

## DEPARTMENT OF WATER AND SANITATION

- APPLICATIONS** : All applications to be submitted online on the following link:  
<https://erecruitment.dws.gov.za/>
- CLOSING DATE** : 03 July 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 DPSCA 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 for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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 21/186** : **DIRECTOR: LAND MANAGEMENT AND OPERATIONS SUPPORT REF NO: 030726/01**  
 Branch: Infrastructure Management: Head Office  
 Dir: Land Management and Operation Support
- SALARY** : R1 317 384 per annum (Level 13), (all-inclusive salary package)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Bachelor's degree or Advanced diploma in Real Estate, Property Management, Law (Property/Land Law) at NQF Level 7. Five (5) years' experience in land management at middle or senior management level. A Nyukela Public Service SMS Pre-entry certificate submitted prior to appointment. Knowledge of Treasury Regulations, procurement frameworks, and public sector financial management. Knowledge of land administration systems, including land rights, land use management, land acquisition and disposal, leasing, servitudes, vesting, and land registration processes. Knowledge of public sector governance and compliance frameworks. Knowledge of infrastructure operations and technical service delivery within a public sector environment, including environmental and scientific functions, as well as regulatory compliance frameworks applicable to infrastructure, environmental, and operational management. Knowledge of programme and project management, strategic and operational planning, performance management, monitoring and evaluation, risk management, and quality

management systems. Strategic leadership, analytical thinking, and problem-solving skills. Ability to integrate technical, financial, operational, and land administration functions. Ability to interpret and analyse cadastral, spatial, legal, financial, and operational information. Strong stakeholder engagement, stakeholder management, and intergovernmental coordination skills. Excellent communication skills (verbal and written). Strong planning, organising, coordination, and project management skills. Ability to manage change and drive innovation. Proven people management, empowerment, performance management, and team leadership skills. Ability to manage complex operational environments and deliver on strategic objectives. Experience in land administration, cadastral systems, spatial information management, land acquisition and disposal, land rights management, leasing, infrastructure operations, programme and project management, strategic planning, performance management, and stakeholder coordination within a public sector environment.

**DUTIES**

: The successful candidate will provide strategic leadership and oversight of integrated land administration, spatial information, infrastructure support, and operational management functions within the Directorate. Oversee cadastral surveying programmes and the acquisition, integration, and management of cadastral and spatial information to support land administration and decision-making. Provide technical guidance on land acquisition, disposal, land rights administration, leasing, and land servitudes, including interpretation of cadastral, spatial, and legal information. Ensure quality assurance of spatial and cadastral data, including the development and maintenance of data standards, protocols, and integration within departmental land management systems. Coordinate engagement with municipalities, surveyors, GIS service providers, and other stakeholders to ensure alignment of spatial data management practices. Oversee land rights administration processes, including land acquisition, disposal, vesting, registration processes, and compliance with relevant legislation. Ensure effective records management, documentation, and database integrity relating to land rights. Provide oversight of financial management functions, including budgeting, procurement, supply chain management, and reporting in line with Treasury Regulations and public sector financial management requirements. Oversee operational, business, human resource, and performance planning and reporting processes within the Directorate. Drive strategic and operational planning, performance management, monitoring and evaluation, and reporting to ensure alignment with organisational objectives and service delivery targets. Oversee risk management, governance, compliance, and quality management systems to ensure effective service delivery. Lead stakeholder engagement and intergovernmental coordination across national, provincial, and local government, as well as external partners. Provide leadership in human resource management within the Directorate, including team development, capacity building, performance management, and organisational development to ensure effective service delivery.

**ENQUIRIES**

: Ms N Ndumo Tel No: (012) 336 7720

**OTHER POSTS**

**POST 21/187**

: **CHIEF ENGINEER GRADE A REF NO: 030726/02**  
Branch: Infrastructure Management: Central Operations  
Dir: Operations Central

**SALARY**

: R1 317 108 – R1 504 797 per annum, (all-inclusive OSD salary package). 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/B will be considered based on experience and qualification in line with the provisions of the Public Service Regulations 2016, i.e. provision of the candidate's current salary advice.

**CENTRE REQUIREMENTS**

: Usutu Vaal (Standerton)  
: An Engineering degree (B Eng or BSC Eng) or relevant qualification. Six (6) years post-qualification experience. Compulsory registration with Engineering Council South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license. Maintenance and knowledge skills. Engineering design and analysis knowledge. Research and development. Computer-aided engineering applications. Technical consulting. Engineering and professional judgment and responsiveness. Good communication skills.

- Excellent computer skills. Planning and organising, people management, conflict management, negotiation, change management skills. Experience in programme and project management. Team leader and decision maker. Financial management skills.
- DUTIES** : Manage the area office in the Central Operations Directorate. Implementation of Water Resource. Infrastructure operations. Medium-to-long term plans to ensure continuation of service delivery. Short term plan to schedule tasks for efficient operations and maintenance. Effective dam safety practices and emergency preparedness plans. Emergency plans for any emergency situation that may jeopardise lives and equipment in the area office. Maintenance and betterment plans, including general maintenance and related facilities. Provide leadership and directions as well as be responsible for facilities for financial management and corporate support in the Cluster Officer. Prepare and manage Area office budget. Manage and control state-owned land and facilities related to water resource infrastructure. Ensure monitoring and evaluation of Cluster Office activities as well as reporting thereon. Manage administration and technical staff. Promote good stakeholder relations and ensure a customer-focused service delivery related to water resources.
- ENQUIRIES NOTE** : Mr N Buthelezi Tel No: (012) 741 7302  
: Candidates may be subjected to a skills and knowledge test. Please be advised that the office will transition to an SANWRIA agency.
- POST 21/188** : **CONTROL ENGINEERING TECHNOLOGIST GRADE A REF NO: 030726/03**  
Branch: Infrastructure Management: Central Operations  
Dir: Operations Central
- SALARY CENTRE REQUIREMENTS** : R958 776 per annum, (all-inclusive OSD salary package)  
: Vaal Dam (Upper Vaal)  
: A Bachelor of Technology in Engineering (B-Tech) or relevant qualification. 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. Understanding of project and programme management. Knowledge of technical design and analysis. Research and Development. Computer -aided Engineering applications. Knowledge of legal compliance in the technical environment. Able to prepare technical reports and provide technical consulting. Professional judgement. Financial Management. People management. Communication Skills. Budget management and working knowledge of the Occupational Health and Safety Act of 1993 and the PFMA
- DUTIES** : This post requires a qualified person to provide technological advisory services to the Area Office and Cluster. Develop, maintain and manage current technologies. Perform administrative and related functions. Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance of technical solutions by applying engineering principles. Identify and optimize technological designs. Manage administrative and related functions. Provide inputs into the budgeting process. Ensure the development, Implementation and maintenance of databases. Manage and supervise technological and related personnel and assets. Perform duties away from the office and must be able to travel excessive distances. Able to work under pressure to provide technical reports and final drawings within the prescribed time frame. Research and development. Good communication skills to communicate with the public, colleagues, and clients.
- ENQUIRIES NOTE** : Mr N Buthelezi Tel No (012) 741 7301  
: Candidates may be subjected to a skills and knowledge test. Please be advised that the office will transition to an SANWRIA agency.
- POST 21/189** : **SENIOR INTERNAL AUDIT REF NO: 030726/04**  
Branch: Director-General  
Dir: Internal Audit
- SALARY CENTRE REQUIREMENTS** : R413 001 per annum (Level 08)  
: Pretoria Head Office  
: An NQF level 6 in Auditing/Information systems/Data Science. Two (2) years' experience in IT auditing environment. Knowledge and understanding of internal Audit standards and procedures. Knowledge and understanding of information technology audits. Knowledge and understanding of risk

- assessment and management. Knowledge and understanding of COBIT, ITIL and ISO 27000. Knowledge and understanding of departmental policies, practices, systems and procedures. Understanding of Public Finance Management Act (PFMA). Knowledge of government Transversal systems.
- DUTIES** : Conduct information technology audits. Identify exceptions or gaps and potential audit findings. Perform IT General controls audits. Perform IT Application Control audits. Perform Data Analysis. Compile IT Audits in line with an approved Internal audit and IT audit Methodology.
- ENQUIRIES** : Mr P Jordaan Tel No: (012) 336 8854
- POST 21/190** : **REGISTRY CLERK SUPERVISOR REF NO: 030726/05**
- SALARY** : R338 106 per annum (Level 07)  
**CENTRE** : Head Office (Pretoria)  
**REQUIREMENTS** : Minimum requirements: Applicants must be in possession of a Grade12 Certificate and a Certificate or Diploma in Records Management, Information Services will serve as an added advantage. Minimum of three (3) to (5) five years relevant experience required. Knowledge of Registry duties, practice as well as the ability to capture data and operate computer. Working knowledge and understanding of the legislative framework governing the Public Service and Records Management. Knowledge and understanding and application of National Archive and Records Services Act (Act 43 of 1996). Knowledge of storage and retrieval procedures in terms of the working environment. Understanding of the work in registry. Planning and organization. Computer literacy. Good verbal and written communication skills. Interpersonal relations, flexibility and teamwork.
- DUTIES** : Supervise and provide registry counter services, Attend to clients. Supervise the handling of incoming and outgoing correspondence. Supervise and sort, register and dispatch mail. Supervise and render an effective filing and record management service according to the Departmental file plan. Opening and closing of files according to record classification system. Filing, tracing and retrieval documents and files. Complete index cards for all files. Supervise the operation and operate machine related to registry functions, Open and maintain franking machine register. Frank post. Undertake spot checks on post to ensure no private post is included. Open and Close remittance register. Keep daily record of number of letters franked. Supervise the processing and process documents for archiving and disposal. Sort and package files for archives and distribution. Keep records for archived documents. Support satellite office with the application and utilization of Departmental File Plan. Supervise human resources/Staff. Allocate and ensure quality of work, personnel development, assess staff performance and apply discipline.
- ENQUIRIES** : Ms M Mokhele Tel No (012) 336 8284