

DEPARTMENT OF WATER AND SANITATION

- APPLICATIONS** : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>
- CLOSING DATE** : 05 June 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.

MANAGEMENT ECHELON

- POST 17/120** : **DIRECTOR: BUSINESS MANAGEMENT REF NO: 050626/02**
 Branch: Infrastructure Management
 Dir: Construction Management
 Re-advertisement, applicants who have previously applied must re-apply.
- SALARY** : R1 266 714 per annum (Level 13), (all-inclusive salary package)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Bachelor's Degree or Advanced Diploma (NQF Level 7) qualification in Business Management or Civil Engineering. A post graduate qualification in Business Management or Engineering Management or MBA will serve as an added advantage. A minimum of five (5) years' experience at middle/senior management level preferably within an infrastructure delivery environment. A Nyukela Public Service SMS Pre-entry certificate. Demonstrable knowledge of PFMA, PPPFA, CIDB and SCM legislation. Demonstrate experience in procurement management, infrastructure /construction business development. Experience in stakeholder and relationship management. Demonstrated experience in marketing and customer/client management. Exposure and skills in negotiation and networking. Experience of infrastructure delivery management. Exposure to the construction industry norms and practices. Programme and Project Management and financial management. Risk management, and business performance management systems. Presentation and report writing skills. People management and empowerment.

DUTIES : Provide strategic leadership and direction for business development and growth initiatives within the Departmental Construction Unit. Oversee the development and implementation of marketing, branding and positioning strategies for the Construction Unit. Direct and oversee the preparation, review and submission of bids, tenders and proposals. Monitor industry trends, infrastructure programmes and legislative developments to inform strategic decision-making to benefit the Departmental Construction Unit. Provide strategic oversight on stakeholder engagement, negotiations and partnership management. Oversee the development and management of the Directorate's strategic plans, operational plans and budget. Lead and manage human resources within the Directorate, including performance management, skills development and transformation initiatives. Manage and improve strategic relationships between the Construction Units with its clients and other industry stakeholders. Lead the identification, evaluation and acquisition of construction business opportunities. Ensure compliance with applicable legislation, organisational policies and governance frameworks in all business development activities. Monitor and evaluate business development performance and implement continuous improvement initiatives.

ENQUIRIES : Ms MM Maraka Tel No: (012) 336 7073

OTHER POSTS

POST 17/121 : **CHIEF ENGINEER GRADE A REF NO: 050626/01**
 Branch: Water And Sanitation Services Management: EC
 CD: Provincial Operations: Eastern Cape
 Dir: Infrastructure Development Maintenance

SALARY : R1 317 108 – R1 504 797 per annum, (all-inclusive OSD salary package). 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.

CENTRE REQUIREMENTS : Qonce
 An Engineering (B Eng./BSc Eng.) Degree or relevant qualification. Six (6) years post qualification experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a professional Engineer (Details of registration must be noted on the prescribed Z83 application form and CV). The disclosure of a valid unexpired driver's license. Computer literacy (MS Word, MS Excel, MS PowerPoint and MS Outlook). Understanding of the National Water Act, Water Services Act, National Environmental Management Act, Public Service Regulations Act and the Public Finance Management Act (PFMA). Knowledge of contract, project and financial management. Knowledge and understanding of operation and maintenance for water services infrastructure. Good communication skills both (verbal and written). Ability to communicate in all sectors of the Department 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 to infrastructure. Support the comprehensive planning in water services infrastructure. 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 on the findings. Identify, review and comment on operation and maintenance plans of water services infrastructure in the Region. Compile, review and comment on 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 give advice to personnel on various levels, consultants, contractors and water service authorities. Support functional arrears to arrange supply chain management, human resources management and financial needs. Provide mentoring and guidance to staff towards ECSA registration.

ENQUIRIES : Mr Z Nonjuzana Tel No: (043) 604 5413

- POST 17/122** : **SCIENTIST PRODUCTION GRADE A - C REF NO: 050626/03**
 Branch: Water Resource Management
 Dir: Water Information Integration
 SD: Integrated Water Resource Studies
 Re-advertisement, applicants who have previously applied must re-apply.
- 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 or relevant qualification. 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 17/123** : **OFFICE MANAGER REF NO: 050626/04**
 Branch: Provincial and Entity Governance and International Cooperation
- SALARY** : R487 197 per annum (Level 09)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A relevant NQF level 6 qualification in Public Administration/ Management /Governance or a relevant qualification. Five (5) years' experience in general administration /office management environment. The disclosure of a valid unexpired driver's license. Extensive knowledge and understanding of public service policies and administrative procedures. Basic financial management and knowledge of PFMA. Knowledge of administrative procedures. Knowledge in secretarial duties and functions. Computer literacy. Sound good organizational and planning skills. Good people skills. High level of reliability. Good communication, presentation and report writing skills. Ability to act with fact and discretion. Knowledge of dispute resolution process. Understanding of social and economic development issues. Understanding of legislative and policy frameworks governing the sector. Knowledge of project management and administration. Accountability and ethical conduct.
- DUTIES** : Manage and coordinate the flow of information within the office of DDG. Render administrative support services: Procurement of goods and services, ensure that assets register is updated, assist with the coordination of monthly, quarterly and annual reports. Quality assurance of documentation and remain up to date with prescripts, policies and procedure applicable to work terrain to ensure efficient support to the Office. Ensure effective records management system for all submissions and correspondences. Arrange / organise workshops and meetings. Represent Manager at certain meetings and workshops. Manages queries of the office of the DDG Branch. Management of financial and human resources. Assist during the compilation of budget in line with MTEF, PFMA, advice and facilitate the process of budget projection with all the project managers / Directorates within the Branch.

ENQUIRIES

: Mr Vincent Molatana Tel No: (012) 336 8610