

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>	:	07 April 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 DPSSA 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 10/352</u>	:	<u>ENGINEER PRODUCTION GRADE A - C REF NO: 070426/01 (X2 POSTS)</u> Branch: Infrastructure Management: Head Office Dir: Mechanical And Electrical Engineering (MEE)
<u>SALARY</u>	:	R879 342 - R1 323 267 per annum, (all-inclusive OSD salary package), (Offer will be based on years of experience)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	An Engineering Degree (BEng/BSc (Eng) in Mechanical and Electrical Engineering. Three (3) years post qualification relevant engineering experience is required. Compulsory registration with 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** : Mr E Manhimanzi Tel No: (012) 336 8621
- POST 10/353** : **ENGINEER PRODUCTION GRADE A - C REF NO: 070426/02**
Branch: Water Resource Management Planning
SD: Systems Operation
- SALARY** : R879 342 - R1 323 267 per annum, (all-inclusive OSD salary package), (Offer will be based on years of experience)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : An Engineering Degree (B Eng / BSc Eng) Civil or Agricultural. Three (3) years post qualification, Engineering experience required. Compulsory registration with Engineering Council of South Africa (ECSA) as a professional Engineer. The disclosure of a valid unexpired driver's license. Sound knowledge of integrated water resource management and water resource protection. Understanding of programme and project management. Knowledge of engineering design and analysis including but not limited to pumps and pump stations, dam outlet works mechanical structural designs and Water Resources Infrastructure Operations. Knowledge of research and development. Computer-aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture and professional judgement. Decision making, team leadership and analytical skills. Creativity, self-management, financial, conflict- and people management. Customer focus and responsiveness. Willingness to travel country wide. Good communication skills (both verbal and written). Planning and organizing. Problem solving and analysis. Change management and innovation.
- DUTIES** : Evaluation of systems, water availability, requirements and systems performance of all water use sectors (Mining, Industries, Energy, Agriculture, and Domestic) in the planning and the implementation of water resource systems operations projects. Ensure effective integrated water resource planning. Conceptualise, test and implement water resources modelling Decision Support Systems (DSS). Establish databases and information management systems for the operation of water resource schemes. Update monthly, quarterly and annual systems performance reports as per the Directorate Operational Plan. Manage, supervise and train Engineering and Scientist Candidates and Graduates Interns.
- ENQUIRIES** : Mrs C Ntuli Tel No: (012) 336 7618

- POST 10/354** : **ENGINEERING PRODUCTION GRADE A-C REF NO: 070426/03 (X2 POSTS)**
 Branch: Infrastructure Management: Head Office
 Dir: Infrastructure Capacity Analysis
 Sd: Gauging Weirs
 Re-advertisement, applicants who have previously applied must re-apply.
- SALARY** : R879 342 – R1 323 267 per annum, (OSD), (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria Head Office
 : An Engineering Degree (B Eng/BSc Eng) in Civil Engineering. Three (3) years post-qualification engineering experience in water and civil engineering related to gauging structure/weirs design, construction management and safety of hydraulic structures required for a registered professional engineer. Compulsory registration with the Engineering Council of South Africa (ECSA) as a professional engineer. Excellent technical knowledge of current design standards, calibration procedures, and best practices applicable to hydraulic structures such as flood outlets and gauging weirs. Demonstrable experience in hydraulic and hydrological analyses, including the use of relevant engineering software and computer applications (being conversant in HEC-RAS, QGIS and CAD would be an added advantage). Knowledge of hydraulic structure modelling, dam safety principles, environmental legislation, and other applicable legal frameworks. Proven practical experience in the design of hydraulic structures (e.g., canals, dams, gauging weirs, retaining structures, floating/pile foundations) is essential. Strong skills in data management, analysis, and interpretation.
- DUTIES** : Perform engineering design and analysis work related to new and existing gauging weirs within the Directorate, ensuring appropriate, efficient, and cost-effective design solutions in accordance with national and international standards. Conduct quality control, construction monitoring, and on-site problem-solving during project implementation. Assist with the establishment and improvement of flow-gauging sites, including direct and indirect hydraulic calibration and verification of flow-measurement systems. Review, audit, and quality-assure engineering reports produced within the section. Provide professional technical advice and engineering support to internal directorates and external stakeholders. Keep up to date with developments in dam safety, water engineering, hydraulic modelling, flow measurement technologies, and applicable legislation, and contribute to the development or refinement of engineering policies and standards. Participate in inter-directorate engagements and maintain close liaison with hydrological teams at national and provincial levels. Support and perform activities related to high flood line determinations and spillway calibrations. Mentor and train junior engineers, engineering technologists, and technicians. Attend site visits, meetings, and undertake work across the country, which may involve extensive travel and irregular or extended working hours.
- ENQUIRIES** : Mrs AA Coetzee Tel No: (012) 336 6938
- POST 10/355** : **SCIENTIST PRODUCTION GRADE A - C REF NO: 070426/04**
 Branch: Water Resource Management
 Dir: Water Information Integration
 Sd: Information Programmes Management
- SALARY** : R791 157 – R1 144 008 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria Head Office
 : A Bachelor of Science degree (BSc) (Hons) in Environmental Science or Environmental Management. Three (3) years post-qualification Natural Science experience. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid, unexpired driver's license. Knowledge of water resource monitoring programmes and governance. Experience in water resource data collection, analysis, interpretation, and knowledge dissemination. Knowledge of water resource information systems. Knowledge of the National Water Act, related legislation, and strategies. The ability to apply scientific principles to integrate and interpret water quality or quantity data to draw scientifically sound conclusions. Experience in programme and project management. Technical report writing. Good

<u>DUTIES</u>	:	communication skills, both verbal and written. Networking and computer literacy. Planning and organising. Problem-solving and analysis.
	:	Co-ordinate and integrate the Water Monitoring Programmes through the Integrated Provincial Water Monitoring Committees in the nine provinces, as well as the National Water Monitoring Committee. Provide leadership in scientific and technical water monitoring programmes and compile reports on the progress of monitoring projects and programmes against set objectives. Support the development and implementation of a National Water Monitoring Plan and Integrated Provincial Water Monitoring Plans. Develop and implement procedures, guidelines, strategies, methodologies, and systems for integrating water monitoring programmes across all levels of government. Provide technical support and project management expertise to Project/Programme Managers within the Chief Directorate: National Water Resource Information Management. Liaise with water sector stakeholders, including other Government Departments and the public, on water-related issues through workshops and other platforms.
<u>ENQUIRIES</u>	:	Dr Simphiwe Chabalala Tel No: (012) 336 8661
<u>POST 10/356</u>	:	<u>CONTROL ENVIRONMENTAL OFFICER GRADE A REF NO: 070426/05</u> Branch: Regulation, Compliance and Enforcement Dir: compliance monitoring
<u>SALARY</u>	:	R612 480 per annum, (OSD)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	4-year Degree or equivalent in Environmental Management or Natural Sciences field. Six (6) years post qualification work experience in Water Resources/Environmental Management field. Extensive experience in the environmental/water management field, waste management, and water use authorization process. Management and leadership skills. Advanced computer skills. Communication and technical reporting (verbally and written). Analytical and problem-solving skills. Facilitation skills and the ability to interact with key stakeholders in the water sector (national and provincial departments and local government). Knowledge and experience in Project and Programme Management. Financial Management Skills. Understanding of Integrated Water Resource Management, Public Finance Management Act (PFMA), National Water Act, National Environmental Management Act (NEMA) and National Environmental Management: Waste Act and related legislations. Willingness to travel extensively and work irregular hours. A valid driver's license. Designation as an Environmental Management Inspector (EMI) will be an added advantage.
<u>DUTIES</u>	:	Develop, review, and update standard operating procedures (SOPs) and technical guidelines for compliance monitoring. Provide technical oversight and support to CMAs in planning, executing, and reporting on compliance monitoring within the government sector. Conduct compliance monitoring strategic audits. Participate in compliance monitoring forums, sector working groups, and inter departmental committees. Conduct compliance awareness promotion and training. Performance planning and management. Compile technical and performance reports. Promote and establish partnerships for effective compliance monitoring with other Regulatory Authorities and the regulated community.
<u>ENQUIRIES</u>	:	Ms TE Nemutudi Tel No: (012) 336 7253
<u>POST 10/357</u>	:	<u>CONTROL SCIENTIFIC TECHNICIAN GRADE A - C REF NO: 070426/06</u> Branch: Water Services Management Dir: Resource Quality Information Services
<u>SALARY</u>	:	R551 493 per annum, (OSD)
<u>CENTRE</u>	:	Roodeplaat (RQIS)
<u>REQUIREMENTS</u>	:	A National Diploma in Science or relevant qualification. Six (6) years post qualification technical scientific experience. Compulsory registration with SACNASP as a certificated Natural Scientist. The disclosure of a valid unexpired driver's license. Experience in standard water related analysis in the field of surface water and ground water. Experience in Water Management System (WMS) and exposure to a Laboratory Information Management System (LIMS), ideally LabWare LIMS. Good sound knowledge of laboratory processes and ISO/IEC 17025:2017 standard requirements. Understanding of programme and project management. Understanding of scientific

methodologies and models. Knowledge of computer aided scientific applications. Knowledge of technical report writing. Understanding policy development and scientific representation. Knowledge of strategic capability and leadership. Decision making, team leadership and creativity. Understanding financial management, planning and organising. Conflict, people and change management. Problem solving and analysis. Good communication skills both (verbal and written).

DUTIES : Acquire, manage, and maintain accurate datasets for internal and external clients. Perform electronic import of data into relevant systems. Update datasets on the Water Management System (WMS) with analytical results from Laboratories. Ensure effective and timely data dissemination to stakeholders. Coordinate and respond to specialised requests from internal and external stakeholders. Maintain peripheral information necessary for the effective implementation of operational monitoring programmes on the WMS. Conduct audits on WMS for released results and investigate discrepancies. Correct or remove suspect data records from the database. Apply appropriate Quality Control measures to ensure data accuracy and compliance. Implement and maintain ISO/SANS 17025:2017 accreditation status on the WMS. Compile and generate audit reports for Analytical Services (AS) use. Monitor staff performance in line with organisational objectives. Motivate, and support team members. Mentor employees to enhance professional growth and capacity building.

ENQUIRIES : Ms E Vermaak Tel No: (012) 808 9625

POST 10/358 : **CONTROL ENGINEERING TECHNICIAN GRADE A – C REF NO: 070426/07**
Branch: Water and Sanitation Services Management: GP
CD: Provincial Operations: Gauteng
Sd: Hydrological Services

SALARY : R551 493 per annum, (OSD)
CENTRE : Boskop Hydrological Services Office
REQUIREMENTS : A National Diploma in Civil Engineering. Six (6) years post qualification technical engineering experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. The disclosure of a valid unexpired driver's license. Knowledge of Technical design and analysis of hydrological infrastructure and/or water resource infrastructure. Knowledge of hydrological data management. Research and Development. Knowledge and experience in Computer-aided engineering applications. Knowledge of legal compliance and Project management. Technical report writing. Good communication skills (verbal and written), conflict management and negotiation skills. Problem solving and analysis; decision making, teamwork, creativity, financial management, people management, customer focus, responsiveness, planning and organizing.

DUTIES : Manage technical services and support in conjunction with Engineers, Technologist and associates in the field, workshop, and technical hydrological activities. Ensure the promotion of safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Ensure quality control of hydrological time series data. Manage the registration of hydrological data on Hydstra. Ensure performance of control surveys, stream flow gauging and calibration of gauging weirs. Monitor Real time data of gauging sites, perform site evaluations and monitor instrumentation. Handle data requests and dissemination. Manage the Data Quality Control Division within the Sub-Directorate. Attend to Monitoring Committee matters. Manage administrative, human resource and related functions. Provide inputs into the budgeting process, operational plan, procurement plan and related matters. Compile and submit reports as required. Provide technical support Risk and Disaster Management matters. Research and development through continuous professional development to keep up with new technologies and procedures. Provide mentorship and supervision of personnel. Research/literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering related matters. Must be prepared to work away from the office and travel extensively for extended periods of time.

ENQUIRIES : Mr. KV Moganedi Tel No: (018) 298 9009

<u>POST 10/359</u>	:	<u>ENGINEERING TECHNICIAN PRODUCTION GRADE A – C REF NO: 070426/08</u> Branch: Water and Sanitation Services Management: GP CD: Provincial Operations: Gauteng Sub Dir: Infrastructure Development and Maintenance
<u>SALARY</u>	:	R391 671 – R586 665 per annum, (OSD), (Offer will be based on proven years of experience)
<u>CENTRE</u>	:	Gauteng Provincial Office
<u>REQUIREMENTS</u>	:	A National Diploma in Engineering or relevant qualification. Three (3) years post-qualification in Water and Sanitation Engineering experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. The disclosure of a valid unexpired driver's license. Experience in water services infrastructure environment. Good computer literacy skills. Good communication skills (verbal and written) and negotiation skills. Knowledge of people management.
<u>DUTIES</u>	:	Support and monitor implementation of RBIG, WSIG, and MIG projects in municipalities across Gauteng Province. Support and assist municipalities with the development of WSDP and IDP. Support and monitor the implementation of USDG projects. Monitor and evaluate project progress. Attend monthly and quarterly meetings. Provide monthly and quarterly project progress reports. Project Management. Assist with water services complaints. Water conservation water demand management advocacy. Represent the department in relevant IGR structures.
<u>ENQUIRIES</u>	:	Mr D Masoga Tel No: (012) 392 1477
<u>POST 10/360</u>	:	<u>PERSONAL ASSISTANT REF NO: 070426/09</u> Branch: Provincial and Entity Governance and International Cooperation
<u>SALARY</u>	:	R325 101 per annum (Level 07)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A Secretarial Diploma or equivalent qualification. Three (3) to (5) five years 'experience in rendering a support service to Senior Management. Excellent computer literacy skills. Advanced proficiency in Microsoft Office suite. Good office management skills and knowledge of administrative procedures. Sound organizational skills. Good people skills. High level of reliability. Ability to act with tact and discretion. Ability to research and analyse documents and situations. Good grooming and presentation skills. Self-management and motivation. Knowledge of dispute resolution process. Knowledge of basic financial management. People and Diversity management. Problem solving and Analysis. The successful candidate must be highly reliable, self-motivated, flexible, creative, client and customer focused. Remains up to date regarding the prescripts, policies and procedures applicable to her / his work terrain to ensure efficient and effective support to the manager. Excellent communication skills (verbal and written). Good accountability and ethical conduct.
<u>DUTIES</u>	:	Provide a secretarial support service to the manager. Implement administrative procedures for the component. Receive telephone calls and visitors on behalf of the manager. Implement policies and procedures. Engage supplier regarding purchased materials. Develop implementation plan. Ensure that financial procedures are observed in the section. Compile monthly reports and present to the managers. Do early warning systems. Liaise with travel agencies to make travel arrangements for the DDG office. Arrange meetings and events for the manager and staff in the unit. Process all invoices that emanate from the activities of the work of the manager including the travel and subsistence claims for the unit. Draft routine correspondence and reports including records of basic minutes of the meetings of the manager where required. Administer matters like telephone accounts and proper recording filing of documents. Receive, record and distribute all incoming and outgoing documents. Collect all relevant documents to enable the manager to prepare for meetings. Provide feedback on identified administrative gaps. Provide records on goods and services procured and handle all the procurement items for the office.
<u>ENQUIRIES</u>	:	Ms D Mthembu Tel No: (012) 336 7117/8