

## ANNEXURE K

### DEPARTMENT OF WATER AND SANITATION

#### CLOSING DATE NOTE

: 06 March 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.

#### OTHER POSTS

#### POST 06/72

: **CHIEF ENGINEER GRADE A: DAM SAFETY REGULATION REF NO: 060326/01**  
Branch: Regulation Compliance and Enforcement  
Dir: Dam Safety Regulation

#### SALARY CENTRE REQUIREMENTS

: R1 266 450 - R1 446 921 per annum, (all-inclusive OSD salary package)  
Pretoria Head Office  
: An Engineering degree (B Eng / BSc (Eng) in Civil Engineering. Six (6) years post qualification experience in Civil Engineering field. Compulsory registration with ECSA as a Professional Engineer. The disclosure of a valid unexpired drivers license. Willingness to travel throughout South Africa for the execution of some of the duties. Extensive dam engineering experience related to design, flood hydrology, construction, management and safety of dams. Knowledge of the water sector and relevant legislation. Sound interpersonal, conflict resolution and leadership skills. Computer literacy and strong verbal and written communication skills.

#### DUTIES

: Investigate, analyse and recommend classification of dams. Evaluate and investigate engineering aspects of license applications for the construction of new dams, alteration of existing dams, first filing and operational aspects of dams. Monitor the safety evaluation and investigation reports and carry out risk assessments. Follow up on dam safety betterment work with owners of dams. Develop/maintain guidelines and policies on dams with safety risk. Liaise with regional officials, dam owners, professional engineers and the public. Give presentations and advice on dam safety matters and legislation. Supervise and

	train Engineering Technicians as required. Generate reports and statistics to measure progress with the Dam Safety Programme.
<b><u>ENQUIRIES</u></b>	Mr WM Ramokopa at 082 328 4189
<b><u>APPLICATIONS</u></b>	All applications to be submitted online on the following link: <a href="https://erecruitment.dws.gov.za">https://erecruitment.dws.gov.za</a>
<b><u>NOTE</u></b>	This appointment will be made on the minimum notch of the salary range, however, a higher notch within the salary range of Grade A will be considered based in relation to the provisions of the Public Service Regulation 2016 as amended, i.e. provision of the candidate's current salary advice.
<b><u>POST 06/73</u></b>	<b><u>ENGINEER PRODUCTION GRADE A-C (CIVIL) REF NO: 060326/02</u></b> Branch: Infrastructure Management Head Office Dir: Civil Engineering Sd: Dam Design
<b><u>SALARY</u></b>	R879 342 – R1 323 267 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
<b><u>CENTRE REQUIREMENTS</u></b>	An Engineering degree (B.Eng/ B.Sc. (Eng) in Civil Engineering. Three (3) years post qualification experience in water infrastructure related to dam design, construction and safety of hydraulic structures. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired drivers license. Excellent knowledge and understanding of engineering design and analysis, legal compliance, project management, strategic capabilities, and leadership. Excellent communication skills (written and verbal). Demonstrate appropriate knowledge and experience in the design and analysis of dams, computer applications and software used for these purposes. Demonstrate knowledge of current standards and practices of dam engineering especially in hydraulics and hydraulic structures, hydrology, geology, foundations, structural design, building materials, dam safety regulations, management of consulting engineers, contract administration and resolution of claims as well as computer applications, such as AutoCAD, SLIDE, spreadsheets and project planning software, and the ability to work independently. Demonstrate sound engineering judgement, have the ability to review, evaluate and/or assess Civil Engineering Designs completed by subordinates and/or consultants holistically.
<b><u>DUTIES</u></b>	Engineering design and analysis, reviews, and approvals of dams and their appurtenant structures. Plan and manage engineering projects throughout the entire project life cycle (ECSA Stages). Basic legal background and contract management skills for the implementation of civil engineering projects. Basic background of Service Level Agreements and interpretation of technical clauses. Excellent knowledge of Civil Engineering Specifications, Drawings, Bill of Quantities, Project Programming, cash flow projections. Ensure adherence to engineering standards and sound engineering principles on civil engineering projects. Ability to travel to Construction Sites monthly for Site Meetings, Quality Control and Quality Assurance processes. Prepare and contribute to design progress reports, design reports, site inspection/investigation reports, technical review comments and risk registers. Review and assess technical submissions, reports, drawings, and calculations for compliance with approved design criteria, applicable standards and guidelines, and contractual requirements. Promote skills transfer and development of candidate engineers. Manage resources and inputs for the facilitation of resource utilisation and the ability to work in a multidisciplinary engineering team. Research and development. Office administration and budget planning.
<b><u>ENQUIRIES</u></b>	Mr TN Burger Tel No: (012) 336 7694, Mr A Havenga Tel No: (012) 336 8814, Mr T Maphaqa Tel No: (012) 336 2106
<b><u>APPLICATIONS</u></b>	All applications to be submitted online on the following link: <a href="https://erecruitment.dws.gov.za">https://erecruitment.dws.gov.za</a>

<b><u>POST 06/74</u></b>	:	<b><u>ENGINEER PRODUCTION GRADE A – C REF NO: 060326/03</u></b>
		Branch: Infrastructure Management Head Office
		Dir: Civil Engineering
		Sd: Open Channel Systems
<b><u>SALARY</u></b>	:	R879 342 - R1 323 267 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
<b><u>CENTRE REQUIREMENTS</u></b>	:	An Engineering degree (B.Eng/ B.Sc. (Eng) in Civil Engineering. Three (3) years post-qualification engineering experience relevant to Water Engineering. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license is required as site visits and travel form part of the job description. Competency and experience in the implementation of civil engineering projects, as well as the design of hydraulic structures and water conveyance systems, is essential. Additional competencies and knowledge include engineering design and analysis, legal compliance, computer-aided engineering applications, project management, strategic capability and leadership, financial management skills, and excellent communication skills both verbal and written.
<b><u>DUTIES</u></b>	:	Plan and design civil engineering projects. Develop tender specifications. Perform reviews, approvals, and audits of engineering designs in line with established design principles, theories, and standards. Supervise engineering work and processes. Optimise design and cost-effectiveness of open channel projects, including risk management. Evaluate, edit, and authorise all designs, reports, engineering drawings, and specifications. Manage resources by preparing and consolidating inputs for effective utilisation. Manage consulting engineers and/or contractors, including contract administration and resolution of claims. Mentor and train Candidate Engineers and Technicians. Manage administrative, financial, and personnel-related functions. Technical Work Description: SD: Open Channel Systems (OCS) is a technical engineering design component that focuses mainly on the design and rehabilitation of large-scale bulk water conveyance infrastructure such as canals, inverted siphons, dam spillways, erosion protection, reject structures, energy dissipating structures, and others. All infrastructure related to National Water Infrastructure may fall under the mandate of SD: OCS, with a strong emphasis on the design of bulk water conveyance systems. Designing such systems introduces additional engineering challenges, which include (but are not limited to) the design of service roads, sub-soil drains, hydraulic structures, pump houses, chutes, retaining walls, embankments, bridges, super-passages, berms, and boundary fences etc. Engineering analyses such as hydrology, flood line studies, structural analysis, and slope stability analysis are also undertaken by SD: OCS. A strong background in Water Engineering is essential, while experience in Geotechnical Engineering, Structural Engineering, and Project Management will be considered advantageous. Proficiency in the following computer-aided design software packages will also be an added advantage: Hec-RAS, AutoCAD, AutoCAD Civil 3D, ArcGIS, Prokon, and Slide. Production Engineers working at SD: OCS must be able to write high-quality technical reports; therefore, medium- to high-level report writing skills are essential. Competence in Microsoft Word and Microsoft Excel is also of the utmost importance. Project management and contractual management of construction projects, as the Engineer or Engineer's Representative, form part of the job description. Production Engineers are also tasked with reviewing the work of their peers as well as managing and mentoring juniors working with them on projects. SD: OCS works closely with SD: Dam Design to design, construct, and test physical hydraulic models of dam spillways, based on the Froude Similarity theory.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr. HH Luttig Tel No: (012) 336 8095 All applications to be submitted online on the following link: <a href="https://erecruitment.dws.gov.za">https://erecruitment.dws.gov.za</a>
<b><u>POST 06/75</u></b>	:	<b><u>CHIEF ARTISAN GRADE A (ELECTRICAL) REF NO: 060326/04</u></b>
		Branch: Infrastructure Management: Northern Operations
		Dir: Operations Southern
		Div: Electrical Maintenance
<b><u>SALARY CENTRE</u></b>	:	R480 261 per annum, (OSD)
	:	Hartbeespoort Area Office

<b><u>REQUIREMENTS</u></b>	:	Appropriate Trade Test Certificate in Electrical engineering. Ten (10) years post qualification experience required as an Artisan/Artisan Foreman. The disclosure of a valid unexpired driver's license. Technical report writing skills, Communication skills and Computer literacy (Word, PowerPoint, Excel, Outlook). Be able to read and interpret manufacturing drawings. Knowledge and experience regarding the compliance to the Occupational Health and Safety Act workplace is essential. Proven experience in staff supervision. Knowledge/Experience with SAP will be advantageous.
<b><u>DUTIES</u></b>	:	Manage the Electrical Workshop and ensure compliance to prescribed standards in ensuring safe and serviceable infrastructure (pumps, valves, sluices, auxiliary drives, cranes, water vessels, lighting, housing, transformers, induction and synchronous motors, knowledge of MV termination, generators, compressors, earthing and lightning protection, medium voltage switch gear and protection, control panels for pump-sets, valves and dam control gates, meters, general instrumentation and large controllers, electric circuits (cranes, gates, valves etc.), motor test, knowledge of electrical hydraulic circuitry, knowledge of motor connections and application thereof, fault finding etc.) on Government Water Schemes through planned maintenance schedule and unscheduled repairs and refurbishment projects. Be involved in the planning and execution of OPEX maintenance and CAPEX maintenance. Adhere to strict maintenance plan deadlines. Manufacture items from own planning and from design drawings source, liaise and request quotations from suppliers and ensure product compliance to specifications and standards. Accept appointment as a GMR 2.7 in accordance with the Occupational Health and Safety Act (OHSA) (Act 85 of 1993), responsible person for Electrical equipment. Evaluate and identify staff training needs and assist with training facilitation processes. Manage and evaluate staff performance on an on-going basis. Compile Weekly, Monthly and Quarterly maintenance performance reports. Work requires extensive travelling to remote areas and overnight stays on a regular basis. Standby and occasional overtime work, including weekends and public holidays, will be expected from time to time.
<b><u>ENQUIRIES</u></b>	:	Mr A Naicker at 082 853 4098
<b><u>APPLICATIONS</u></b>	:	All applications to be submitted online on the following link: <a href="https://erecruitment.dws.gov.za">https://erecruitment.dws.gov.za</a>
<b><u>POST 06/76</u></b>	:	<b><u>HUMAN RESOURCE CLERK SUPERVISOR REF NO: 060326/05</u></b> Branch: Infrastructure Management: Southern Operations Dir: Operations Southern
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R325 101 per annum (Level 07) Gqeberha (Port Elizabeth)
	:	A Grade 12/Senior certificate or equivalent qualification. Three (3) to five (5) years' experience in Human Resource matters. Knowledge of PERSAL. The disclosure of a valid unexpired driver's license. Knowledge of the Public Service Act, Public Service Regulations, and relevant Human Resources prescripts. Computer literacy. Knowledge of human resources functions, practices as well as the ability to capture data and collate administrative statistics. Knowledge of registry duties. Problem solving.
<b><u>DUTIES</u></b>	:	Implement human resources administration practices. HR provisioning (Recruitment and Selection, Appointments, Transfers, verification of qualifications, secretariat functions at shortlisting and interviews, probation periods. Implement conditions of service and service benefits, Leave/PILIR, Housing, Medical, IOD, Long Service Recognition, overtime, relocation, Pension and allowances. Termination of service. Implement and approve transactions on PERSAL System. Performance management. Prepare reports on human resources administration issues and statistics. Address human resource administration enquiries. Liaise with internal and external stakeholders in relation to Recruitment and Selection. Implement termination of services. Implement appointments on PERSAL System. Keep filing records up to date. Keep and maintain the asset register of the component. Supervise human resources staff. Allocate and ensure quality of work. Personnel development. Assess staff performance. Apply discipline.
<b><u>ENQUIRIES</u></b>	:	Mr. CS Nzimande Tel No: (041) 508 9719
<b><u>APPLICATIONS</u></b>	:	All applications to be submitted online on the following link: <a href="https://erecruitment.dws.gov.za">https://erecruitment.dws.gov.za</a>
<b><u>NOTE</u></b>	:	Preference will be given to candidates from the geographical area