

DEPARTMENT OF WATER AND SANITATION

- APPLICATIONS** : Interested applicants must submit their applications via the online link <https://erecruitment.dws.gov.za>
- CLOSING DATE** : 06 May 2026
- NOTE** : 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.
- ERRUTUM:** Kindly note that the post of Water Control Aid (X15 Posts) with Ref No: 240426/04, 240426/05, 240426/06, 240426/07, 240426/08, 240426/09 and 240426/10 as advertised in the Public Service Vacancy Circular 12 of 2026 dated 24 April 2026, has the following enquiry contacts: Mr P Mokgau Tel No: (018) 673 9902 (Grootmarico) and Ms Elsabé Oosthuizen, Tel No: (087) 943 3716 Furthermore, the post of General Worker (X19 Posts) with Ref No: 240426/15, as advertised in the same circular, has the following enquiry contact: Mr P Mokgau, Tel No: (018) 673 9902 (Grootmarico). Please also note that the closing date for both posts has been extended to 06 May 2026.

OTHER POSTS

- POST 13/204** : **SPECIALIST SCIENTIST PRODUCTION GRADE A REF NO: 060526/01**
Branch: Regulations Compliance and Enforcement
Dir: Water Abstraction and Instream Impacts
Sd: Technical Coordination and Support
- SALARY** : R1 509 819 per annum, (all-inclusive OSD salary package)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : PhD in Hydrology, Environmental Science, Water Resource Management, or a related field of science. Ten (10) years relevant scientific experience in water resource management or related scientific field after BSc Degree qualification. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a professional in an appropriate field of practice. The disclosure of a valid unexpired driver's licence. Knowledge of the legal compliance to the National Water Act, 36 of 1998 and other specific

environmental management related legislations. Understanding of programme and project management. Understanding of scientific methodologies and models. Knowledge in research and development. Knowledge in computer-aided scientific applications. Technical report writing and data analysis. Networking, planning and organising. Conflict, people and change management. Capacity building and facilitation skills. Good communication skills both (verbal and written). Problem solving and analysis.

DUTIES : Provide scientific support in the regulation and management of instream water impacts. Conduct technical assessments of water use licence applications. Provide technical inputs into Records of Decisions for environmental authorisation applications. Evaluate hydrological data and determine impacts on water resources. Develop and review resource protection measures, including ecological reserve requirements. Support compliance monitoring and enforcement initiatives. Participate in policy development and implementation within the Directorate. Liaise with stakeholders, including government entities, Water Research Commission, academic and other research Institutions, consultants, and water users. Supervise and mentor junior officials. Compile technical reports and provide recommendations for decision-making. Development of guidelines and protocols for Instream Water Impacts and ensure their implementation. Lead, coordinate, and develop scientific models and regulatory frameworks. Capacity building of internal and external stakeholders. Conduct and participate in research initiatives. Provide specialised scientific and technical expertise in support of the Department during Water Tribunal proceedings and/or any litigation related processes.

ENQUIRIES : Mr N Ndubane Tel No: (012) 336 8851
APPLICATIONS : All applications to be submitted online on the following link:
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POST 13/205 : **CHIEF ARCHITECT (LANDSCAPE) GRADE A REF NO: 060526/02**
Branch: Regulations Compliance and Enforcement
Dir: Water Abstraction and Instream Impacts
Sd: Technical Coordination and Support

SALARY : R1 099 488 per annum, (all-inclusive OSD salary package)
CENTRE : Pretoria Head Office
REQUIREMENTS : A Bachelor's degree in landscape architecture or relevant qualification. Six (6) years post qualification landscape architectural experience required. Post graduate qualification will serve as an added advantage. Compulsory registration with South African Council for the Landscape Architectural Profession (SACLAP) as a Professional Landscape Architect. The disclosure of a valid unexpired driver's licence. Knowledge of the legal compliance to the National Water Act, 36 of 1998 and other specific environmental management related legislations. Knowledge of water resource management, environmental legislations, and regulatory frameworks. Understanding of water use authorisations, particularly Instream water Impacts with a focus on landscape architecture, landscape design, landscape planning, landscape rehabilitation. Understanding of programme and project management. Understanding of architectural legal and operational compliance. Knowledge of landscape architectural operational communications and technology. Knowledge of landscape maintenance, monitoring and auditing skills. Understanding of landscape architectural principles. Technical report writing. Problem solving and analysis. People, conflict and change management. Capacity building and facilitation skills. Good communication skills both (verbal and written).

DUTIES : Conduct technical assessments of water use licence applications and provide technical inputs into Records of Decisions for environmental authorisation applications with a specific focus on landscape and ecological impacts. Provide specialist input on landscape and instream water Impacts related developments. Ensure compliance with environmental and water legislation. Conduct site inspections and evaluate landscape impacts of proposed developments. Participate in policy development and implementation within the Directorate. Support compliance monitoring and enforcement initiatives. Liaise with internal and external stakeholders on regulatory matters. Compile technical reports and provide recommendations for decision-making. Development of guidelines and protocols for Instream Water Impacts with a focus on Landscape Architecture and ensure their implementation. Mentor junior officials. Capacity building of internal and external stakeholders. Conduct and participate in research initiatives. Provide specialised technical expertise

- in support of the Department during Water Tribunal proceedings and/or any litigation related processes.
- ENQUIRIES** : Mr N Ndubane Tel No: (012) 336 8851
- APPLICATIONS** : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>
- POST 13/206** : **DEPUTY DIRECTOR: WATER SERVICES POLICY RESEARCH AND EVALUATION REF NO: 060526/03**
Branch: Water and Sanitation Services Management
Dir: Water Services Policy Research and Evaluation
- SALARY** : R1 059 105 per annum (Level 12), (all-inclusive salary package)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Bachelor's degree (NQF level 7) in Public Policy, Social Science, Development Studies, Public Administration, or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in the water and sanitation sector policy development and strategy. Knowledge and experience in policy and strategy development and implementation. Knowledge and understanding of all the relevant legislation including Water Act, PFMA, etc. Knowledge in assessment of the sector performance on water and sanitation policies Knowledge and understanding of government planning frameworks and timelines. Knowledge in supporting legislative reviews, analysis and advise on amendments. Good communication skills both (verbal and written). Understanding of strategic capacity and leadership. Knowledge in programme and project management. Understanding of financial, change and knowledge management. Service delivery and innovation. Problem solving and analysis. People management and empowerment. Client orientation and customer focus. Accountability and ethical conduct.
- DUTIES** : Facilitate the development of water services policy and strategy and related processes. Facilitate consultations and workshops with stakeholders (internal and external) during policy and strategy formulation. Conduct periodic review of the water services strategy considering identified areas for review. Monitor implementation of current water services strategies to identify gaps and improvement areas. Conduct policy research to inform evidence-based policy making. Prepare SEIAS phase 1 (initial assessment) and phase 2 (full assessment) reports for proposed policies, strategies and regulations. Develop and review Social Economic Impact Assessment System (SEIAS) reports on policy strategy and regulation. Facilitate the development of legislation, operational policies, and strategies. Provide technical input into drafting of water sector legislation and operational guidelines. Manage human resources, financial and risk management.
- ENQUIRIES** : Mr S Ndlovu Tel No: (012) 336 7391
- APPLICATIONS** : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>
- POST 13/207** : **DEPUTY DIRECTOR: WATER SERVICES INSTITUTIONS PERFORMANCE REGULATION REF NO: 060526/04**
Branch: Water and Sanitation Services Management: EC
CD: Provincial Operations: Eastern Cape
- SALARY** : R1 059 105 per annum (Level 12), (all-inclusive salary package)
- CENTRE** : East London
- REQUIREMENTS** : A Bachelor's Degree in Water / Natural Science, Engineering (Civil / Electrical), Environmental or relevant qualification at NQF level 7. Five (5) years' experience in Water Sector Management. The disclosure of a valid unexpired driver's license. Knowledge of Public Services Act. Knowledge and understanding of Water service act, National Water Act and related legislation. Knowledge of financial management and public finance management Act (PFMA). Public Administration.
- DUTIES** : Provide operational plan to ensure monitoring and compliance of water services institutions (IPAP). Construct operational plan for water service institutions compliance monitoring. Advises management on policies and strategies relevant to water services institutions performance monitoring Develop local monitoring strategies and standards. Implementation of norma and standards. Coordinate regulation of municipal water use efficiency (No Drop) in the provincial operational area. Manage water services institutions performance compliance monitoring programme. Analyze routine monitoring

reports. Draft provincial water services institutions performance compliance monitoring report. Develop remedial action plans to address water loss. Implementation of remedial action plans. Lead monitoring of municipal water and sanitation tariffs. Evaluation of municipal water and sanitation tariffs against prescribed tariff methodology. Mediate in application of tariffs to ensure tariffs are equitably applied. Escalate noncompliance with tariff implementation. Unit management. Performance management. Training and development. Discipline management. Resource allocation Routine reports.

ENQUIRIES : Mr A Lucas. Tel No: (043) 701 0347
APPLICATIONS : All applications to be submitted online on the following link:
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POST 13/208 : **DEPUTY DIRECTOR: SANITATION SERVICES REGULATION REF NO: 060526/05**
 Branch: Water and Sanitation Services Management: EC
 CD: Provincial Operations: Eastern Cape

SALARY : R1 059 105 per annum (Level 12), (all-inclusive salary package)
CENTRE : East London
REQUIREMENTS : A Bachelor's Degree in Water / Urban / Natural / Environmental Science / Engineering (Civil / Electrical) or relevant qualification at NQF level 7. Five (5) Years' experience in Water Sector Management. The disclosure of a valid unexpired driver's license. Knowledge of Public Services Act. Knowledge and understanding of Water Services Act, National Water Act and related legislation. Knowledge of financial management and public finance management Act (PFMA). Public Administration.

DUTIES : Provide operational plan to ensure monitoring and compliance of wastewater standards. Develop a vision and mission for the supply of wastewater quality to water sector users. Ensures a culture of innovation and performance. Construct operational plan for wastewater compliance monitoring. Advises top management and legislature, as well as relevant sector bodies, on policies and strategies relevant to the sector. Ensures compliance to legislative requirements and framework agreements. Manage compliance monitoring programme. Analyze routine monitoring reports. Draft provincial wastewater compliance report. Ensures maintenance of the wastewater quality system. Manage regular monitoring of wastewater processing facilities. consult with wastewater processing facilities operational management. Guide the development of maintenance plans for wastewater processing facilities. Facilitates implementation of wastewater quality action plan. Develop remedial action plans to address non-compliance. Implementation and monitoring of remedial maintenance schedules. Implementation of remedial action addressing wastewater quality. Manage implementation of green drop programme. Coordinate the customizing of local green drop programmes. Develop systems for implementation of green drop programmes. Lead monitoring of impact of green drop programmes. Develop and implement interventions to improve green drop programmes. Unit management. Performance management. Training and development. Discipline management. Resource allocation. Routine reports.

ENQUIRIES : Mr A Lucas. Tel No: (043) 701 0347
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

POST 13/209 : **ASSISTANT DIRECTOR: LAND MATTERS REF NO: 060526/06 (X4 POSTS)**
 Branch: Infrastructure Management: Head Office
 Dir: Land Rights Administration
 Re-advertisement, applicants who have previously applied must re-apply.

SALARY : R468 459 per annum (Level 09)
CENTRE : Pretoria Head Office
REQUIREMENTS : Must possess an NQF 6 qualification (National Diploma) in Real Estate, Property studies, Land Management or equivalent qualifications. Five (5) years relevant experience in land acquisition, land use management, property management or related fields. Knowledge understanding Expropriation Act, National Water Act, Water Services Act, Promotion of Administrative Justice Act, Constitution of South Africa, Public Services Act, Public Administration and relevant acts in relation to the land related matters. Problem solving and

- analysis. Accountability and ethical conduct. Good communication skills both (verbal and written).
- DUTIES** :
- Facilitate and coordinate land acquisition processes in accordance with approved policies, procedures, and delegated authority. Support the development and implementation of land acquisition practices, methodologies, and standard operating procedures within the unit. Coordinate the administration of land use management matters, including land use determinations and compliance with applicable legislation. Prepare, compile, and submit accurate monthly, quarterly, and ad hoc reports within prescribed timeframes. Prepare submissions, memoranda, and reports on land acquisition, land use, and land administration matters in compliance with legislative, policy, and departmental requirements. Provide guidance and supervision to staff on the interpretation and application of land-related legislation, policies, and departmental guidelines. Render administrative support in relation to wayleaves, servitudes, and leasing of State land within delegated authority. Verify and ensure that State land parcels are correctly vested under the Department of Water and Sanitation (DWS). Monitor, record, and report illegal occupation, encroachment, or misuse of State land within government waterworks, including conducting site visits where required. Administer applications from interested parties for new developments on State land and coordinate administrative processes for existing (old scheme) properties. Liaise with internal and external stakeholders on land acquisition, land use, and land administration matters. Attend meetings and forums relating to land acquisition, land use management, and land administration matters. Attend to additional administrative and operational duties related to land acquisition and land use management, as reasonably required by the supervisor within the scope of the post and delegated authority.
- ENQUIRIES** :
- APPLICATIONS** :
- Ms P Mangotlo Tel No: (012) 336 8949
- All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>
- POST 13/210** :
- CHIEF SECURITY OFFICER REF NO: 060526/07**
Branch: Infrastructure Management: Northern Operations
Dir: Operations Northern
- SALARY** :
- CENTRE** :
- REQUIREMENTS** :
- R325 101 per annum (Level 07)
Nandoni Dam
- A relevant NQF level 4 or Senior/Grade 12 Certificate. A valid Security Grade A PSIRA Certificate. National Diploma in Security Management will serve as an added advantage. National Key Point Certificate, A valid SAPS Firearm Competency for Rifle, Shotgun and Pistol will serve as an added advantage. Three (3) years' supervisory experience in a security environment. The disclosure of a valid unexpired driver's license. Computer literacy and skills in MS Office Software package. Knowledge of prescribed security legislation e.g. MISS, Protection of Information Act, etc. Knowledge and experience of emergency procedures. Knowledge of Occupational Health and Safety. Sound knowledge in interpretation and application of security code of conduct, security legislations and directives. Good listening, communication, and interpersonal skills. Ability to interact with people at all levels and work in a team environment. Analytical thinking. Problem-solving and analysis. Ability to handle conflicts and excellent report writing skills. Work under pressure, willingness to travel throughout the Area Office and work extended hours.
- DUTIES** :
- Implement security polices in line with relevant acts and national directives as determined. Monitor threats and risk analysis Ensure firearm regulation is implemented accordingly. Manage deployment and the functioning of security operations. Implement emergency contingency and procedures. Conduct site inspections on official residence and offices. Safeguard Departmental assets. Conducts investigations of security incidents and breaches. Liaise with National Intelligence Agency (NIA), South African Police Services (SAPS), other security agencies and DWS National Security Manager Coordinate security awareness and training Ensure the safe custody and protection of officials, assets and information through the implementation and adherence to the MISS/MPSS. Supervision of human resources. Manage and evaluate staff performance on an on-going basis. Manage private security service provider's contracts. Provide operational and administrative assistance regarding security activities, forums, training, vetting, risk assessments and security reports. Conduct investigations where necessary.

ENQUIRIES : Mr KS Thantsha Tel No: (015) 307 8600

APPLICATIONS : All applications to be submitted online on the following link:
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POST 13/211 : **SECURITY OFFICER (X26 POSTS)**
Branch: Infrastructure Management: Northern Operations
Dir: Operations Northern

SALARY : R193 359 per annum (Level 04)

CENTRE : Nandoni Dam Ref No: 060526/08 (X16 Posts)
Mokolo Pump Station Ref No: 060526/09 (X10 Posts)

REQUIREMENTS : NQF level 4 Certificate. Professional membership: PSIRA Grade A. National Key Point Training Certificate. Firearm Competency Certificate. Understanding National Key Point Act 102 of 1980 and regulations. Knowledge of Labour Relations Act 66 of 1995 and Criminal Procedure Act 51 of 1997. Knowledge of South African Constitution and Strategic Intelligence Act. Threat, risk assessment skills, investigation and interviewing skills. Knowledge of physical security shift operations and Minimum Information Security Standards. (MISS). Excellent communication skills both (verbal and written). A comprehensive knowledge and understanding of asset and information protection principles necessary to plan and implement security programs and solutions in support of the business. Understanding of legislative and safety and policy frameworks governing the sector. Understanding of financial management. Understanding of programme and project management. Knowledge of policy development and implementation. Understanding of legislative and policy frameworks governing the public sector. Good communication, presentation, report writing and networking skills. Accountability and ethical conduct. Knowledge of conflict management tools and methodologies.

DUTIES : Control the movement of people, vehicles and goods into and out of the NKP, and permit or deny entry as required. Security incidents response including arrest unauthorized individuals where necessary. Surveillance and monitoring premises and security perimeter of the NKP. Ensure the equipment, documents, and stores do not leave or enter the building of premises unauthorised. Administer compliance record all incidents in the occurrence books/registers.

ENQUIRIES : Mr KS Thantsha Tel No: (015) 307 8600 / Mr P Monkwe at (066) 111 0012 (Mokolo)

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