

DEPARTMENT OF WATER AND SANITATION

<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>CLOSING DATE</u>	:	20 March 2026
<u>NOTE</u>	:	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 DPSS 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

<u>POST 08/376</u>	:	<u>CHIEF ENGINEER GRADE A REF NO: 200326/01</u> Branch: Infrastructure Management: Head Office Dir: Strategic Infrastructure Asset Management Sd: Mechanical Asset Management
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 266 450 - R1 446 321 per annum, (all-inclusive OSD salary package) Pretoria Head Office An Engineering Degree (BEng/BSc (Eng) in Mechanical Engineering. Six (6) years post-qualification experience in mechanical engineering. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer (Pr. Eng – Mechanical). Project Management certification and/or postgraduate studies will be an added advantage. The disclosure of a valid unexpired driver's licence (except for persons with disabilities). Extensive experience in the planning, design, construction, and project management of large water resources infrastructure projects, including dams and pump stations. Proven experience in contract management and application of standard forms of contract such as GCC, FIDIC, and NEC. Knowledge and experience in asset management, condition assessments, asset verification, maintenance strategies, and lifecycle optimisation of mechanical equipment. Experience in financial planning and financial management. Detailed knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Knowledge of project risk analysis and risk management principles. Ability to function effectively in a multi-disciplinary team. Strong communication (verbal and written), negotiation, conflict

DUTIES

: management, and dispute resolution skills. Sound analytical and problem-solving abilities. Computer literacy (MS Office, MS Project, etc.) Willingness to travel extensively and work away from the office for extended periods.

: Develop, review, and update Operation and Maintenance (O&M) manuals for pump stations and dam infrastructure will be your main function. Provide specialist mechanical engineering support to Operations and Maintenance units, including breakdown investigations and fault finding. Provide input into design processes to ensure operational suitability and maintainability. Develop and maintain Asset Management strategies and systems to optimise lifecycle performance of mechanical equipment. Conduct regular inspections and condition assessments of mechanical infrastructure. Manage CAPEX programmes relating to refurbishment, rehabilitation, upgrades, and emergency works. Evaluate and update technical manuals, standard drawings, and procedures to incorporate technological advancements. Approve and supervise engineering works in accordance with prescribed norms and standards. Develop tender specifications and oversee procurement processes. Manage and oversee all aspects of infrastructure project implementation, including technical, environmental, contractual, financial, social, and risk components. Ensure compliance with technical standards, legal requirements, approved budgets, and project timeframes. Coordinate and manage contracts with service providers to ensure effective project delivery. Manage allocated project budgets and human resources to ensure efficient implementation. Facilitate skills transfer and promote adherence to sound engineering principles and codes of practice. Promote transformation, innovation, knowledge sharing, and a culture of high performance.

**ENQUIRIES
NOTE**

: Ms N Mwandla Tel No: (012) 336 7435

: 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.

POST 08/377

: **CONTROL ENGINEERING TECHNOLOGIST GRADE A REF NO: 200326/02**
Branch: Infrastructure Management: Head Office
Dir: Strategic Infrastructure Asset Management
Sd: Mechanical Asset Management

**SALARY
CENTRE
REQUIREMENTS**

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

: Pretoria Head Office

: A Bachelor of Technology (BTech) Degree in Mechanical Engineering or relevant qualification recognised by SAQA. Six (6) years post-qualification experience as an Engineering Technologist. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist (Pr Tech Eng). The disclosure of a valid unexpired driver's licence (except for persons with disabilities). Experience in providing technological advisory services, including evaluation and quality assurance of technical designs and drawings with specifications, and making recommendations for approval by the relevant authority. Experience in planning and providing technological support to engineers. Practical experience in mentoring graduate interns and training of technical personnel. Understanding of ECSA professional mentorship requirements will be an added advantage. Knowledge of contract administration, project management, and technical drawing and design principles. Understanding of procurement processes within the public sector environment. Sound financial planning and management capability. Knowledge of the National Water Act, Water Services Act, applicable environmental legislation, and the Public Finance Management Act (PFMA). Understanding of standard forms of contract used for infrastructure projects and familiarity with feasibility study processes through to project implementation. Strong communication, negotiation, conflict management, and dispute resolution skills. Computer literacy, including MS Office and MS Project. Experience in design software such as Autodesk Inventor will be an added advantage. Willingness to mentor candidates towards professional registration. Willingness to travel extensively and work away from the office for extended periods.

DUTIES

: Provide and manage technological advisory services and technical support to engineers. Render mechanical engineering support to Operations and Maintenance units, including fault finding and breakdown analysis. Provide input into mechanical designs to ensure operational suitability and maintainability. Optimise lifecycle performance of mechanical equipment and

improve design efficiency, reliability, and safety. Conduct regular inspections and condition assessments of mechanical equipment and machinery. Ensure compliance with occupational health and safety standards and statutory requirements. Monitor and supervise the evaluation of technological designs and drawings. Contribute to feasibility studies and support project implementation processes. Assist in the compilation and structuring of tender documentation in line with Construction Industry Development Board (CIDB) Best Practice Guidelines. Manage contract administration processes and provide technical and financial reporting. Supervise and manage technological personnel and related resources. Mentor graduate interns and register as an ECSA mentor where applicable. Liaise with relevant professional bodies, departmental divisions, stakeholders, and implementing agents. Solve broadly defined technological challenges using established engineering applications, techniques, and procedures. Promote transformation, knowledge sharing, innovation, and a culture of high performance. Ensure continuous professional development to remain abreast of new technologies and industry practices.

- ENQUIRIES** : Mr. JH van der Walt Tel No: (012) 336 6781
- POST 08/378** : **ENGINEER PRODUCTION GRADE A-C (CIVIL) REF NO: 200326/03**
 Branch: Infrastructure Management: Southern Operations
 Dir: Operations Southern
 Dir: Water Resources Infrastructure Operations and Maintenance
- SALARY** : R879 342 - R1 323 267 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Gqeberha/ Port Elizabeth
 : An Engineering Degree (BEng/BSc (Eng) in Civil Engineering. Three (3) years post qualification Civil engineering experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer (PrEng). Three (3) to (5) five Years experience in the field of Bulk Water Infrastructure Engineering. The disclosure of a valid unexpired Code E driver's license. Knowledge of the following fields will be an added advantage: Water infrastructure maintenance management, Flood Hydrology, Engineering Economics, Project Management, Water resources system operation, Environmental management, General Conditions of Contract for Construction Works, the National Water Act and the Public Finance Management Act.
- DUTIES** : Condition assessment of bulk raw water infrastructure. Risk based programming of infrastructure maintenance and rehabilitation. Planning of infrastructure projects. Designing rehabilitation solutions to infrastructure failure. Preparing drawings and tender documentation for infrastructure maintenance and rehabilitation projects. Managing procurement of service providers to do rehabilitation and maintenance work. Serving as Client's Agent in construction contracts. Managing maintenance and rehabilitation projects and programmes including planning, cost management and progress reporting. Inputs into the development of annual performance plans and budget for the sub-directorate Technical Support Services. Management of staff under his/her supervision. Capacity building and technical assistance on bulk raw water infrastructure to stake holders. Mentoring of graduates and technicians.
- ENQUIRIES** : Ms Z Gwetyana Tel No: (041) 508 9729
- POST 08/379** : **ENGINEER PRODUCTION GRADE A - C REF NO: 200326/04**
 Branch: Infrastructure Management: Head Office
 Dir: Strategic Infrastructure Asset Management
 Sd: Mechanical Asset Management
- SALARY** : R879 342 - R1 323 267 per annum, (all-inclusive OSD salary package), (Offer will be based on years of experience)
- CENTRE REQUIREMENTS** : Pretoria Head Office
 : An Engineering Degree (BEng/BSc (Eng) in Mechanical Engineering. Three (3) years post qualification relevant engineering experience is required. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer (Pr Eng). The disclosure of a valid unexpired driver's licence (except for persons with disabilities). Sound knowledge of integrated water resource management and water resource protection. Understanding of programme and project management principles. Knowledge of engineering design and analysis, including pumps and pump stations, dam outlet works, mechanical structural designs, and water resources infrastructure

operations. Knowledge of research and development methodologies and computer-aided engineering applications. Understanding of legal compliance, technical report writing, and application of professional judgement. Competencies required include decision-making, analytical thinking, team leadership, financial and people management, conflict management, customer focus, planning and organising, change management, innovation, and problem-solving. Excellent verbal and written communication skills, including report writing and presentation skills. Sound interpersonal skills and ability to work effectively within multi-disciplinary teams. Proven liaison and networking capability, particularly within a cooperative governance and stakeholder engagement environment. Willingness to travel extensively and work away from the office for extended periods.

DUTIES : Design and develop new mechanical systems to address practical engineering challenges, improve efficiency, enhance reliability, and promote safety. Evaluate and update existing technical manuals, standard drawings, and procedures to incorporate new technologies and best practices. Approve and supervise engineering works in accordance with prescribed norms and standards. Develop tender specifications and contribute to procurement processes. Provide training and mentorship to technicians, technologists, and candidate engineers to promote skills transfer and adherence to sound engineering principles and codes of practice. Provide office administration support and contribute to budget planning processes. Conduct research and literature studies to enhance engineering expertise and promote innovation. Render mechanical engineering support to Operations and Maintenance units, including fault finding, breakdown investigations, and performance optimisation. Develop and maintain Asset Management strategies and systems to optimise the lifecycle of mechanical infrastructure. Conduct regular inspections and condition assessments of mechanical equipment and machinery. Manage CAPEX programmes relating to refurbishment, rehabilitation, upgrades, and emergency works. Oversee and coordinate all aspects of infrastructure project implementation, including technical, environmental, contractual, financial, risk, and social components. Ensure compliance with applicable technical standards, legal requirements, approved budgets, and project timeframes during implementation of water resource infrastructure projects. Coordinate and manage contracts with service providers to ensure effective delivery. Promote transformation, knowledge sharing, innovation, and a high-performance culture within the Department.

ENQUIRIES : Ms N Mwandla Tel No: (012) 336 7435

POST 08/380 : **CONTROL ENVIRONMENTAL OFFICER GRADE A REF NO: 200326/05**
Branch: Water and Sanitation Services Management
Cd: Provincial Operations: Free State Water Services Institutions Performance
Regulation: Municipal Water Use Efficiency Regulation Free State

SALARY CENTRE REQUIREMENTS : R612 480 per annum, (OSD)
: Bloemfontein
: Four (4) year Degree or equivalent in Environmental Management or Natural Science field. Six (6) years post qualification experience in Water Services Management/Regulation or Water Use Efficiency. Previous involvement in the No Drop regulatory programme will be an added advantage. The disclosure of a valid unexpired driver's license. Effective management and leadership skills. Effective advanced computer skills: Microsoft Office Software (MS Word, Excel and PowerPoint), and other software applications. Effective communication skills both verbally and in writing with management, colleagues, and individuals outside of the organization. Effective analytical and problem-solving skills. Good planning and organizing skills. Knowledge and understanding of Human Resource Management Legislation, policies, practices and procedures. Knowledge and experience in Project and Programme Management. Research and Development skills. Technical report writing and professional judgement skills. Data analysis and presentation skills. Knowledge of policy development and analysis. Financial Management Skills. Understanding of Public Finance Management Act (PFMA), National Water Act (NWA), Water Services Act (WSA) and related legislation. Willingness to travel extensive hours.

DUTIES : Monitor Compliance to Water Use Efficiency standards and compilation of the relevant reports with recommendations. Monitor the development and implementation of Water Conservation and Water Demand Management (WC/WDM) programmes, strategies, business plans and relevant projects by Water Management Institutions including Water Services Authorities. Ensure

the roll out of WC/WDM improvement systems, measures, and procedures is compliant with sectoral determined benchmarks and water use efficiency practices. Monitoring the development and submission of the standard International Water Association (IWA) Water balances by Water Services Authorities. Assessment and monitoring of Water losses and non-revenue water using the IWA water balance information, to regulate the municipal sector. Preparations, and conducting of assessments relating to No Drop regulatory programme. Coordinating submission and monitoring implementation of submitted corrective action plans for the No Drop programme. Monitoring the loading of water use efficiency data by Water Services Institutions in the Integrated Regulatory Information System (IRIS). Compilation of presentations for catchment management forums and DWS management. Provide regulatory findings to be used for the development and facilitation of the provision of appropriate training, training manuals and courses to relevant stakeholders within the Local Government sector. Provide inputs to the Operational Plan of the Directorate. Assist with budgeting and procurement processes of the sub-directorate. Assist with compilation and submission of monthly, quarterly and annual reports (finance, performance, and risk) for the sub-directorate. Manage and supervise the work of subordinates.

ENQUIRIES : Mr N Musekene Tel No: (051) 405 9000

POST 08/381 : **CONTROL ENGINEERING TECHNICIAN: GRADE A REF NO: 200326/06**
 Branch: Water and Sanitation Services Management
 Cd: Provincial Operations Gauteng
 Dir: Infrastructure Development and Maintenance

SALARY : R551 493 per annum, (OSD)
CENTRE : Pretoria (Gauteng Provincial Office)
REQUIREMENTS : A National Diploma in Engineering. Six (6) years post qualification in Water and Sanitation 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. Knowledge and understanding of the water sector: relevant legislations: (NWA, and NEMA) together with the related policies, regulations, principles, guidelines, tools and procedures. Knowledge of project implementation and monitoring. Understanding of grants (RBIG and WSIG) management and policies. Excellent communication skills including verbal, report-writing, and presentation skills. Sound interpersonal skills as well as the ability to work in a multi-disciplinary team. Willingness to work beyond normal working hours and travel; and ability to work under pressure. Proven liaison and networking skills especially as they relate to corporative governance and stakeholder. An intimate knowledge of the General Conditions of Contract (GCC) and the Guidelines for Human Settlement, Planning & Design ("Red Book") are a requirement.

DUTIES : Perform duties in the Gauteng Region Office under the Directorate: IDM with a particular emphasis on the management, implementation, supervision and monitoring of the Regional Bulk Infrastructure Grant (RBIG), Water Services Infrastructure Grant (WSIG), Municipal Infrastructure Grant (MIG), and other engineering projects. It will be required by the incumbent to manage and monitor projects contractually, financially and technically.

ENQUIRIES : Mr D Masoga Tel No: (012) 3921477

POST 08/382 : **CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: 200326/07**
 Branch: Infrastructure Management: Head Office
 Dir: Strategic Infrastructure Asset Management
 Sd: Mechanical Asset Management

SALARY : R551 493 per annum, (OSD)
CENTRE : Pretoria Head Office
REQUIREMENTS : A National Diploma in Mechanical Engineering. Six (6) years' post-qualification technical engineering experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technician (Pr Tech Eng – Mechanical). The disclosure of a valid unexpired driver's licence (except for persons with disabilities). Proven knowledge and experience in mechanical maintenance inspections and relevant standards relating to design, installation, refurbishment, and repair of mechanical infrastructure. Experience in providing and managing technical advisory

services and applying engineering principles and techniques to address engineering challenges. Knowledge of project management, technical design analysis, research and development, and computer-aided engineering applications. Competencies required include technical report writing, analytical thinking, decision-making, creativity, customer focus, planning and organising, and people management. Excellent verbal and written communication skills, including report writing and presentation skills. Ability to work independently and effectively within multi-disciplinary teams. Proven liaison and networking capability, particularly within cooperative governance and stakeholder engagement environments. Willingness to work extended hours under pressure and travel extensively across the country, including working away from the office for extended periods.

DUTIES

: Manage and provide technological advisory services and technical support to Technologists, Engineers, and associated professionals in the field. Ensure adherence to and promotion of occupational health and safety standards in line with statutory and regulatory requirements. Solve broadly defined technological challenges through the application of established engineering techniques and procedures. Develop, maintain, and manage current technologies within the operational environment. Monitor and evaluate technological designs. Review and update technical manuals, standard drawings, and procedures to incorporate new technologies. Ensure quality assurance of technical designs and specifications and make recommendations for approval by the relevant authority. Identify and optimise technical solutions through application of sound engineering principles. Manage administrative and related functions, including providing inputs into budgeting processes, compiling and submitting reports, and contributing to operational planning. Develop, implement, and maintain relevant databases. Manage and supervise technological personnel and related assets. Mentor graduate interns and register as an ECSA mentor where applicable. Conduct research and development activities and undertake continuous professional development to remain abreast of technological advancements. Liaise with relevant professional bodies and councils on engineering-related matters.

ENQUIRIES

: Mr. JH van der Walt Tel No: (012) 336 6781

POST 08/383

: **ENGINEERING TECHNOLOGIST PRODUCTION GRADE A – C REF NO: 200326/08**
 Branch: Infrastructure Management: Head Office
 Dir: Strategic Infrastructure Asset Management
 Sd: Mechanical Asset Management

SALARY

: R453 576 – R690 237 per annum, (OSD), (Offer will be based on proven years of experience)

CENTRE

: Pretoria Head Office

REQUIREMENTS

: A Bachelor of Technology (BTech) Degree in Mechanical Engineering. Three (3) years post-qualification experience as an Engineering Technologist. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist (Pr Tech Eng – Mechanical). Experience in preparing and evaluating technical designs and drawings with specifications and making recommendations for approval by the relevant authority. Experience in planning and providing technological and technical support to engineers. Knowledge of contract administration, project management principles, and technical drawing and design. Understanding of procurement processes within the public sector environment. Sound financial planning and management skills. Knowledge of the National Water Act, Water Services Act, applicable environmental legislation, and the Public Finance Management Act (PFMA). Understanding of standard forms of contract used for infrastructure projects and familiarity with feasibility study processes through to project implementation. Competencies required include communication skills, conflict management, negotiation and dispute resolution skills, analytical thinking, planning and organising, and problem-solving. Computer literacy (MS Office and MS Project). Experience in design software such as Autodesk Inventor will be an added advantage. Willingness to mentor and guide candidates towards professional registration. Willingness to travel extensively and work away from the office for extended periods.

DUTIES

: Provide advisory services and technical support to engineers. Render mechanical engineering support to Operations and Maintenance units, including breakdown investigations and fault finding. Provide inputs into designs to ensure operational suitability and maintainability. Optimise lifecycle

performance of mechanical equipment and improve design efficiency, reliability, and safety. Conduct regular mechanical inspections and condition assessments of mechanical equipment and machinery. Ensure adherence to and promotion of occupational health and safety standards in line with statutory requirements. Monitor and supervise the evaluation of technological designs and drawings. Compile technical and financial reports and interface with relevant departmental divisions. Contribute to solving broadly defined technological challenges using established engineering applications and procedures. Support the compilation and structuring of tender documentation in line with Construction Industry Development Board (CIDB) Best Practice Guidelines. Manage administrative functions, contribute to operational planning, and support project implementation processes. Liaise with relevant professional bodies and stakeholders. Undertake continuous professional development to remain abreast of technological advancements. Promote transformation, knowledge sharing, innovation, and a culture of high performance.

ENQUIRIES : Mr. JH van der Walt Tel No: (012) 336 6781

POST 08/384 : **ENGINEERING TECHNICIAN PRODUCTION GRADE A – C REF NO: 200326/09**

Branch: Infrastructure Management: Head Office
Dir: Strategic Infrastructure Asset Management
Sd: Mechanical Asset Management

SALARY : R391 671 – R586 665 per annum, (OSD), (Offer will be based on proven years of experience)

CENTRE : Pretoria Head Office

REQUIREMENTS : A National Diploma in Mechanical Engineering. Three (3) years post-qualification technical engineering experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technician (Pr Techni Eng – Mechanical). The disclosure of a valid unexpired driver's licence (except for persons with disabilities). Proven knowledge and experience in mechanical maintenance inspections and applicable standards relating to design, installation, refurbishment, and repair of mechanical infrastructure. Experience in providing technical advisory services and applying engineering principles and techniques to address engineering challenges. Knowledge of technical design analysis, research and development methodologies, and computer-aided engineering applications. Competencies required include technical report writing, analytical thinking, decision-making, creativity, customer focus, planning and organising, and people management. Excellent verbal and written communication skills, including report writing and presentation skills. Ability to work independently and effectively within multi-disciplinary teams. Willingness to travel extensively and work away from the office for extended periods.

DUTIES : Provide technological support to Technologists, Engineers, and associated professionals in the field. Ensure adherence to and promotion of occupational health and safety standards in line with statutory and regulatory requirements. Solve broadly defined technological challenges through application of established engineering techniques and procedures. Develop, maintain, and manage current technologies within the operational environment. Monitor and evaluate technological designs. Review and update technical manuals, standard drawings, and procedures to incorporate new technologies. Ensure quality assurance of technical designs and specifications and make recommendations for approval by the relevant authority. Identify and optimise technical solutions through the application of sound engineering principles. Manage administrative and related functions, including providing inputs into budgeting processes, compiling and submitting reports, and contributing to operational planning. Develop, implement, and maintain relevant databases. Conduct research and development activities and undertake continuous professional development to remain abreast of technological advancements. Liaise with relevant professional bodies and councils on engineering-related matters.

ENQUIRIES : Mr. JH van der Walt Tel No: (012) 336 6781