

DEPARTMENT OF WATER AND SANITATION

- APPLICATIONS** : Interested applicants must submit their applications via the online link <https://erecruitment.dws.gov.za>
- CLOSING DATE** : 22 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 15/65** : **NATIONAL PROJECT MANAGER REF NO: 220526/01**
Branch: Water and Sanitation Services Management
Cd: Water Services Infrastructure Development Grants
- SALARY** : R1 266 714 per annum (Level 13), (all-inclusive salary package)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Bachelor's Degree in Social Science, Economic and Management Science, Environmental Management, Project Management or relevant undergraduate qualification (NQF level 7) as recognised by SAQA. Minimum of five (5) years of experience at middle/senior management in water services, infrastructure project management, or grant-funded development programs. Experience in managing water and sanitation infrastructure projects. Strong understanding of water sector policies, regulations, and grant management frameworks. Experience working with government departments and sector partners such as DCoG, MISA and NT, municipalities, water boards, or development partners. Strong knowledge of financial oversight, procurement processes, and project reporting. Excellent stakeholder coordination and leadership skills Sound knowledge and understanding of public management. Knowledge of water services management. Understanding of DoRA, PFMA and legislative regime. Strategic capacity and leadership. Understanding of project and programme management. Knowledge of financial, change and people management. Service delivery and innovation. Problem solving and analysis. Client orientation and customer focus. Good communication skills both (verbal and written). Accountability and ethical conduct.

- DUTIES** : Lead and facilitate the planning, coordination, and implementation of water services grant programs at the national level. Ensure effective management and oversight of water infrastructure grant funding, including budgeting and financial monitoring. Support municipalities and implementing agencies in planning, procurement, and delivery of water and sanitation projects. Monitor project progress to ensure compliance with grant conditions, government regulations, and reporting requirements. Review and approve project implementation plans, budgets, and technical reports. Coordinate with national and local government authorities, water boards, and stakeholders. Ensure timely technical and financial reporting on grant utilization and project performance. Conduct site visits, monitoring, and evaluation of water services projects. Identify risks affecting project implementation and develop mitigation strategies. Promote sustainable water management practices and infrastructure development.
- ENQUIRIES** : Mr M Nkuna Tel No: (012) 336 8194

OTHER POSTS

- POST 15/66** : **DEPUTY PROJECT MANAGER: WATER SERVICES INFRASTRUCTURE DEVELOPMENT AND REFURBISHMENT PROGRAMMES REF NO: 220526/02**
Branch: Water and Sanitation Services Management: MP
Cd: Provincial Operations Mpumalanga

- SALARY CENTRE REQUIREMENTS** : R1 101 468 per annum (Level 12), (all-inclusive salary package)
: Mbombela
: A relevant NQF level 7 qualification in Civil Engineering or a postgraduate diploma in Project Management. Five (5) years managerial experience in engineering project management environment. Experience in infrastructure related projects (Planning and construction). The disclosure of a valid unexpired driver's license. Possesses a broad understanding of water and sanitation project implementation. Effective management and leadership skills. Proficient in computer programs, preferably MS Office Software (Word, Excel and PowerPoint).

- DUTIES** : Provide support in the implementation of water services infrastructure grant programmes in the provincial operations. Provide support in the development of project planning by participating in feasibility studies, implementation studies, technical reports and design. Promote partnerships between government, public entities, private sector and civil society regarding water services infrastructure grant programmes. Assure that water services infrastructure grant programmes are budgeted for in medium term expenditure framework. Monitor and evaluate the implementation of all water services infrastructure development programmes in the provincial operations. Fast track integrated regional bulk planning and implementation processes to ensure that implementation targets are met. Confirm the governance and intergovernmental structures for service delivery in the region. Define and determine the roles and responsibilities of the different water sector role players within the Water Targets and Regional Bulk Programme implementation. Respond to queries by water services management and stakeholders. Ensure project implementation and financial management, coordination and planning; Ensure the finalization of project readiness studies. (Project ready for implementation, Priority Projects not ready for implementation, Future project nomination and prioritization, ensuring alignment with other programmes). Coordination of project specific feasibility studies and implementation planning; Compile monthly, Quarterly and Annually progress reports on the implementation of regional bulk infrastructure projects.

- ENQUIRIES** : Ms M Matiso Tel No: (013) 759 7330/Ms FM Mkhwanazi Tel No: (013) 759 7515/Ms PC Ngwamba, Tel No: (013) 759 7446/Mr E Pinga Tel No: (013) 759 7575

- POST 15/67** : **DEPUTY DIRECTOR: WATER SERVICES MACRO STRATEGY RESEARCH AND EVALUATION REF NO: 220526/03**
Branch: Water and Sanitation Services Management
Dir: Water Services Macro Strategy Research and Evaluation

- SALARY CENTRE REQUIREMENTS** : R1 101 468 per annum (Level 12), (all-inclusive salary package)
: Pretoria Head Office
: A Bachelor's Degree (NQF level 7) in Public Policy, Social Science, Development Studies, Public Administration, or relevant qualification as

recognised 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 : Manage the development, implementation, assessment and review of the strategic framework for water services. Engage and collaborate with stakeholders to ensure alignment, participation and responsiveness in strategy execution. Develop and review the Socio-Economic Impact Assessment System (SEIAS) reports. Coordinate the preparation and submission of SEIAS reports for all proposed water and sanitation policies, legislation and regulations. Conduct water and sanitation research to inform evidence-based macro strategies. Identify water and sanitation services strategy research areas and advise water research programmes. Manage the evaluation of macro strategy implementation in line with the departmental evaluation plan. Monitor the implementation of evaluation recommendations to strengthen strategy performance, accountability and service delivery outcomes. Coordinate water and sanitation services macro strategy advocacy. Manage resources: human resource, financial and risk management.

ENQUIRIES : Mr S Ndlovu Tel No: (012) 336 7391

POST 15/68 : **DEPUTY DIRECTOR: CORPORATE COMMUNICATION REF NO: 220526/04**
Branch: Corporate Support Services
Cd: Corporate Communication
Re-advertisement, applicants who have previously applied must re-apply.

SALARY : R932 292 per annum (Level 11), (all-inclusive salary package)
CENTRE : Pretoria Head Office
REQUIREMENTS : A relevant NQF level 7 as recognised by SAQA in Graphic Design Five (5) years of managerial experience at (Assistant Director) level in a communications environment. Knowledge in graphic design and multimedia production. Knowledge in public administration. Knowledge of design principles, techniques and tools. Knowledge of the writing process reviewing and proofreading. Proven experience in the designing of Annual Reports, Annual Performance Plan, other corporate publications and multimedia. Understanding of water sector legislation. Knowledge of financial management and PFMA. Knowledge of techniques and procedures for the planning and execution of operations. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Good communication skills both (verbal and written). Accountability and ethical conduct.

DUTIES : Manage the department's media and multimedia production initiatives. Develop and implement media production plans. Develop and guide implementation of annual graphic design and multimedia production deliverables. Analyse annual departmental graphic design and multimedia production needs. Develop and guide implementation of creative concepts and products for departmental campaigns. Generic unit management outputs. Manage human resource discipline within the unit.

ENQUIRIES : Dr M Mathebula Tel No: (012) 336 7387/8012

POST 15/69 : **SCIENTIST PRODUCTION GRADE A - C REF NO: 220526/05**
Branch: Water Resource Management
Dir: Water Information Integration
Sd: Integrated Water Resource Studies

SALARY : R791 604 – R1 189 767 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)

CENTRE : Pretoria Head Office
REQUIREMENTS : A Science Degree (BSc) (Hon) in Hydrology. A Master of Science (MSc) will serve as an added advantage. Three (3) years post-qualification Natural Science experience. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license.

Experience in conducting integrated water resource studies (water quality, quantity and ecology). Experience in hydrological and water quality modelling tools (WRSM2000, ACRU, WRYM, WRPM, HEC-HMS, SWAT+, WQSAM). Experience in water resource data collection, analysis, interpretation, presentation and derivation of information. Knowledge of water information systems. Knowledge of geographical information systems (GIS) tools (ArcMap and QGIS). The ability to apply scientific principles to integrate and interpret water quality or quantity data to draw scientifically sound conclusions. Understanding of research and development. Technical report writing. Possesses a high-performance culture. Professional judgement. Data analysis. Presentation skills. Decision-making and analytical skills. Creativity and customer focus. Good communication skills, both verbal and written. Problem-solving and analysis.

DUTIES : Conduct integrated water resource studies (quantity, quality, and ecology) focusing on the impact of land use, water use activities, and climatic pressures on water resources (surface and groundwater)- analysis of water resource data, developing, configuring and setting up various integrated hydrological and water quality models. Coordinate, analyse, and compile the national state of water report. Compile monthly state of water bulletins. Compile quarterly state of water quality bulletins. Liaise with water sector stakeholders, including other Government Departments and the public, on water issues through workshops and other facilitation techniques.

ENQUIRIES : Mr Joshua Rasifudi Tel No: (012) 336 6856

POST 15/70 : **ASSISTANT DIRECTOR: INTERNAL AUDIT REF NO: 220526/06 (X2 POSTS)**
Branch: Director-General
Dir: Internal Audit

SALARY CENTRE REQUIREMENTS : R487 197 per annum (Level 09)
: Pretoria Head Office
: An NQF level 7 qualification in Accounting/ Auditing or CIA. An NQF level 8 will serve as an added advantage. Three (3) years' experience in internal auditing Three (3) to (5) five years' experience in the water sector and/or local government will serve as an added advantage. The disclosure of a valid unexpired driver's license (for both manual and automatic driving). Knowledge of Internal Audit Standards. Understanding of Public Finance Management Act (PFMA), Treasury Regulations and guidelines. Knowledge in Public Service Anti-corruption strategy and anti-corruption and fraud prevention measures. Knowledge of equal opportunities and affirmative action guidelines and laws. Knowledge and understanding on Human Resource Management legislation, policies, practices and procedures. Understanding of departmental policies and procedures. Knowledge of government financial systems, principles and practice of financial accounting. Knowledge of frameworks for managing performance information, business strategy transaction and alignment. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Good communication skills both (verbal and written). Accountability and ethical conduct.

DUTIES : Previs and execute internal audit compliance, performance and consulting projects. Execute ad-hoc projects. Draft internal audit reports. Contribute towards the development of the three year and annual internal audit plan. Participate as a team member in the direct assistance to the Auditor General of South Africa's regularity audit. Compile monthly and quarterly reports to the accounting officer and audit committee. Compile weekly time sheets and review those of subordinates. Participate in the annual review of internal audit governance documents.

ENQUIRIES : Mr MJ Legodi Tel No: (012) 336 8802

POST 15/71 : **SENIOR ADMINISTRATION OFFICER REF NO: 220526/07**
Branch: Provincial and Entity Governance and International Cooperation
Dir: Africa Relations

SALARY CENTRE REQUIREMENTS : R413 001 per annum (Level 08)
: Pretoria Head Office
: A relevant NQF level 6 qualification (National Diploma) in Public or Business Administration/Political Science/ as recognised by SAQA. Three (3) years' relevant experience. Knowledge of administrative procedures. Knowledge of dispute resolution process. Understanding of social and economic development issues. Basic financial management and knowledge of PFMA.

Knowledge change and people management. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Good communication skills both (verbal and written). Accountability and ethical conduct.

DUTIES : Provide administrative support to all personnel in the component. Render financial administration to the component. Render procurement administration. Maintain register of the component. Render \huma resource and supervision.

ENQUIRIES : Mr MA Sithole Tel No: (012) 336 8588

POST 15/72 : **SURVEY OFFICER REF NO: 220526/08 (X2 POSTS)**
 Branch: Infrastructure Management Eastern Operations
 Dir: Operations Eastern

SALARY CENTRE REQUIREMENTS : R237 453 per annum (Level 05)
 : Midmar Dam
 : A Senior/Grade 12 certificate. One (1) to (3) three years' experience in Engineering Survey field work will serve as an added advantage. The disclosure of a valid unexpired driver's license. Computer literacy, Knowledge in association with safety. Basic knowledge in using hand tools. Communication skills, Good interpersonal skills, being able to work in a team, Accountability and ethical Conduct, Attention to detail.

DUTIES : Assist with survey site preparations and field surveys data collection, assisting with the loading of equipment, carry out site preparation according to instruction, carrying of survey equipment, clearing of vegetation at sites. Survey document preparation and maintenance, Delivering of documents, collection of required documents, completion of necessary request forms. Assisting with use of boats for hydrographic survey work, assisting with the loading of boats, assisting with launching of boats, assist with survey on board the boats, cleaning of boats on return from sites. Survey equipment maintenance and storage, cleaning of survey equipment and survey stores, reporting of any defects to supervisor, visual inspection of survey equipment, minor repairs of survey equipment

ENQUIRIES : Mr D Van Rensburg Tel No: (033) 239 1900