

DEPARTMENT OF WATER AND SANITATION

- CLOSING DATE** : 15 April 2026
- NOTE** : 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.
- ERRATUM:** Kindly take note that the posts of Senior State Accounts; referenced VOCMA 17, VOCMA 18, VOCMA 22, and VOCMA 23 advertised in Public Service Vacancy Circular 9 of 2026, dated 13 March 2026 has been withdrawn and Kindly note that the posts of Engineer Production Grade A–C (Ref No: 070426/01), as advertised in Public Service Vacancy Circular 10 of 2026 dated 07 April 2026, require an Engineering Degree (BEng/BSc (Eng)) in Mechanical Engineering. Kindly note that the closing date has been extended to 15 April 2026.

MANAGEMENT ECHELON

- POST 11/136** : **DIRECTOR: COMPLIANCE, MONITORING & ENFORCEMENT REF NO: PUCMA 26**
Branch: Pongola-Umzimkulu Catchment Management Agency Div: Water Resource Planning And Management
- SALARY** : R1 266 714 per annum (Level 13) (all- inclusive salary package)
- CENTRE** : Durban
- REQUIREMENTS** : A Bachelor's Degree at NQF level 7 in Environmental Management/Environmental Science/ Water Resources Management/Hydrology/Natural Science/Civil or Environmental Engineering/ compliance or regulatory studies. Six (6) to ten (10) years' experience in compliance, monitoring and/or enforcement in the Water sector. Five (5) years of the experience should be at middle/Senior Management level. A Nyukela Public Service SMS Pre-entry certificate. A Masters or Honours degree qualifications would be added advantage including MBA. Ability to relate with associated professional fields in a multi-disciplinary team and ability to train

and develop young graduates. Knowledge of the National Water Act, Water Services Act, the Public Finance Management Act (PFMA), Environmental and land legislation.

DUTIES : Provide strategic direction in the development and implementation of compliance monitoring and enforcement policy, strategies, norms, regulations, standard operating procedures within the catchment management area. Ensure compliance monitoring and enforcement to all water use license condition within the catchment management area. Ensure enforcement on non-compliance to the water use license condition. Provide advise and support on criminal and administrative litigation. Initiate prosecution against non-compliance through administrative enforcement. Provision of business planning and general management for the directorate. Provide guidance in the planning of inspections and audits. Ensure the implementation of monitoring activities and verifications of reports. Develop a business and action plan for the directorate. Develop and implement a service delivery improvement programme for the Directorate. Manage and ensure development of human resources. Control and monitor expenditure of the directorate.

ENQUIRIES : Zakhele Buthelezi, Tel No: 079 694 6787
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za>

NOTE : The Pongola-Umzimkulu Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and Sanitation. Employees appointed in the CMA have similar employment terms and conditions as those of employees appointed in terms of the Public Service Act, though not employed in terms of the Public Service Act.

POST 11/137 : **CHIEF ENGINEER: GRADE A REF NO: 150426/01**
Branch: Water And Sanitation Services Management: Fs Cd: Provincial Operations: Free State Dir: Water And Sanitation Services Support Sd: Water Service Planning Support

SALARY : R1 266 450 per annum (all-inclusive OSD salary package)
CENTRE : Bloemfontein
REQUIREMENTS : An Engineering Degree (B Eng/BSC Eng) or relevant qualification. Six (6) years post qualification experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license. Extensive experience in water and sanitation services planning and implementation, including feasibility studies, designs, associated legislative requirements, site supervision and project close-out. Knowledge of programme, project and financial management and ability to effectively liaise with a wide range of sector role players. Knowledge of the water sector and relevant legislation (including but not limited to The Water Services Act (No. 108 of 1997), National Water Act (Act No. 36 of 1998) and National Environmental Management Act (Act 107 of 1998) amongst others. Research and development. Computer-aided engineering applications including relevant computer software knowledge. Technical report writing, networking, and professional judgement. Problem solving and analyses, decision making, team leadership, creativity, self-management, stakeholder focus and responsiveness. Sound interpersonal and leadership skills. Planning, organising and people management. Excellent communication skills (written and verbal). Strategic capability and leadership. Must be available to travel as and when required often at short notice.

DUTIES : Manage technical services and support in conjunction with Engineers, Technologists, Technicians and associates in field, workshop and technical office activities. Provide support in the analysis and project management of water and sanitation services projects. Provide technical support to the water and sanitation sector. Strategic Analysis of Water Services themes and topics. Development of related business perspectives with recommendations. Liaison and engagements with all stakeholders and water and sanitation sector players with regards to project planning and implementation. Provide support to WSAs to ensure implementation of Planning and implementation Frameworks and methodologies. Monitoring and reporting on the adherence to these planning and implementation frameworks and methodologies. Identification, prioritization and initiation of projects through and the associated financial management to structure the required budgets for planning and

implementation. Co-ordination of planning to ensure integrated planning and management of water and sanitation projects in all spheres of government (Water Boards, WSAs and other WSPs) to improve water and sanitation services, and the reliability and sustainability of infrastructure. Investigation, assessment, monitoring and reporting on all aspects of Water and Sanitation Services delivery. Ensure all data, information, reports and results of analyses are packaged and made accessible to the sector via the Water Services Knowledge System and National Integrated Water Information System. Liaison with, and maintenance of data sharing and information partnerships with key Water and Sanitation Services, Sector role-players and stakeholder such as Statistics South Africa, National Treasury, Cooperative Governance and Office of the Presidency. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for the approval by the relevant authority. Monitor and ensure projects are implemented in accordance with prescribed norms and standards. Monitoring and evaluation of water and sanitation services delivery projects. The provision of guidance to the water sector regarding technical and engineering aspects of the operations and maintenance of water and sanitation services infrastructure. Support and provide guidance on All Town Reconciliation Studies, implementation of WCWDM, Bulk Water and Sanitation Master Planning and Disaster Management. Continuous professional development to keep up with new technologies and procedures. Research/Literature studies on technical engineering technology to improve expertise.

- ENQUIRIES** : Ms Z Xokozela, Tel No: (051) 405 9000
- APPLICATIONS** : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>
- NOTE** : 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 11/138** : **SCIENTIST MANAGER GRADE A REF NO: PUCMA 27**
Branch: Pongola-Umzimkhulu Catchment Management Agency Division:
Water Resource Planning And Management
- SALARY** : R1 099 488 per annum (all-inclusive OSD salary package)
- CENTRE** : Durban
- REQUIREMENTS** : MSc degree in Hydrology, Water Resources Management, Environmental Science, Aquatic Science or relevant natural science qualification. Compulsory registration with SACNASP as a Professional Natural Scientist. Minimum six (6) years post-qualification experience in water quality management, resource protection or integrated water resource management. The disclosure of a valid unexpired driver's license. Sound knowledge of the National Water Act (Act 36 of 1998), Resource Directed Measures (classification, Resource Quality Objectives and Reserve), Catchment Management Strategy processes and aquatic ecosystem monitoring frameworks, including the River Eco-status Monitoring Programme. Proven experience in establishing and overseeing monitoring systems, scientific data governance and quality assurance processes. Strong leadership, analytical and advisory capability. Ability and willingness to travel frequently within the Water Management Area and conduct site visits where required. Proven experience in managing technical teams, including performance management, skills development and work planning. Sound understanding of public sector financial management principles and the ability to plan, manage and monitor programme budgets within a regulated water resource management environment.
- DUTIES** : Lead water resource quality and protection functions within the Water Management Area. Oversee the development and implementation of water quality management programmes, including the waste discharge charge strategy. Provide scientific governance and quality assurance over monitoring systems, ecological assessments and technical reports. Oversee technical assessments and site investigations undertaken by scientific staff, including pollution incident responses, and provide strategic recommendations to Executive Management. Lead review of environmental submissions, including Scoping Reports and Environmental Impact Assessment Reports, to assess impacts on water resources and ecosystems. Drive institutional readiness for resource classification, Reserve implementation and Resource Quality Objective monitoring. Work collaboratively to ensure integrated quantity-

quality management and alignment between allocation and protection priorities. Represent PUCMA in technical forums and provide high-level scientific advisory inputs on emerging risks and sustainability challenges. Manage and supervise scientific staff, including performance planning, monitoring and development, and ensure optimal allocation of technical resources. Plan, manage, and monitor programme budgets for water resource quality and protection functions, and ensure the cost-effective implementation of monitoring and management programmes in compliance with applicable public sector financial management frameworks.

ENQUIRIES : Mr. Zakhele Buthelezi, Tel No: (079) 694 6797
APPLICATIONS : All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za>

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POST 11/139 : **DEPUTY DIRECTOR: WATER SECTOR COLLABORATION REF NO: 150426/02**
 Branch: Water And Sanitation Services Management: Fs Cd: Provincial Operations: Free State Dir: Water And Sanitation Services Support Sd: Sector Collaboration

SALARY : R1 059 105 per annum (Level 12) (all-inclusive salary package)
CENTRE : Bloemfontein
REQUIREMENTS : NQF level 6 (National Diploma) in Social Science / Project Management. Three (3) years' experience at Assistant Director level in intergovernmental advocacy or community empowerment. The disclosure of a valid unexpired valid driver's license. Manage International and Intergovernmental Relations on water sector resource matters. Experience in local government support programmes and strategic engagements with stakeholders e.g. Premiers, EXCO, Mayors Forums, MM's Forums and sector departments forums will be an added advantage. Practical experience in developing strategic documents like Ministers briefing notes, speeches, annual performance plan, operational plans etc. Working experience in Water Services Data collections and advice on strategy to on corrective measures. Programme, project management, change management experience. Knowledge and understanding of business and management principles. Knowledge of strategic planning, resources allocation and human resources. Knowledge of Public Finance Management Act, project management and Water legislations. Problem solving, analysis, strategic capabilities and leadership skills. Knowledge management, Service delivery and innovation. People Management and Empowerment. Client orientation and customer focus skills. Good communication skills both verbal and written. Accountability and ethical conduct.

DUTIES : Co-ordinate stakeholder and engagement and management in the water sector by ensuring co-operation through forums; committees. Implement policies of integrated water sector for component by developing and sharing a vision and mission for the section. Communicate and empower stakeholders on Departmental policies. Responsible for performance monitoring, evaluation and reporting of the Chief Directorate and other sector reports. People management. Financial management for the sub-directorate. Advice top management and the legislature, as well as relevant sector bodies, on policies and strategies relevant to the section. Develop the Business Plan/Operational plans for the Sub- Directorate, ensure and manage implementation thereof. Promote sector advocacy through dissemination of information on key sector programmes. Plan, execute and represent the Department in IGR/Stakeholders Engagement Structures. Manage relationship with the stakeholders. Establish partnerships for Departmental programmes. Implement strategic objectives of the component. Monitor progress on the implementation of programmes related to intergovernmental relations. Develop and Manage community participation programmes. Responsible for water services monitoring. Attend to water and sanitation services customer complaints. Engage community in the Departmental programmes and projects through community water sector forums and empower forums.

ENQUIRIES : Ms Z Xokozela, Tel No: (051) 405 9000
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/140 : **DEPUTY DIRECTOR: SANITATION SERVICES REGULATION REF NO: 150426/03**
Branch: Water And Sanitation Services Management: Fs Cd: Provincial Operations: Free State Dir: Water Services Regulation Sd: Sanitation Services Regulation

SALARY : R1 059 105 per annum (Level 12) (All-inclusive salary package)
CENTRE : Bloemfontein
REQUIREMENTS : An NQF level 7 qualification in Environmental Management or Natural Science field. Five (5) years supervisory experience at Assistant Director level in Water Resource Management/ Water and Sanitation Services Management or Regulation field. Previous involvement in the Green 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. Accountability and Ethical 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. Knowledge of Public Finance Management Act (PFMA), National Environmental Management Act (NEMA), National Water Act (NWA), Water Services Act (WSA) and related legislations. Willingness to travel extensive hours.

DUTIES : Oversee the conducting of technical inspections on wastewater systems infrastructure and compilation of detailed inspection reports with recommendations. Ensure monitoring compliance to municipal wastewater standards and compilation of relevant reports with recommendations. Manage issuing letters of non-compliance to wastewater standards and monitoring remedial actions. Ensure monitoring the capturing of wastewater services data by Water Services Institutions in the Integrated Regulatory Information System (IRIS). Lead monitoring compliance of onsite sanitation and non-sewered sanitation (NSSS) to relevant guidelines and regulations. Preparations, and conducting of assessments relating to Green Drop regulatory programme. Manage the process of coordinating submission and monitoring implementation of submitted corrective action plans for the Green Drop programme. Lead on the compilation of presentations for catchment management forums and DWS management. Lead coordination with Catchment Management Agencies on the investigations and reporting on sewer spillages and pollution incidents. Manage review of Environmental Impact Assessment, Basic Assessment Reports, and Environmental Management Plans to provide comments relating to developments projects (e.g. housing/township developments, shopping centers, etc.). Provide sub-directorate inputs for contribution to the Operational Plan of the Directorate. Compile and submit monthly, quarterly and annual reports (finance, performance, and risk) for the sub-directorate. Manage budget and procurement processes of the sub-directorate. Manage and supervise Human Resources. Management of audit process for the component.

ENQUIRIES : Mr N Musekene, Tel No: (051) 405 9000
APPLICATIONS : All applications to be submitted online on the following link:
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POST 11/141 : **DEPUTY DIRECTOR: FINANCIAL MANAGEMENT REF NO: PUCMA 28**
Branch: Pongola-Umzimkhulu Catchment Management Agency Division: Revenue Management

SALARY : R896 436 per annum (Level 11)
CENTRE : Durban

- REQUIREMENTS** : A relevant NQF 7 qualification in a financial management / financial accounting or related field. Five (5) years' experience in financial management and reporting, of which three (3) years relevant experience at supervisory / management level. The disclosure of a valid unexpired driver's license. Knowledge and practical experience in financial reporting standards. Knowledge and understanding of cash management legislation, policies, practices, and procedures. Knowledge of Public Finance Management Act (PFMA), Treasury Regulations and guidelines. Knowledge of Public Service anti-corruption strategy and anticorruption and fraud prevention measures. Understanding of Entity's policies and procedures, government financial systems, principles, and practice of financial accounting. Working experience on Systems Applications and Products (SAP). Proficiency in Microsoft office (MS Excel, PowerPoint, MS Word, and Outlook), Ability to compile financial reports and presentations. Strong Organizational skills, analytical thinking, and attention to detail. Good communication skills both (verbal and written), Proven managerial ability to support staff. Supervisory principles and practices, including planning, delegating, and monitoring the work of the subordinates within the unit. Accountability and ethical conduct. Willingness to travel.
- DUTIES** : Overseeing and managing payroll management and reporting sub-directorate. Provide support to clusters on all payroll management and reporting responsibilities. Consolidate all monthly reports from clusters. Ensure proper reporting on quarterly basis for performance reporting, quarterly financial reports, and finally annual reporting, including preparation and compilation of GRAP compliant Annual Financial Statements. Ensure that audit queries are responded to on time. Formulating, documenting, implementing, and reviewing of policies, Standard Operating Procedures (SOP) and programs relating to payroll management, other regulatory internal control and compliance issues, General Ledger Reconciliation. Manage the completion of all daily, weekly, and monthly operational duties with assistance from the Assistant Director, recommending initiatives to enhance risk mitigation and fraud protection to Director. Manage compliance regarding remuneration and benefits processes. Attending meetings as and when required. Attending to audit queries and formulating appropriate responses. Manage year end processes and account adjustments, Training, and support to clusters. Assist the Director in the effective execution of his / her responsibilities. Supervise and evaluate staff and sign their performance agreements and assessments, Staff management and training.
- ENQUIRIES** : Zakhele Buthelezi, Tel No: (079) 694 6787
- APPLICATIONS** : All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za>
- NOTE** : The Pongola-Umzimkulu Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and Sanitation. Employees appointed in the CMA have similar employment terms and conditions as those of employees appointed in terms of the Public Service Act, though not employed in terms of the Public Service Act.
- POST 11/142** : **DEPUTY DIRECTOR: REVENUE MANAGEMENT REF NO: PUCMA 29**
Branch: Pongola-Umzimkhulu Catchment Management Agency Division: Revenue Management
- SALARY** : R896 436 per annum (Level 11)
- CENTRE** : Durban
- REQUIREMENTS** : Undergraduate (NQF Level 7) in Accounting/ Financial Accounting or equivalent qualification as recognized by SAQA, with related field. Five (5) years' experience in financial management of which three (3) should be at an entry/junior management level (Assistant Director or equivalent). Applicant must also have at least three (3) years' experience in a Revenue and Debt Collection environment. The disclosure of a valid unexpired driver's license. Applicants must have knowledge of the PFMA and regulations and other relevant legislation. Knowledge of the planning and budgeting framework for government (MTEF). Knowledge of government financial policies, processes, including budgeting and reporting. Knowledge and experience of accounting standards and practices including International Financial Reporting Standard (IFRS) or Generally Recognized Accounting Practices (GRAP). Proven work experience / understanding of the SAP system or similar ERP system.

- Knowledge and National Water Act and all applicable legislations. Must be computer literate.
- DUTIES** :
- Ensure effective collective of monies due to the VOCMA. Assist with developing and implementing an effective debtor's management system. Ensure effective management of debtor's book. Assist with establishing and managing effective processes to collect outstanding debt. Assist with the tariff setting process of VOCMA. Provide inputs for revenue enhancement. Prepare revenue management reports and reconciliations with accepted budgetary framework. Assist and prepare the annual budget for the division. Assist with the preparation of Annual Financial Statement specifically account receivable and debt impairment components in the financial statement. Ensure that the VOCMA complies with PFMA and Treasury Regulations. Manage the implementation of good corporate governance principles. Develop and manage the implementation of internal control procedures to ensure the effective functioning of the sub-directorate and management of risk. Responding to internal audit and Auditor General queries with regards to revenue management. Develop the operational plan for the sub-directorate.
- ENQUIRIES** :
- APPLICATIONS** :
- Zakhele Buthelezi, Tel No: (079) 694 6787
 - All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za>
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- POST 11/143** :
- CONTROL ENGINEERING TECHNOLOGIST GRADE A (CIVIL) REF NO: 150426/05**
- Branch: Water And Sanitation Services Management: Fs Cd: Provincial Operations: Free State Dir: Water Resources Management Support Sd: Hydrological Services
- SALARY** :
- CENTRE** :
- REQUIREMENTS** :
- R921 900 per annum (All-inclusive OSD salary package)
 - Bloemfontein
 - A Bachelor of Technology (BTech) in Civil Engineering. Six (6) years post qualification Engineering Technologist experience required. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist. The disclosure of a valid unexpired driver's license. Proven knowledge and understanding of hydrological processes. Demonstration of good understanding and competence in all aspects of hydrometry. Project management. Technical design and analysis knowledge. Research and Development. Computer-aided engineering applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Networking professional judgment. Problem-solving and analysis. Decision making. Team leadership. Creativity. Change management. Financial management. Customer focus and responsiveness. Communication skills and computer Skills. Planning and organizing. People management skills. Willing to travel and work away from home whenever required. Must be prepared to undergo extensive in-house training at different locations.
- DUTIES** :
- Manage technological advisory services. Plan technological support to Engineers and associate professionals in the field. Ensure the adherence and promotion of safety standards in line with statutory and regulatory requirements. Solve broadly defend technological challenges through application of proven techniques and procedures. Develop, maintain and manage current technologies. Monitoring and Evaluation of technological designs. Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance of technical designs with specifications and make recommendations for approval by the relevant authority. Identify and optimize technical solutions by applying engineering principles. Manage administrative and related functions. Provide inputs into the budgeting process. Compile and submit reports as required. Provide and consolidate inputs to the technological/ engineering operational plan. Ensure the development, implementation and maintenance databases. Research / literature studies on engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering related matters. Research

and development, continuous professional development to keep up with new technologies and procedures. Assist the manager in the Free State provincial operations in establishing an effective, efficient and accurate data and quality management system. Manage the day-to-day hydrometry investigations, quality of data, planning of data collection, processing of data, and calibration for the hydrological network within Free State provincial operations. Provide guidance, assistance, supervision and training of technical personnel in all aspects of hydrometry. Able to perform land surveying whenever required for calibration purposes. Apply commercial software and in-house computer software to achieve maximum efficiency in performing duties. Calibration of Gauging Weirs. Perform quality control tasks on processed time series data. Research on station history and updating of HYDSTRA database. Data Dissemination. Provide leadership in terms of the planning, programming and execution of data collection, water samples, maintenance, near real time systems and data processing and archiving. Attending meetings, workshops and forums related to the sub directorate. Research new technology relevant to hydrological services. Co-ordinate Flow measurements using various flow techniques (Conventional current gauging and Acoustic Current Doppler Profilers), in particular during the high flow season. Audit flow measurements performed by technical staff. Manage and supervise technological and related personnel and assets.

ENQUIRIES : Ms G Venter, Tel No: (051) 405 9000
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/144 : **CONTROL ENGINEERING TECHNOLOGIST GRADE A: CIVIL REF NO: 150426/06**
 Branch: Water And Sanitation Services Management: Ec Cd: Provincial Operations: Eastern Cape

SALARY : R921 900 per annum (All-Inclusive OSD Salary Package)
CENTRE : Cradock
REQUIREMENTS : A Bachelor of Technology (B Tech) in Civil Engineering. Six (6) years post qualification Engineering Technologist experience required. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist. The disclosure of a valid unexpired driver's license. Proven knowledge and understanding of hydrological processes. Demonstration of good understanding and competence in all aspects of hydrometry. Project management. Technical design and analysis knowledge. Research and Development. Computer- aided engineering applications. Knowledge of legal compliance. Technical report writing. Technical consulting. Networking professional judgement. Problem solving and analysis. Decision making. Team leadership. Creativity. Change management. Financial management. Customer focus and responsiveness. Communication skills and computer skills. Planning and organizing. People management skills. Willing to travel long distances and work away from home if and when needed. Must be prepared to undergo extensive in-house training at different locations.

DUTIES : Manage technological advisory services. Plan technological support to Engineers and associate professionals in the field. Ensure the adherence and promotion of safety standards in line with statutory and regulatory requirements. Solve broadly defend technological challenges through application of proven techniques and procedures. Develop, maintain and manage current technologies. Monitoring and Evaluation of technological designs. Evaluate and Monitor existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance of technical designs with specifications and make recommendations for approval by relevant authority. Identify and optimize technical solutions by applying engineering principles. Manage administrative and related functions. Provide inputs into the budgeting process. Compile and submit reports as required. Provide and consolidate inputs to the technological / engineering operational plan. Ensure the development, implementation and maintenance database. Manage and supervise technological and related personnel and assets. Research and development, continuous professional development to keep up with new technologies and procedures research / literature studies on engineering technology to improve expertise. Liaise with relevant bodies / councils on engineering related matters. Assist the manager in the Eastern Cape in establishing an effective, efficient and accurate data and quality

management system. Manage the day to day hydrometry investigations, quality of data, planning of data collection, processing of data, and calibration for the hydrological network within Eastern Cape. Provide guidance, assistance, supervision and training of technical personnel in all aspects of hydrometry. Able to perform land surveying if and when needed for calibration purposes. Apply commercial software and in-house computer software to achieve maximum efficiency in performing duties. Calibration of gauging weirs. Perform quality control tasks on processed time series data. Research on station history and updating of hydstra database. Data dissemination.

ENQUIRIES : Ms B Kama. Tel No: (043) 701 0272
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/145 : **DEPUTY DIRECTOR: CORPORATE SERVICES, REF NO: PUCMA 30**
Branch: Pongola-Umzimkhulu Catchment Management Agency
Division: Institutions Stakeholder Engagement And Governance

SALARY : R896 436 per annum (Level 11)
CENTRE : Durban
REQUIREMENTS : A Degree / Advanced Diploma (NQF 7) or National Diploma (NQF 6) qualification in Public Administration or Management / HR / Industrial Psychology. A minimum of five (5) years' experience in Corporate Services or Human Resources Management of which three (3) should be at an entry/junior management level (Assistant Director or equivalent). The disclosure of a valid unexpired driver's license. Competencies: Knowledge of policy development and implementation. Knowledge of Administration processes. Knowledge of HR information. Disciplinary knowledge in HR information. Understanding of government legislation. Financial management and knowledge of PFMA. Knowledge of techniques and procedures for the planning and execution of operations. Programme and project management. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Good Communication skills. Accountability and ethical conduct. Knowledge of analytical procedures.

DUTIES : Manage and provide support in HR, Information Technology, Administration, Communication, Facility Management, OHS including Safety and Security. Assist with the development and implementation of the Strategic Plan. Analyse current policies and departmental strategic objectives. Implement administration policies and various disciplines. Analyse human resource information trends. Recommend policy amendments. Develop implementation plan. Hold road shows advising PUCMA on key policy issues. Brief managers on policy requirements. Monitor policy implementation. Assist with the development and implementation of Strategic Plan. Develop Corporate Services Implementation plan. Ensure that the line managers execute their business plan within the objectives of HR Plan. Ensure that strategic objectives are implemented accordingly. Ensure that Corporate Services forms business partnership with line management. Ensure compilation of Corporate Services budget. Ensure that budget is implemented according to plan. Do early warning where necessary. Provide monthly reports to managers. Management of Human Resources. Provide expert advice on HR information implementation to managers.

ENQUIRIES : Mr. Zakhele Buthelezi, Tel No: (079) 694 6787
APPLICATIONS : All applications to be submitted online on the following link:
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POST 11/146 : **CONTROL ENGINEERING TECHNOLOGIST GRADE A -C REF NO: 150426/04**
Branch: Infrastructure Management: Head Office Dir: Civil Engineering: Sd: Bulk Pipe Systems

SALARY : R921 900 per annum. (All-inclusive OSD salary package)

- CENTRE REQUIREMENTS** : Pretoria Head Office
- : A Bachelor of Technology (B-Tech) in Civil Engineering. Six (6) years post qualification engineering experience. Compulsory Professional registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist. The disclosure of a valid unexpired driver's license. Knowledge of project management, technical design, and analysis. Knowledge and understanding of research and development. Knowledge and experience in Computer-aided engineering applications. Knowledge of legal compliance and technical report writing. Good communication skills both (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. Must be prepared to work away from the office and travel extensively for extended periods of time.
- DUTIES** : Manage technical services and support in conjunction with Engineers. Monitor, analyse and determine actions to ensure effective contract administration. Co-ordinate the development of Service Level Agreements and manage all types of signed contracts. Monitor and evaluate contract performance in line with the Service Level Agreements. Monitor Compliance and control in contract management, co-ordinate improved service delivery. Ensure the promotion of safety in line with statutory and regulatory requirements. Manage administrative, human resources and related functions. Financial Management and provide inputs into the budgeting process, operational plan, procurement plan and related matters. Compile and submit reports as required. Liaise with relevant bodies/councils on engineering related matters. Provide mentorship and supervision of personnel. Research / literature studies and technical engineering technology to improve expertise. Research and development through Continuous Professional Development (CPD) to keep up with new technologies and procedures.
- ENQUIRIES APPLICATIONS** : Mr. J. Mabela, Tel No: (012) 336-6564
- : All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>
- POST 11/147** : **SCIENTIST PRODUCTION A – C REF NO: PUCMA 31**
Branch: Pongola-Umzimkhulu Catchment Management Agency
Division: Water Resource Planning And Management (Water Resources Protection)
- SALARY** : R761 157 - R1 144 008 per annum (all-inclusive OSD salary package) (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Durban
- : A Science Degree (BSc Hons) in Environmental Science, Aquatic Science, Hydrology, Water Quality Science or relevant natural science qualification. Three (3) years of post-qualification scientific experience in water quality monitoring, ecological assessment or pollution impact analysis. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Knowledge of the National Water Act (Act 36 of 1998), including Resource Directed Measures, waste-related water uses and water quality management frameworks. Sound understanding of ecological Reserve principles and aquatic ecosystem monitoring approaches, including nationally recognized eco-status assessment frameworks. Demonstrated ability to analyse scientific monitoring data and compile structured technical reports. Knowledge of national water resource monitoring systems will be advantageous. Strong reporting and organizational skills. Ability and willingness to travel frequently and undertake field inspections and site assessments.
- DUTIES** : Conduct strategic water quality and ecological monitoring, including analysis of trends, risk identification and resource status assessments within the Water Management Area. Support the development, alignment, and governance of strategic water-quality monitoring networks, including ecological water requirement sites, and ensure data integrity and reporting readiness. Undertake site inspections and technical assessments during pollution incidents to evaluate water-quality impacts, ecological risks, and potential exceedances of Resource Quality Objectives, and compile evidence-based reports and recommendations. Review and comment on environmental submissions, including Scoping Reports and Environmental Impact Assessment Reports, with a focus on water quality risks, waste-related

impacts, ecosystem integrity and compliance with Resource Directed Measures. Provide technical input into the Catchment Management Strategy and ensure protection requirements are integrated into allocation and reconciliation processes. Provide evidence-based scientific support to compliance directorates on water quality and waste discharge matters where required. Contribute to continuous improvement of monitoring systems, data governance and scientific reporting standards, and work collaboratively across quantity and quality functions to address cross-cutting water resource management challenges. Engage in stakeholder and technical forums to communicate scientific findings and promote integrated catchment management.

ENQUIRIES : MS. Namrata Jugwanth, Tel No: (083) 453 6410
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za>

NOTE : The Pongola-Umzimkulu Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and Sanitation. Employees appointed in the CMA have similar employment terms and conditions as those of employees appointed in terms of the Public Service Act, though not employed in terms of the Public Service Act.

POST 11/148 : **SCIENTIST PRODUCTION A – C REF NO: PUCMA 32**
 Branch: Pongola-Umzimkhulu Catchment Management Agency
 Division: Water Resource Planning And Management (Water Resources Planning And Management)

SALARY : R761 157 - R1 144 008 per annum (all-inclusive OSD salary package) (Offer will be based on proven years of experience)

CENTRE : Durban
REQUIREMENTS : A Science Degree (BSc Hons) in Hydrology, Water Resources Management, Environmental Science or relevant natural science qualification. Three (3) years post-qualification scientific experience in hydrological modelling, water balance assessments, reconciliation studies or allocation planning. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Knowledge of the National Water Act (Act 36 of 1998), including provisions relating to water use authorization, allocation reform, stream-flow reduction activities and integrated water resource management. Sound understanding of drought management principles and climate variability impacts on water systems. Demonstrated quantitative modelling and analytical capability with the ability to develop and maintain decision-support tools. Knowledge of national water resource information systems will be advantageous. Strong reporting and organizational skills. Ability and willingness to travel frequently within the Water Management Area and conduct field investigations.

DUTIES : Undertake hydrological and allocation modelling to support reconciliation strategies, allocation reform and catchment resilience planning. Conduct water balance and yield analyses to assess system performance, abstraction pressures and allocation risk under variable climatic conditions. Maintain and quality-assure hydrological datasets, water-use information, and decision-support tools to strengthen allocation governance and planning integrity. Conduct site verification visits and field investigations to validate modelling assumptions, assess abstraction impacts and confirm system conditions. Provide technical inputs during pollution incidents on flow regimes, dilution capacity, and downstream system vulnerability. Review and comment on environmental submissions, including Scoping Reports and Environmental Impact Assessment Reports, with a specific focus on hydrological impacts, cumulative abstraction, water availability, streamflow reduction and infrastructure implications. Provide technical inputs into licensing and allocation processes, including assessment of water availability and system sustainability. Provide evidence-based scientific support to compliance directorates on quantity-related matters where required. Contribute to the technical development of the Catchment Management Strategy and work collaboratively across quantity and quality functions to address cross-cutting water resource management challenges. Ensure scientific integrity and documentation of modelling methodologies and datasets. Engage in

- stakeholder and technical forums to communicate scientific findings and promote integrated catchment management.
- ENQUIRIES APPLICATIONS** : MS. Namrata Jugwanth, Tel No: (083) 453 6410
: All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za>
- NOTE** : The Pongola-Umzimkulu Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and Sanitation. Employees appointed in the CMA have similar employment terms and conditions as those of employees appointed in terms of the Public Service Act, though not employed in terms of the Public Service Act.
- POST 11/149** : **ASSISTANT DIRECTOR: QUALITY MANAGEMENT SYSTEMS REF NO: 150426/07**
(Re-advertisement, applicants who have previously applied must re-apply)
Branch: Infrastructure Management: Head Office Dir: Technical Engineering Support Services Sd: Quality Management Systems
- SALARY CENTRE REQUIREMENTS** : R582 444 per annum (Level 10)
: Pretoria Head Office
: A relevant NQF Level 6 qualification is required. The candidate must have three (3) to (5) five years' experience in implementing ISO 9001 within a construction or engineering-related environment, as well as three (3) to (5) five years' experience auditing ISO 9001. Experience in implementing a Quality Management System within an ISO 9001 certified organisation will be an added advantage and must be clearly indicated in the application. The candidate must demonstrate a sound understanding of business process mapping and governance structures, as well as an excellent understanding of ISO 9001 standard requirements and their practical implementation. Knowledge of built-environment related regulations. The candidate must have good communication skills, both verbal and written, as well as good project management and presentation skills. Knowledge of Risk management principles. Stakeholder engagement and management. The candidate must have good computer skills and the ability to work independently. A valid Code 08 driver's licence is essential, and the role requires extensive travel to various construction and engineering sites nationwide. Completion of ISO 9001-related courses will be an added advantage
- DUTIES** : Plan and coordinate quality management system activities to obtain ISO 9001 certification in a construction/engineering environment. Coordinate the development of quality management system policies, guidelines, templates and monitoring tools. Prepare and conduct presentations to stakeholders. Stakeholder engagement. Ensure business process mapping activities are conducted. Ensure effective document management systems are in place aligned to organisational requirements. Ensure ISO 9001 certification is maintained once certification is obtained. Plan and ensure implementation of the auditing programme. Compile audit reports. Ensure management review meetings take place timeously. Monitor customer satisfaction. Monitor actions to address non-conformities. Reporting to management. Supervision of staff. Ensure a high standard of quality is maintained in all meetings/activities/reporting.
- ENQUIRIES APPLICATIONS** : Ms V Govender, Tel No: (012) 336 7005 / (082) 940 7763
: All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>
- POST 11/150** : **ASSISTANT PROJECT MANAGER REF NO: 150426/08**
Branch: Water And Sanitation Services Management: Nw Cd: Provincial Operations: North-West
- SALARY CENTRE REQUIREMENTS** : R582 444 per annum (Leve 10)
: Mmabatho
: A relevant NQF level 7 qualification in Civil Engineering. A certificate in project management will be an added advantage. Five (5) years' experience in engineering field. Experience of programme and project management. Understanding of legislative and policy frameworks governing the water sector and water services infrastructure development grants, including the Division of Revenue Act (DoRA) and Public Finance Management Act (PFMA), among

others. Understanding of financial management. Knowledge of policy development and implementation. Knowledge of conflict management tools and methodologies. Understanding of legislative and policy frameworks governing the public sector. Good communication skills both (verbal and written). Good presentations, report writing, and networking skills. Accountability and ethical conduct.

DUTIES : Facilitate and support the implementation of water services infrastructure development grant programmes, including Regional Bulk Infrastructure Grant (RBIG) and Water Services Infrastructure Grant (WSIG), in line with the requirements of the Division of Revenue Act (DoRA) and departmental policies. Coordinate and administer the implementation of water supply and sanitation infrastructure programmes and projects within municipalities and implementing agents to ensure alignment with approved plans, targets, and deliverables. Provide support in the appraisal and assessment of municipal infrastructure grant applications, technical reports, and business plans to determine project readiness and compliance with grant frameworks. Monitor and evaluate the implementation and performance of RBIG and WSIG projects, including conducting site visits and project verification to ensure compliance with approved scope, timelines, and funding conditions. Coordinate project reporting and compliance monitoring by municipalities and implementing agents and consolidate reports for submission to management and Head Office. Assist with RBIG and WSIG budget planning and allocations for the Medium-Term Expenditure Framework (MTEF) and monitor expenditure against approved budgets. Support the management of grant disbursements and financial administration to ensure funds are utilised in accordance with the Public Finance Management Act (PFMA) and DoRA requirements. Facilitate stakeholder engagement and coordination with municipalities, implementing agents, and other sector partners to support effective programme implementation. Maintain proper record keeping and filing systems for project documentation, approvals, correspondence, and compliance reports related to RBIG and WSIG projects. Assist with strategic planning processes, including the compilation of the Annual Performance Plan (APP) and Operational Plan, as well as monitoring and reporting on their implementation.

ENQUIRIES APPLICATIONS : S Velembu, Tel No: (018) 387 9549
: All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>

POST 11/151 : **ASSISTANT DIRECTOR: COMPLIANCE AND OVERSIGHT REF NO: 150426/09**
Branch: Water And Sanitation Services Management: NW Cd: Provincial Operations: North-West

SALARY CENTRE REQUIREMENTS : R468 459 per annum (Level 09)
: Mmabatho
: Relevant NQF 7 in Auditing/Financial Management. Three (3) to (5) five years supervisory experience in Auditing/ Financial Management. Sound understanding of Anti-corruption strategy and fraud prevention measures. Extensive knowledge of computerised, financial and business systems. Sound understanding of PFMA, treasury Regulations and Cooperate Governance issues. Sound understanding of strategic plan and Annual Performance Plan. Sound understanding of investigation skills. A sound understanding of ERM principles and philosophy. Computer literacy in Microsoft Office Suite. Communication skills. Facilitation skills. Leadership skills. Strategic Support Capability. Programme and Project Management. Change Management and Knowledge management. Service Delivery Innovation (SDI). Problem solving and Analysis. People and Diversity Management. Client Orientation and Customer Focus. Accountability and Ethical Conduct.

DUTIES : Perform Enterprise Risk Management, Assist in the identification of strategic Risk and the development of risk management strategies and management of them. Facilitate enterprise -wide risk assessment and monitors priorities risks across the department. Perform regular Inspections on both Main and Trading Account. Identify compliance issues that require follow up or investigations, implementation of planning, execution and reporting of inspection assignment on both main and trading account. Perform preliminary investigations, implementation of planning execution and reporting of investigation of assignments on main and trading account. Co-ordination Internal and external audits on both Main and Trading Account, Risk reporting, perform all pre-audit

checks on all documents, manage and coordinate audit related activities, assist management with the investigations of fraud. Manage samples from AG and internal Audits and manage responses

ENQUIRIES : Mr S Matsheka, Tel No: (018) 3879511/ (082) 806 8856
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/152 : **CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: 150426/10**
Branch: Water And Sanitation Services Management: NW CD: Provincial Operations: North-West

SALARY : R551 493 per annum (OSD)
CENTRE : Mmabatho
REQUIREMENTS : A National Diploma in Civil Engineering. Six (6) years' post qualification in technical Engineering. 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 of technical design and analysis of water and sanitation services infrastructure development. Understanding of research and development. Knowledge and experience in Computer-aided engineering applications. Knowledge of legal compliance and Project management. Technical report writing. Good communication skills both (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. Must be prepared to work away from the office and travel extensively for extended periods of time.

DUTIES : Provide technical support in the appraisal and assessment of technical reports, designs, and business plans for Water Services Infrastructure Grant (WSIG) projects. Monitor and evaluate the implementation of water and sanitation infrastructure projects to ensure alignment with approved scope, technical standards, targets, and deliverables. Conduct project site visits and technical inspections to verify progress, quality of work, and compliance with approved designs and specifications. Review and analyse engineering designs, technical reports, and feasibility studies to ensure compliance with applicable standards, policies, and legislation. Support the management and monitoring of grant funding and ensure that project expenditure is aligned with the requirements of the Division of Revenue Act (DoRA) and other applicable financial frameworks. Facilitate and coordinate compliance reporting by municipalities and implementing agents and consolidate technical reports for submission to management. Provide technical advice and support to municipalities and implementing agents on water and sanitation infrastructure development and maintenance. Maintain proper record keeping and filing of technical documentation, project reports, approvals, and correspondence related to infrastructure projects. Support the planning, implementation, and monitoring of water services infrastructure programmes to ensure sustainable service delivery

ENQUIRIES : S Velembu, Tel No: (018) 387 9549
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/153 : **COMMUNICATION OFFICER REF NO: PUCMA 33**
Branch: Pongola-Umzimkhulu Catchment Management Agency Division: Institutions, Stakeholder Engagement And Governance

SALARY : R325 101 per annum (Level 07)
CENTRE : Durban
REQUIREMENTS : A relevant NQF level 6 qualification as recognized by SAQA in communications, Public Relations, Journalism, Media Studies, or related field. Three (3) years' experience in the public sector or environmental/water sector in the communication section. The disclosure of a valid unexpired driver's license, Experience in stakeholder engagement and public participation processes. Knowledge of Integrated Water Resource Management (IWRM), Public Finance Management Act (PFMA) requirements, Government communication systems and South African water legislation, knowledge of techniques and procedures for the planning and execution of operations, problems solving and analysis, conflict management, client orientation and customer focus, creative and awareness. Skills: Excellent written and verbal

DUTIES

communication skills, Media liaison and crisis communication, Graphic design and digital content creation (advantageous) and project management and reporting. willingness to travel within the Pongola–Mtamvuna Water Management Area and computer literacy (MS Office).

: The Communication Officer plays a strategic role in promoting Integrated Water Resource Management (IWRM), stakeholder participation, and transparent governance in line with national water sector priorities. To develop, coordinate, and implement internal and external communication strategies that enhance stakeholder engagement, promote awareness of water resource management issues, and support the mandate and programmes, fostering understanding, building awareness, and creating a favourable perception of the Pongola-Umzimkulu Catchment Management Agency. Communication Strategy and Planning: Develop and implement the PUCMA Communication Strategy and plans aligned with the Catchment Management Strategy (CMS), Strategic Plan (SP), and Annual Performance Plan (APP); coordination of PUCMA events, create actionable plans for securing media coverage of events and initiatives, recommend amendments to existing policies to improve communication effectiveness, ensure communication supports key focus areas such as awareness campaigns in Water Allocation Reform (WAR), Water Quality Management, Climate Change Adaptation, Compliance Monitoring and Enforcement and coordinate awareness campaigns (e.g., World Water Day, National Water Week, and other environmental days, etc). Dissemination of Information and Stakeholder Engagement: ensure timely and accurate dissemination of written and verbal communication materials to stakeholders, draft and send written invitation to stakeholders for PUCMA events, assist in crafting the strategic plan and budget management for the communication section, foster and maintain positive stakeholder relations, handle event logistics and venue management, update guest lists and maintain PUCMA calendars, facilitate communication between PUCMA and water users and other stakeholders such Water User Associations (WUAs), Local and District Municipalities, Traditional Authorities and rural communities, farmers, industries, government departments, and NGOs; support public participation processes for water use licence applications (WULAs) and other programmes of the CMA and assist in organising community outreach programmes and school awareness initiatives within the Water Management Area. Media and Public Relations: draft media releases, speeches, interna and external newsletters, and stakeholder reports; manage media relations and respond to public/media enquiries; coordinate crisis communication during droughts, floods, pollution incidents, and water restrictions; and monitor media coverage and prepare media analysis reports. Digital Communication and Branding: manage and update the PUCMA website and digital platforms; develop social media content aligned with government communication guidelines; design and distribute Information, Education, and Communication (IEC) materials; and ensure consistent corporate branding in line with government communication standards. Internal Communication: develop internal communication tools to enhance staff awareness and cohesion; coordinate internal newsletters and staff engagement sessions; and Support change management communication initiatives. Monitoring and Reporting: track communication performance indicators in line with APP targets; compile monthly, quarterly, and annual communication reports; and conduct stakeholder feedback surveys and communication impact assessment.

**ENQUIRIES
APPLICATIONS**

: Mr. Nkosinjani Mkhize, Tel No: (082) 880 6086
: All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za>

NOTE

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POST 11/154

: **SENIOR INTERNAL AUDIT REF NO: REF NO: 150426/11 (X3 POSTS)**
Branch: Director-General Dir: Internal Audit

**SALARY
CENTRE**

: R397 116 per annum (Level 08)
: Pretoria Head Office

- REQUIREMENTS** : An NQF level 6 in Accounting / Auditing. NQF Level 7 and above in Accounting / Auditing will serve as an added advantage. Two (2) years' experience in auditing environment. Over two years and/or completion of the OCIA/IAT will serve as an added advantage. Water sector and/or local government experience. Over 12 months experience in the water sector and/or local government experience will serve as an added advantage. The disclosure of a valid unexpired driver's license. Ability to drive both manual and automatic vehicles. Knowledge and understanding on internal audit standards, audit process and risk management principles. Knowledge and understanding of king code on corporate governance. Knowledge and understanding of the Public Finance Management Act, Treasury Regulations and Public Service Act. Knowledge of government financial systems such as BAS, LOGIS and PERSAL. Communicate to stakeholders. Compile Monthly Time Sheets. Supervise Interns. Provide secretariat services during the audits
- DUTIES** : Performing the planning, execution and reporting phases of an audit in accordance with the Institute of Internal Auditors (IIA) standards. Communicate to stakeholders. Compile Monthly Time Sheets. Supervise Interns. Provide secretariat services during the audits.
- ENQUIRIES** : Ms V Mashau Tel No: (012) 336 7134
- APPLICATIONS** : All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>
- POST 11/155** : **ARTISAN FOREMAN GRADE A (MECHANICAL) REF NO: 150426/12**
(Re-advertisement, applicants who have previously applied must re-apply)
Branch: Infrastructure Management: Central Operations Dir: Operations Central
- SALARY** : R382 047 per annum (OSD)
- CENTRE** : Bloemhof Dam
- REQUIREMENTS** : A Trade Test Certificate in Millwright/ Fitter and Turner/Diesel Mechanic. Five (5) years post qualification experience required as an Artisan. The disclosure of a valid unexpired driver's license. Knowledge of legal compliance. Computer-computer literacy. Team leadership. Production, process knowledge and skills. Ability to work independently and in a team. Knowledge of project management. Planning, organizing and execution. Technical report writing. Problem solving and analysis, decision making, creativity, self-management, customer focus and responsiveness. Sound interpersonal and leadership skills. Strong verbal and written communication skills. Financial and people management. Willingness to travel throughout South Africa for the execution of some duties.
- DUTIES** : Supervise technical design and production of technical services. Supervise and produce design according to specifications and within limits of production capability. Produce objects with material and equipment according to job specification and recognized standards. Supervise the maintenance of technical services. Repair mechanical/electrical equipment structures according to standards. Service/maintain equipment according to schedule. Perform administrative and related functions. Update register on maintained and repaired faults. Compile and submit reports as required. Provide inputs to the maintenance plan. Ensure adherence to safety standards, requirements, and regulations. Human Capital resource management. Supervise and mentor staff. Plan resources available and schedule maintenance work.
- ENQUIRIES** : Mr. HS van der Westhuizen, Tel No: (051) 405 9000
- APPLICATIONS** : All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>
- POST 11/156** : **GSIC TECHNICIAN PRODUCTION GRADE A – C REF NO: PUCMA 34**
Branch: Pongola-Umzimkhulu Catchment Management Agency
Division: Water Resource Planning And Management
- SALARY** : R359 671 – R586 665 per annum (OSD) (all-inclusive OSD salary package)
- CENTRE** : Durban
- REQUIREMENTS** : A National Diploma in GIS Cartography or relevant qualification. Three (3) years post qualification Technical (GISc) experience. Compulsory registration with South African Geomatics Council (SAGC) as a GIS Technician. The disclosure of a valid unexpired driver's license, willingness to travel within the Pongola–Mtamvuna Water Management Area. Knowledge and competency on understanding of GISc applications and spatial data queries. Understanding of

GISc theory, principles, and practices of GISc standards, understanding of technologies such as GPS, photogrammetry and Remote Sensing, as well as knowledge, capabilities and experience of working with GIS software such as ArcGIS, QGIS or related geospatial platforms. Knowledge of spatial data queries, data management and geodatabase administration, strong analytical, problem-solving and decision-making skills, ability to work effectively in a team environment, good communication, interpersonal and stakeholder engagement skills, project management, planning and organizational skills, and demonstrated self-management and customer service orientation. Data management and reporting capabilities and understanding of water resource management and environmental monitoring processes.

DUTIES : The successful candidate will be responsible for managing and maintaining the GIS Unit, including supervision of staff and coordination of GIS-related activities. The incumbent will conduct functional requirements analysis and perform technical GISc tasks to support water resource management within the Pongola-Mtamvuna Water Management Area. The role includes producing, maintaining, and updating GIS datasets and spatial databases related to water resources. The candidate will develop maps and undertake spatial analysis to support water resource monitoring, planning, and management within the catchment area. The incumbent will assist with catchment planning, water resource protection, and environmental monitoring using GIS tools and technologies. Responsibilities will also include collecting, integrating, and managing spatial data from various sources, ensuring data quality and consistency. The successful candidate will provide GIS technical support to scientists, hydrologists, and other technical staff within the organisation. The role further involves maintaining metadata and ensuring compliance with spatial data standards and best practices.

ENQUIRIES : Mr. Zakhele Buthelezi, Tel No: (079) 694 6797
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za>

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POST 11/157 : **COMMUNITY DEVELOPMENT OFFICER REF NO: PUCMA 35**
 Branch: Pongola-Umzimkhulu Catchment Management Agency
 Division: Institutions, Stakeholder Engagement And Governance

SALARY : R325 101 per annum (Level 07)
CENTRE : Durban
REQUIREMENTS : A Degree or National Diploma in Community Development, Development Studies, Environmental Management, Social Sciences, Water Resource Management, or related field. Minimum two (2) years' post-qualification experience in water resource management. The disclosure of a valid unexpired driver's license. Knowledge of the National Water Act (Act 36 of 1998) and other related legislations. Strong community facilitation and conflict resolution skills, knowledge of integrated water resource management (IWRM), understanding of rural development dynamics, report writing and presentation skills, project coordination abilities, good interpersonal and communication skills and ability to work in remote and rural areas. Willingness to travel within the Pongola-Mtamvuna Water Management Area and computer literacy (MS Office). Experience in water resource management or rural development will be an added advantage.

DUTIES : To facilitate meaningful stakeholder participation, strengthen community partnerships, and promote equitable and sustainable water resource management within the Pongola-Mtamvuna Water Management Area. The role supports transformation, water allocation reform, awareness campaigns, and inclusive decision-making in line with the National Water Act and the Water Services Act. Stakeholder Engagement and Participation: Identify and profile stakeholders (rural communities, traditional authorities, farmers, municipalities, industries, NGOs, youth and women groups), facilitate community meetings, public consultations, and awareness campaigns, support establishment and strengthening of Water User Associations (WUAs), support establishment and

strengthening of catchment management forums, and any other forums or committees assisting in water resource management, and ensure inclusive participation of historically disadvantaged individuals (HDIs). Assist WUAs in business plan development. Community/ stakeholder Capacity Building: Conduct education and awareness programmes such as Water conservation and demand management, water quality protection, pollution prevention, climate change adaptation; develop training materials and facilitate workshops and promote career awareness in water and environmental sectors. Support to Water Allocation Reform (WAR): Assist communities in understanding water licensing processes; support emerging farmers in water use registration and compliance and facilitate conflict resolution related to water access and allocation. Communication and Advocacy: Serve as liaison between CMA and communities.; prepare communication materials (reports, presentations, newsletters); and promote CMA programmes such as river health monitoring and catchment protection initiatives. Monitoring and Reporting: Compile stakeholder engagement reports; maintain stakeholder databases; monitor impact of community projects and submit progress reports and provide input into Catchment Management Strategy (CMS) implementation.

ENQUIRIES : Ms. Pravitha Jairam, Tel No: (082) 805 2626
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za>

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POST 11/158 : **PROJECT ADMINISTRATOR REF NO: 150426/13**
 Branch: Water And Sanitation Services Management: NW CD: Provincial Operations: North-West

SALARY : R325 101 per annum (Leve 07)
CENTRE : Mmabatho
REQUIREMENTS : A relevant NQF level 6 qualification. One (1) to (2) two years' experience in project administration environment. Understanding of legislative and policy frameworks governing the sector. Understanding of programme, project and financial management. Knowledge of policy development and implementation. Understanding of legislative and policy frameworks governing the public sector. Good communication skills both (verbal and written). Knowledge of presentation and report writing. Accountability and ethical conduct.

DUTIES : Render administrative and coordination support in the implementation of water services infrastructure development grant programmes. Coordinate project reporting, site visits, and verification of water infrastructure development projects. Provide project financial administration support, including monitoring expenditure and assisting with grant-related financial documentation. Monitor and evaluate project activities to ensure that implementation aligns with approved plans, targets, and deliverables. Maintain and manage proper filing systems for all project-related documentation and correspondence with Municipalities and Implementing Agents to ensure accurate record keeping and easy retrieval of information. Compile and maintain a database of resource-poor farmers as beneficiaries of rainwater harvesting programmes.

ENQUIRIES : S Velebo, Tel No: (018) 387 9549
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/159 : **HUMAN RESOURCE REGISTRY CLERK REF NO: 150426/14**
 Branch: Water And Sanitation Services Management: Fs Cd: Provincial Operations: Free State Dir: Corporate Support Services Sd: Human Resources Management

SALARY : R228 321 per annum (Level 05)
CENTRE : Bloemfontein
REQUIREMENTS : A Senior/Grade 12 certificate. A National Diploma in Records Management/Archives or Human Resources Management will serve as an added advantage. Appropriate experience in the registry will serve as an added

advantage. Computer literacy (Microsoft packages). Knowledge of human resources functions and practices as well as the ability to capture data and to operate computers. Basic knowledge and insight of human resources prescripts. Basic knowledge of financial operating systems (PERSAL). Basic knowledge of National Archive and Records Service of South Africa Act No. 43 of 1996. Knowledge of storage and retrieval procedures in terms of working environment. Good communication skills (both verbal and written). Ability to work under pressure.

DUTIES : Implement confidential filing system in the HRM Registry. Provide registry counter services. Open files according to the approved file plan. File documents according to the approved filing system. Handling of incoming and outgoing correspondence and files. Render effective filing and record management services. Keep and maintain file tracking system. Electronic filing of approved submissions, memos and letters. Identify and process documents to be archived and disposed. Keep a register of archived and disposed documents. Complete index cards for all files. Receive and distribute mail. Assist with other HR Administrative functions assigned.

ENQUIRIES APPLICATIONS : Ms Z Matshiana, Tel No: (051) 405 9000
: All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 11/150 : **ADMINISTRATION CLERK REF NO: PUCMA 36**
Branch: Pongola-Umzimkhulu Catchment Management Agency
Division: Institutions Stakeholder Engagement And Governance

SALARY CENTRE REQUIREMENTS : R228 321 per annum (Level 05)
: Durban
: A recognized three- year tertiary qualification in Administration or equivalent. The disclosure of a valid unexpired driver's license. Exceptional organizational and computer skills in MS Word, Excel, Outlook, and PowerPoint. Proven minute-taking skills, coupled with excellent verbal and written communication, and strong organisational skills. Knowledge of the National Water Act (Act 36 of 1998) and of water resource management. The applicant must be willing to travel throughout the province. Short-listed applicants will be subjected to practical testing.

DUTIES : The successful candidate will provide administrative and logistical support to facilitate stakeholder coordination, institutional development, and governance processes within the Water Management Area. The incumbent will be responsible for the following duties: providing administrative support by organising meetings for the Institutions and the Stakeholder Engagement and Governance Division. Assist with the coordination and organisation of stakeholder meetings, workshops, and consultations with institutions such as water user associations, catchment management forums, community organisations, municipalities, and other stakeholders. Prepare and distribute meeting notices, agendas, minutes, and reports. Assist with document management, filing systems, and correspondence related to stakeholder engagement activities. Support the Division in compiling reports, presentations, and administrative documentation. Sending invites and meeting documentation to all members of the catchment management forums timeously: Drafting letters and correspondence to stakeholders; Respond to general queries from stakeholders. Photocopying, and binding of documents for distribution to stakeholders. Make travel, catering, and accommodation arrangements. General control and procurement of office equipment and stationery.

ENQUIRIES APPLICATIONS : Ms. Pravitha Jairam, Tel No: (082) 805 2626
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NOTE : The Pongola-Umzimkhulu Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and Sanitation. Employees appointed in the CMA have similar employment terms and conditions as those of employees appointed in terms of the Public Service Act, though not employed in terms of the Public Service Act.

- POST 11/151** : **TRADESMAN AID REF NO: 150426/15 (X3 POSTS)**
 Branch: Infrastructure Management: Southern Operations Dir: Operations
 Southern SD: Water Resources Infrastructure Operations And Maintenance
- SALARY** : R163 680 per annum (Level 03)
CENTRE : Breede/Gouritz
REQUIREMENTS : Applicants must be in possession of NQF level 3 (Grade 10 certificate or relevant qualification). Six (6) months trade related experience. Basic knowledge in maintenance of structures and managing the water distribution for all government waterworks within the area of Office jurisdiction. 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.
- DUTIES** : Provide assistance in maintenance of facilities, vehicles, and equipment. Repair, clean service and safe keeping of equipment and tools according to standards. Do routine maintenance of electrical equipment. Do maintenance of dam walls. Attend to all problems in the workshop. Keep structures clean and their surroundings. Keep equipment in the store safe. Keep grids clean. Lock the storerooms always. Repair equipment when necessary. Assist and support the Artisan and other technical personnel in performing mechanical/electrical services which include the following: maintenance and repairs on equipment and perform inspections on tools and equipment after returning from tasks. Loading and offloading equipment from vehicles. Clean equipment and workplace when returning to the office. Report any unserviceable and lost equipment to the Supervisor. The incumbent may work away from the office for extended periods of time.
- ENQUIRIES** : Mr S Makhubela, Tel No: (023) 880 0150
APPLICATIONS : All applications to be submitted online on the following link:
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- NOTE** : Preference will be given to candidates from the geographical area