: Infrastructure Management: Head Office Dir: Environmental Impact Monitoring (EIM)
<u>SALARY</u>	: R498 816 per annum, (OSD)
<u>CENTRE</u>	: Pretoria Head Office
<u>REQUIREMENTS</u>	: A relevant Honours Degree in Environmental Studies or related Science fields (Water Resource Management; Chemistry; Ecology; Biology; Plant Science; Zoology; GIS; Soil Science; Geology; Geography. Environmental Policy and Environmental Management). Three (3) years post qualification experience will serve as an added advantage. Computer literacy. The disclosure of a Valid unexpired driver's license. Experience in any of the following work spheres will serve as an advantage: Environmental Impact Assessment, GIS, Mining permits/ MPRDA regulations, Contract Management; Compliance Monitoring & Enforcement and implementation of Chapter 4 of National Water Act. Working knowledge of National Water Act, 1998 (Act No 36 of 1998) and related policies. Working knowledge of NEMA and related environmental legislation, related regulations and policies. Knowledge of Integrated Water Resources Management. Ability to review technical and scientific reports and provide recommendations. Exposure to construction projects and related environmental requirements. 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.
<u>DUTIES</u>	: Give support and guidance to the DWS Infrastructure Management Branch and other DWS units. Drafting of Screening Reports to determine the level of authorization required and to determine also if an independent Environmental Assessment Practitioner is required in compliance with NEMA and related EIA Regulations. Environmental Control Officer (ECO) Services for project that does not require independent ECO. This includes doing monthly audits and making sure the DWS complies relevant legal prescripts (MMPs, directives, section 28 of NEMA ect). Participate as Project Management Team member (Environmental Specialist) for the implementation phase of the projects. Drafting of Terms of Reference and budgeting for the appointment of specialists/ PSP (ECO, EAPs, archaeologists, ecologists ect). Contract management after the PSP has been appointed (approving invoices based on deliverables, monthly progress meetings ect). Provide integrated environmental services towards the development, maintenance, rehabilitation and refurbishment of bulk water infrastructure projects. Attend meetings and manage conflict among various stakeholders during the relocation and settlement negotiation process.
<u>ENQUIRIES</u>	: Mr Lucky Mzanya Tel No: (012) 336 8582

<u>APPLICATIONS</u>	: All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 05/339</u>	: CHIEF ARTISAN GRADE A: ELECTRICAL/MECHANICAL (WORKSHOP) REF NO: 270226/06 Branch: Infrastructure Management Head Office Cd: Water Resource Infrastructure Operations And Maintenance Dir: Strategic Infrastructure Asset Management
<u>SALARY</u>	: R480 261 per annum, (OSD)
<u>CENTRE</u>	: Standerton Area Office
<u>REQUIREMENTS</u>	: An Appropriate Trade Test Certificate in Electrical/Mechanical. Ten (10) years post qualification experience required as an Artisan/Artisan Foreman. The disclosure of a valid unexpired driver's license. Knowledge of Asset Management Plan (AMP) and Maintenance Strategies. Knowledge of project management. Understanding technical design and analysis knowledge. Understanding computer-aided technical applications. Knowledge of technical report writing and technical consulting. Understanding production, knowledge and skills. Decision making, teamwork, creativity, financial management, customer focus and responsiveness, planning and organizing. Good communication skills both (verbal and written). Knowledge of computer skills. Change of problem solving and analysis.
<u>DUTIES</u>	: Manage the Electrical/Mechanical Workshop and ensure compliance to prescribed standards in ensuring safe and serviceable infrastructure (pumps, valves, sluices, auxiliary drives, cranes, water vessels, motors, etc.) on Government Water Schemes through planned maintenance schedules, unplanned repairs, and refurbishment projects. Develop and manage the Material Requirements Plan (MRP), compile material quantities and ensure timely procurement in line with Supply Chain Management (SCM) processes. Monitor and maintain material stock levels (Min and Max) by liaising and obtaining quotations from suppliers according to the SCM processes. Liaise with the Technical team for product specifications and ensure that materials are procured in compliance with specifications and standards. Identify assets for disposal, develop and implement disposal strategy for immovable assets across the Government water Schemes, and update the Asset Management Plan (AMP). Supervise, and assess performance of workshop staff, identify training needs and ensure compliance with Occupational Health and Safety (OHS) requirements. Prepare technical reports, provide input into project planning and execution, and ensure efficient utilization of financial and material resources.
<u>ENQUIRIES</u>	: Ms N Mwandla Tel No: (012) 336 7435
<u>APPLICATIONS</u>	: All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 05/340</u>	: ENGINEERING TECHNICIAN PRODUCTION GRADE A - C REF NO: 270226/07 (X5 POSTS) Branch: Infrastructure Management: Head Office Dir: Strategic Infrastructure Asset Management Sub Dir: Rocs
<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
<u>REQUIREMENTS</u>	: 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. The disclosure of a valid unexpired driver's license. Understanding of project management. Technical design and analysis knowledge. Understanding of research and development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Networking, and professional judgement. Problem solving and analysis. Decision making, team leadership, creativity and self-management. Customer focus and responsiveness. Good communication skills both (verbal and written). Planning, organising people management skills.
<u>DUTIES</u>	: The successful candidate will be responsible for project management of conveyance system rehabilitation projects. Responsible for projects from inception to Close-outs stage. Represent Client and provide technical input during site and technical meetings. Ensure compliance with technical standards, legal requirements, timeframes, and approved budgets during the implementation of projects. Support operational and maintenance of conveyance systems. Ensure through evaluation that planning and design by

<u>ENQUIRIES</u>	others is done according to sound and engineering principles. Aid in evaluation of Department of Water and Sanitation conveyance system by means of instrumentation and assessment as required by legislation and/or departmental policies.
<u>APPLICATIONS</u>	: Ms N Mwandla Tel No: (012) 336 8736 All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 05/341</u>	: <u>ARTISAN PRODUCTION GRADE A – C: ELECTRICAL/MECHANICAL (WORKSHOP): REF NO: 270226/08</u> Branch: Infrastructure Management: Head Office Cd: Water Resource Infrastructure Operations and Maintenance Dir: Strategic Infrastructure Asset Management
<u>SALARY</u>	: R243 597 – R408 048 per annum, (OSD), (Offer will be based on proven years of experience)
<u>CENTRE REQUIREMENTS</u>	: Standerton Area Office An Appropriate Trade Test Certificate in Electrical/Mechanical. At least 3 years' post-apprenticeship appropriate experience will serve as an added advantage. The disclosure of a valid unexpired driver's license. Knowledge and practical exposure of maintenance of rotating equipment. Knowledge of project management. Understanding technical design and analysis knowledge. Understanding computer-aided technical applications. Knowledge of legal compliance. Understanding technical reports. Knowledge of production, process knowledge and skills. Decision making, teamwork, creativity, analytical skills, self-management, customer focus and responsiveness, planning and organizing. Good communication skills both (verbal and written. Knowledge of computer skills. Change of problem solving and analysis.
<u>DUTIES</u>	: Operate basic mechanical/electro-mechanical equipment and machinery according to prescribed standards and schedules. Carry out routine tasks following detailed instructions to meet performance targets. Assist in the maintenance of the store's inventory of critical spares and the determination of stocking levels and reorder points. Checking the status of store machinery, equipment/plant, and communicating any malfunction to the supervisor. Identify assets for spares or scrapping and prepare the necessary reports to facilitate their disposal. Provide qualified electrician and fitter services as required. Liaise with the Government water Schemes and develop material requirements to update the demand plans for procurement. Provide input in the development and review of maintenance strategies and policy. Provide input in the review and updating of the asset management plan. Supervise tradesman aides and workshop assistants; provide on-the-job training and ensure adherence to workshop safety protocols. Ensure compliance with safety, health, environmental, and quality standards in all maintenance work.
<u>ENQUIRIES</u>	: Mr. KW Mahlane Tel No: (012) 336 6921
<u>APPLICATIONS</u>	: All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 05/342</u>	: <u>TRADESMAN AID: ELECTRICAL/MECHANICAL (WORKSHOP) REF NO: 270226/09 (X5 POSTS)</u> Branch: Infrastructure Management: Head Office Cd: Water Resource Infrastructure Operations and Maintenance Dir: Strategic Infrastructure Asset Management
<u>SALARY</u>	: R163 680 per annum (Level 03)
<u>CENTRE REQUIREMENTS</u>	: Standerton Area Office NQF level 3 (Grade 10 certificate or relevant qualification. Six (6) months trade related experience. Basic knowledge in maintenance of structure and managing the water distribution for all government waterworks within the area Office's jurisdictions. Basic knowledge in policy implementation. Basic knowledge in monitoring and evaluation principles. Basic disciplinary knowledge in Occupational Health and Safety. Basic disciplinary knowledge in Public Administration. Basic knowledge in supporting water utilisation and water resources strategy. Basic knowledge of flood controlling. Basic understanding of government legislation.
<u>DUTIES</u>	: Provide assistance in the maintenance of facilities, vehicles and equipment. Perform routine maintenance on electrical equipment in accordance with established standards. Repair, clean, service and ensure the safe keeping of equipment and tools according to standards. Store all equipment securely in the designated storeroom. Assist the Artisan (Electrical/Mechanical) with executing maintenance, repairs, and service of machinery and installations.

Carry, handle and maintain tools and equipment in good condition. Assist the Artisan with material store inspections, record keeping, and updating the stock levels. Perform administrative duties following instructions from the supervisor. Maintain cleanliness and general good housekeeping practices within the workshop and material storage area. Load and offload tools, materials, and equipment on a daily basis. Operate a brush cutter and slashes when required. Provide daily reports to the supervisor on all defects and abnormal activities.

ENQUIRIES : Mr KW Mahlane Tel No: (012) 336 6921
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 05/343 : **GENERAL STORES ASSISTANT REF NO: 270226/10 (X2 POSTS)**
Branch: Infrastructure Management: Head Office
Dir: Strategic Infrastructure Asset Management

SALARY : R163 680 per annum (Level 03)
CENTRE : Standerton (Strategic Stores)
REQUIREMENTS : Relevant NQF Level 1. One (1) year of experience in warehouse. Knowledge of stores equipment and appliances. Knowledge of receiving and issuing materials. Knowledge of tracking order status. Knowledge of updating stores procedures. Knowledge of chemical use (dilution / mix) chemical product knowledge. Knowledge of daily maintenance procedures for efficient machine / equipment performance. Basic knowledge in supporting water utilisation and water resource strategy. Knowledge of health and safety procedures. Knowledge of stores maintenance and issuing practices. Basic understanding of government legislation.

DUTIES : Receive and distribute stock and materials. Manage stock issuing and control. Maintain accurate documentation and reporting. Physical verification of asset and compilation of the disposal list for strategic assets. Ensure safe and organised storage. Bar coding of assets on the system and allocation of bar code numbers on assets. Coordinate stock logistics and support operations.

ENQUIRIES : Mr K Mahlane Tel No: (012) 336 6921
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>