

DEPARTMENT OF WATER AND SANITATION

- APPLICATIONS** : Interested applicants must submit their applications via the online link <https://erecruitment.dws.gov.za>
- CLOSING DATE** : 13 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.

MANAGEMENT ECHELON

- POST 14/84** : **DIRECTOR: COMPLIANCE MONITORING AND ENFORCEMENT REF NO: LOCMA 09**
Branch: Limpopo-Olifants Catchment Management Agency
Division: Water Resource Management
- SALARY CENTRE REQUIREMENTS** : R1 266 714 per annum (Level 13), (all-inclusive salary package)
: Polokwane
: A Bachelor's Degree in Natural Science / Engineering / Environmental / Environmental Law relevant NQF level 7 qualification. Six (6) to (10) ten years' experience in compliance monitoring and enforcement environment of which five (5) years' experience must be at a middle / senior managerial level. The disclosure of a valid unexpired driver's licence. Negotiation skills, presentation skills, knowledge of relevant Acts, project and programme management.
- 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. Provision of business planning and general management for the directorate.
- ENQUIRIES NOTE** : Mrs FL Lamola at (083) 273 2494
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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.

<u>POST 14/85</u>	:	<u>DIRECTOR: WATER USE AUTHORISATION REF NO: LOCMA 10</u> Branch: Limpopo-Olifants Catchment Management Agency Division: Water Resource Management
<u>SALARY</u>	:	R1 266 714 per annum (Level 13), (all-inclusive salary package)
<u>CENTRE</u>	:	Polokwane
<u>REQUIREMENTS</u>	:	A Bachelor's Degree in Natural Sciences (Hydrology/Ecology/ Zoology/ Botany/ Chemistry/Microbiology etc) B Tech Degree in Environmental Management relevant NQF level 7 Qualification. Six (6) to (10) years' experience in Water Use Authorization of which five (5) years' experience at a middle/senior managerial level in water resource environment. The disclosure of a valid unexpired driver's licence. Knowledge of business and management principles. Knowledge of strategic planning, resource allocation and human resources. Knowledge of National Water Act, Knowledge of associated environmental legislation. Knowledge of Project Management. Problem solving and analysis.
<u>DUTIES</u>	:	Lead the implementation of water use authorisation and registration processes. Provide strategic direction in water use license administration process. Ensure the operation of water authorisation and registration management system. The provision of business planning and general management of the unit.
<u>ENQUIRIES</u>	:	Mrs FL Lamola at (083) 273 2494
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OTHER POSTS

<u>POST 14/86</u>	:	<u>DEPUTY DIRECTOR: DRINKING WATER REGULATION REF NO: 130526/01</u> Branch: Water and Sanitation Services Management: MP Cd: Provincial Operations Mpumalanga
<u>SALARY</u>	:	R1 101 468 per annum (Level 12), (all-inclusive salary package)
<u>CENTRE</u>	:	Mbombela
<u>REQUIREMENTS</u>	:	A relevant NQF level 7 qualification in Natural Science. Five (5) years' experience at supervisory level. The disclosure of a valid unexpired driver's license. A clear understanding of the departments role and implementation of policies with respect to water resource management. Knowledge and understanding Public Finance Management Act (PFMA) and Treasury regulations. Knowledge and experience of administrative and clerical procedures and systems. Practical knowledge of the Governmental financial systems. Knowledge of the National Water Act, 36 of 1998, and related policies, strategies, and guidelines. Understanding the principles of Integrated Water Resource Management and Compliance Monitoring and Enforcement. Good computer literacy skills. Innovative thinking, negotiating and networking skills. Proven managerial and communication skills. Knowledge of Human Resource Policies. A clear understanding of transformation in the Public Service.
<u>DUTIES</u>	:	Provide leadership to the section, develop and share a vision and mission for the section. Promote team building within and beyond the section. Ensure adequate support to subordinates. Ensure a culture of innovation and performance. Develop and implement a performance improvement suggestion scheme. Advice top management and the legislatures as well as relevant sector bodies on policies and strategies relevant to the directorate. Conduct strategic and business planning for the section. Participate as a key player in the water and sanitation function strategic plan. Develop a strategic plan for the section, develops and manage the budget for the section. Develop an expenditure forecast. Manage the development of individuals in subordinate positions. Ensure effective development and implementation of policies and strategies for the section. Ensure the monitoring of compliance of water programmes with national regulatory framework. Ensure site visits for DWS quality, standard, norms and sustainability. Ensure analysis of data for monthly

internal and quarterly external reporting. Ensure synchronisation of water services (WS) and water resource (WR). Liaise with relevant stakeholders in the province with regard to synchronisation of WR and WS. Ensure the consolidation of all quarterly regional information into the Water Section Work Plan reporting tool. Ensure that the Department and Ministerial priorities for each region as agreed in their business plan are captured programmatically in the work plan tool and report on. Ensure specific regional analysis on spot check data. Manage WSA in fulfilling its water services responsibility in terms for MIG and WSDPs. Oversee proactive monitoring and evaluate of water service delivery by WSAs. Manage and oversee the planning of interventions for poor performance. Provide operational plan to ensure monitoring and compliance on drinking water quality. Ensures compliance to legislative requirements and framework agreements. Ensures maintenance of the Drinking Water Quality System. Facilitates implementation of Drinking Water Quality Action Plan.

ENQUIRIES : Ms G Nyalunga Tel No: (013) 759 7314/Ms FM Mkhwanazi Tel No: (013) 759 7515/Ms PC Ngwamba Tel No: (013) 759 7446/Mr E Pinga Tel No: (013) 759

POST 14/87 : **DEPUTY DIRECTOR: HUMAN RESOURCES ADMINISTRATION REF NO: LOCMA 11**
Branch: Limpopo-Olifants Catchment Management Agency
Division: Human Resource Management

SALARY CENTRE REQUIREMENTS : R932 292 per annum (Level 11), (all-inclusive salary package)
: Polokwane
: An NQF level 6 (National Diploma) or NQF level 7 (Bachelor's Degree) in Human Resource Management. Three (3) to five (5) years' experience of which three (3) years must be at a supervision level in Human Resource Management. The disclosure of valid unexpired driver's license. Knowledge of human resources functions, practices as well as the ability to capture data, operate computers and collate administrative statistics. Basic knowledge and insight of Human Resource prescripts. Applicants must have working experience on the PERSAL system and be in possession of a PERSAL certificate. Knowledge of databases and spread sheet applications. Knowledge and experience of Pension Administration as well as conditions of service matters i.e. leave, housing allowances, policy on incapacity leave, ill health retirement (PILIR), appointments, injury on duty and other allowances. Have a working knowledge of the Basic Condition of employment Act and Labour Relations Act. Knowledge of the Public Service Act, Public Service Regulations and any other relevant prescripts. Good verbal and written communication skills.

DUTIES : The incumbent will be responsible for the effective management of the total human resource functions within Catchment Management Agency. Ensuring and managing the implementation of Human Resources, Human Resources Development which includes Performance Management and Development System, Planning and Recruitment as well as HR Administration, strategies, policies, practices and systems and monitoring the guidance, to subordinates and line managers. The interpretation and application of HR policies and directives. Management of PERSAL system that will expedite the provision of information and statistics. Ensuring and managing effective programming and coordination of training activities. Assessing the Performance of Officials in the unit (PMDS).

ENQUIRIES NOTE : Mrs FL Lamola at (083) 273 2494
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POST 14/88 : **DEPUTY DIRECTOR: FINANCIAL MANAGEMENT REF NO: LOCMA 12**
Branch: Limpopo-Olifants Catchment Management Agency
Division: Financial Accounting

SALARY CENTRE REQUIREMENTS : R932 292 per annum (Level 11), (all-inclusive salary package)
: Polokwane
: A relevant tertiary qualification in Financial Management at NQF level 7. At least Five (5) years management experience in finance of which three (3) years

must be at a supervision level. The disclosure of a valid unexpired driver's license. Practical knowledge of Accrual Accounting. Computer literacy in Microsoft Office (particularly Excel). Extensive knowledge of Governmental financial systems, including SAP. Knowledge of principles and practice of financial accounting, Treasury Regulations, the Public Finance Management Act (PFMA), GAAP/GRAP, DORA and Public Service Act. Problem solving, analytical and report writing skills. Strategic thinking. Conversant in English. Good verbal and written communication skills.

DUTIES : Provide financial accounting services, render financial management services, provide bookkeeping services, manage payroll services, ensure control on expenditure and financial reporting. Provide strategic leadership and business planning- providing guidance for operational planning and reporting and financial planning and reporting.

ENQUIRIES : Mrs FL Lamola at (083) 273 2494

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POST 14/89 : **DEPUTY DIRECTOR: REVENUE MANAGEMENT REF NO: LOCMA 13**
Branch: Limpopo-Olifants Catchment Management Agency
Division: Revenue Management

SALARY : R932 292 per annum (Level 11), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : A relevant tertiary qualification in Financial Management, Accounting or Revenue Management at NQF level 7. At least Five (5) years management experience in finance of which three (3) years must be at a supervision level. The disclosure of a valid unexpired driver's license. Computer literacy in Microsoft Office (particularly Excel – advanced level). Extensive knowledge of Government financial systems including SAP. Sound knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, GAAP/GRAP, Division of Revenue Act (DORA), National Water Act, and Public Service Act. Understanding of billing systems, debtor management, revenue collection strategies and credit control processes within a public sector environment. Strong analytical, problem-solving and report writing skills. Strategic thinking ability with sound financial planning capabilities.

DUTIES : Revenue Management and Billing, Oversee the development and implementation of revenue management policies, systems and procedures. Ensure accurate billing of water use charges and related revenue streams in line with legislative frameworks. Monitor revenue recognition in compliance with GRAP standards. Ensure effective integration between operational water use data and financial billing systems. Debt Management and Credit Control, manage debtor accounts, monitor ageing analysis and implement effective credit control strategies, oversee debt collection processes and liaise with legal services where necessary. Develop and implement revenue enhancement and debt recovery strategies. Ensure reconciliation of revenue and debtor accounts on a monthly basis. Financial Reporting and Compliance, prepare and review revenue reports, forecasts and analysis for management and Board reporting. Ensure compliance with PFMA, Treasury Regulations and audit requirements. Coordinate revenue-related audit processes and implement corrective action plans. Strategic Leadership and Planning, providing strategic direction for revenue management within LOCMA. Contribute to budgeting, cash flow management and financial sustainability planning. Strengthen internal controls relating to revenue processes. Support the operationalisation of the Catchment Management Agency through effective revenue systems and governance. Stakeholder Management, engage with water users, internal divisions, DWS and other stakeholders on revenue-related matters. Provide guidance and training to regional and operational staff on billing and revenue processes.

ENQUIRIES : Mrs FL Lamola at (083) 273 2494

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- POST 14/90** : **ENGINEER PRODUCTION (GRADE A – C) REF NO: 130526/02**
Branch: Water and Sanitation Services Management: EC
Cd: Provincial Operations: Eastern Cape
Dir: Infrastructure Development Maintenance
Re-advertisement, applicants who have previously applied must re-apply
- SALARY** : R914 517 – R1 376 199 per annum, (OSD), (Offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Cradock
A Civil Engineering Degree (B Eng/ BSc) qualification. Three (3) years post qualification engineering experience in water services infrastructure development. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license. Knowledge of contract, project and financial management. Knowledge and understanding of operation and maintenance for Water Services Infrastructure. Computer literacy (MS Word, MS Excel, MS Power Point and MS Outlook). Understanding of the National Water Act, Water Services Act, National Environmental Management Act, Public Service Regulations Act, Division of Revenue Act (DoRA) and the Public Finance Management Act (PFMA). Good communication skills both (verbal and written) and the ability to communicate with all sector departments and other institutions. Must be able to work independently, be self-motivated and reliable.
- DUTIES** : Provide assistance in the design systems, structures and installation of water services related infrastructure. Support the comprehensive planning in water services infrastructure development. Manage multifaceted projects in the technical investigation, development and refurbishment of water services infrastructure. Provide assistance and support in administration. Inspect, test equipment, infrastructure, systems, and installations including the preparation of reports of the findings. Identify, review and comment on operation and maintenance plans of water services infrastructure in the region. Compile, review and comment on the contract documentation proposals, bill of quantities and tenders. Coordination of the water services planning in the region. Manage financial allocations to projects and programs. Provide technical engineering support, guidance and advice to junior personnel, consultants, contractors and water service authority's (WSA). Support functional areas to arrange supply chain management, human resources management and financial needs.
- ENQUIRIES** : Mr Z Nonjuzana Tel No: (043) 604 5414
- POST 14/91** : **SCIENTIST PRODUCTION (GRADE A-C) REF NO: 130526/03**
Branch: Regulation Compliance and Enforcement
Dir: Compliance Monitoring Industries
- SALARY** : R791 604 – R1 189 767 per annum, (all-inclusive OSD salary package), (offer will be based on proven years of experience)
- CENTRE REQUIREMENTS** : Pretoria Head Office
A Science degree (Bsc) (Hon) or relevant qualification preferably microbiology/ geohydrology/chemistry. Three (3) years post qualification natural Scientific experience in compliance monitoring of industries. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Proven/Demonstrated knowledge and ability of industrial compliance monitoring protocols and regulatory tools. Knowledge and understanding of the legal compliance to the National Water Act, 1998 (Act 36 of 1998), Water Act, Act No 54 of 1956 and other specific environmental management Acts. Proven computer and GIS skills. Ability to work in a multidisciplinary team. Ability to take initiatives and work independently. Scientific presentation skills and exercising professional judgment. Technical report writing. Facilitation skills and the ability to interact with key stakeholders in the water sector, national departments as well as provincial and local government.
- DUTIES** : Develop and implement regulatory guidelines and standard operating procedures for compliance monitoring for the industrial sector, oversight assessments for Catchment Management Agencies (CMAs), promote and continuously improve effective compliance monitoring of water users within the industrial sector, compliance awareness promotion, provisioning of specialist training, conduct compliance audits, provide specialist input in support of

- enforcement process, coordination of compliance activities, compliance data assessment and system management.
- ENQUIRIES** : Ms N Muthraparsad (Scientist Manager: Compliance Monitoring: Industries) Tel No: (012) 336 8083
- POST 14/92** : **ASSISTANT DIRECTOR: MANAGEMENT ACCOUNTING REF NO: LOCMA 14**
Branch: Limpopo-Olifants Catchment Management Agency
Division: Management Accounting
- SALARY CENTRE REQUIREMENTS** : R487 197 per annum (Level 09)
: Polokwane
: A relevant tertiary qualification in Financial Management at NQF level 7. At least Three (3) years relevant supervisory experience. Practical knowledge of Accrual Accounting. Computer literacy in Microsoft Office (particularly Excel). Knowledge and understanding of financial policies, practices and procedures. Knowledge of Governmental financial systems, including SAP. Knowledge of principles and practice of management accounting, Treasury Regulations, the Public Finance Management Act (PFMA). Problem solving, analytical and report writing skills. Strategic thinking. Conversant in English. Good verbal and written communication skills.
- DUTIES** : Coordinate, review, analyse and quality assure the financial supporting information for planning purposes, Coordinate, review, analyse and quality assure the budget preparation process. Coordinate, review analyse and quality assure the management accounting reporting processes. Manage the operational processes, resources and procedures associated with the management accounting functions.
- ENQUIRIES NOTE** : Mrs FL Lamola at (083) 273 2494
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- POST 14/93** : **ASSISTANT DIRECTOR: REVENUE MANAGEMENT REF NO: LOCMA 15 (X2 POSTS)**
Branch: Limpopo-Olifants Catchment Management Agency
Division: Revenue Management
- SALARY CENTRE REQUIREMENTS** : R487 197 per annum (Level 09)
: Polokwane
: A relevant tertiary qualification in Financial Management at NQF level 7. Three (3) to Five (5) years' experience in Revenue Management of which three (3) years must be at a supervision level. The disclosure of a valid unexpired driver's license. Practical knowledge of Accrual Accounting. Computer literacy in Microsoft Office (particularly Excel). Extensive knowledge of SAP. Knowledge of Treasury Regulations, the Public Finance Management Act (PFMA), GAAP/GRAP, DORA and Public Service Act. Problem solving, analytical and report writing skills. Strategic thinking. Conversant in English. Good verbal and written communication skills.
- DUTIES** : Implement and monitor billing and debt management policies, strategies and procedures. Ensure regular and accurate billing of water users, with invoices and statements sent to customers promptly. Ensure the accounting system is aligned with business processes and supports efficient operations. Manage the co-ordination of debtor relationships. Manage the collection of debt and the reconciliation of customer accounts. Manage the recording of all receivables. Manage Billing, return to sender and unidentified revenue received within the region. Provide monthly age analysis reports on debtor's accounts. Manage and mentor revenue staff. Recommend action to be taken against defaulting debtors. Implement business policies and processes relating to debt management. Development and implementation of the revenue enhancement strategy. Supervise staff.
- ENQUIRIES NOTE** : Mrs FL Lamola at (083) 273 9424
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POST 14/94 : **ASSISTANT DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: LOCMA 16**

Branch: Limpopo-Olifants Catchment Management Agency
Division: Supply Chain and Asset Management

SALARY
CENTRE
REQUIREMENTS

: R487 197 per annum (Level 09)
: Polokwane
: A tertiary qualification in Supply Chain Management / Finance at NQF level 7. Three (3) to five (5) years working experience in supply chain acquisition, logistic and demand management of which three (3) years must be at supervision level. The disclosure of valid unexpired driver's license. Excellent communication skills both written and verbal. Good planning and organizing skills. Be computer literate and have sound knowledge of Microsoft Office, i.e. MS Word, MS Excel, MS Outlook, MS PowerPoint and Internet Explorer. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations and Broad Based Black Economic Empowerment Act 53 of 2003 and preferential procurement policy framework Act. Knowledge of contract management. Knowledge of strategic sourcing. Public sector supply chain management models and processes. Programme and project management. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Accountability and ethical conduct. Knowledge of Supply Chain Management Regulations, practice notes, circulars and policy frameworks. Must be able to work on SAP and LOGIS systems. Excellent Interpersonal relation skills.

DUTIES

: Manage and supervise acquisition, logistic and demand management. Ensure full compliance to all acquisition, logistic and demand management prescripts, policies, practice notes and delegations of authority. Develop and maintain internal control measures for procurement. Coordinate input in the Demand Management Plan. Ensure that procurement is in line with the approved demand plan. Ensure effective utilisation of the CSD. Compilation /verification of all monthly SCM reports. Manage the process of sourcing of quotations up to R1 000 000. Ensure that documents submitted to logistics for order creation are fully compliant with acquisition management prescripts. Provide regular feedback to clients with regards to quotations finalisation. Management of the bid processes in the Agency and ensure effective functioning of all Bid Committees. Management and effective utilisation of Transversal Contracts. Ensure implementation and compliance of the Instruction Notes as issued by National Treasury as well as Departmental SCM Policy. Identify and mitigate risks within the unit. Ensure that all administrative matters, correspondence and complex enquiries are attended to promptly. Assist in the compiling of monthly SCM performance reports. Perform human resources and administrative activities relating to SCM Assessing the Performance of Officials in the unit (PMDS).

ENQUIRIES
NOTE

: Mrs FL Lamola at 083 273 2494
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POST 14/95 : **ENGINEERING TECHNICIAN: PRODUCTION (GRADE A-C) REF NO: 130526/04**

Branch: Water and Sanitation Services Management Free State
Water Services Infrastructure Development and Refurbishment Programmes

SALARY
CENTRE
REQUIREMENTS

: R407 337 – R610 131 per annum, (OSD), (Offer will be based on proven years of experience)
: Bloemfontein
: A National Diploma in Engineering. Three (3) years of technical (Engineering) experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. The disclosure of a valid unexpired drivers license. Knowledge and understanding of the water sector: relevant legislation (NWA, and NEMA) together with the related policies,

regulations, principles, guidelines, tools and procedures; policy development, implementation, project management and monitoring. Excellent communication skills including verbal, report-writing, and presentation skills. Sound interpersonal skills as well as the ability to work in a multi-disciplinary team. Willingness to work abnormal hours and under pressure as well as travel provincial/country wide. Proven liaison and networking skills especially as they relate to corporative governance and stakeholder.

DUTIES

: Perform duties in the Free State Region Office in the Directorate: Infrastructure Development & Maintenance with a particular emphasis on the management, implementation, supervision, and monitoring of the Regional Bulk Infrastructure Grant (RBIG), Water Services Infrastructure Grant (WSIG), Municipal Infrastructure Grant (MIG), Buckets Eradication Programme (BEP) and other civil engineering projects. It will be required from the incumbent to manage and monitor projects contractually, financially, and technically. An intimate knowledge of the General Conditions of Contract (GCC) and the Guidelines for Human Settlement, Planning & Design ("Red Book") are a requirement.

ENQUIRIES

: Mr MJ Manyama Tel No: (051) 405 9000