

DEPARTMENT OF WATER AND SANITATION

<u>APPLICATIONS</u>	:	Interested applicants must submit their applications via the online link https://erecruitment.dws.gov.za
<u>CLOSING DATE</u>	:	28 September 2026
<u>NOTE</u>	:	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 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 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.

OTHER POSTS

<u>POST 33/108</u>	:	<u>SCIENTIST PRODUCTION GRADE A - C REF NO: 280926/01</u> Branch: Infrastructure Management: Head Office Sd: Flood Analysis and Flood Management Protocols
<u>SALARY</u>	:	R791 157 – R1 189 767 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A Science degree (BSc) (Hon) or relevant qualification. Compulsory registration with the SACNASP as a professional Natural Scientist. Three (3) years post-qualification Natural Science experience, preferably in flood frequency analysis (deterministic, empirical and statistical), hydraulic modelling, water resource simulation and yield modelling. The disclosure of a valid unexpired driver's license. Understanding of hydrological processes. Knowledge of the application of models such as HEC-RAS, the Water Resource Simulation Model 2000 (WRSM 2000), Water Resource Yield Model (WRYM), the CLASSR/PATCHR and/or similar models. Experience in programme and project management. Scientific methodologies and models. Understanding of research and development. Computer-aided scientific applications. Knowledge of legal compliance. Technical report writing. Creating high-performance culture. Professional judgement. Data analysis, policy development and analysis. Presentation and monitoring skills. Decision-

making, team leadership and analytical skills. Creativity, financial management, customer focus and responsiveness. Good communication skills both verbal and written. Networking and computer literacy (including MS Word, MS Excel, MS PowerPoint, ArcGIS). People management, planning and organising. Conflict and change management. Problem-solving and analysis. Willingness to travel throughout South Africa for the execution of duties whilst working irregular hours.

DUTIES : The successful candidate will be part of a team of hydrologists, primarily engaged in flood frequency assessments for dam safety purposes. Such work will include (but not limited to): assisting colleagues with coordination of assigned work; assisting with flood data collection such as during and after extreme flood events and converting the flood data into hydrological information; extension and improvement of ratings and filling of gaps in data, etc. to improve the quality of hydrological information; execute acquisition and verification of relevant data and information for use in hydrological and flood frequency (deterministic, empirical and statistical) analyses and assessments at relevant flood sites; presenting findings of assessments at evaluation meetings and writing technical reports; assist with the undertaking of the water resource and yield studies and hydraulic assessments.

ENQUIRIES : Mr E Oakes Tel No: (012) 336 8525

POST 33/109 : **SCIENTIST PRODUCTION GRADE A - C REF NO: 280926/02**

Branch: Water Resources Management

Dir: National Hydrological Services

Sub Dir: Geohydrological Information Services

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) or related qualification in the field of Hydrogeology/ Geohydrology or related field. Compulsory registration with SACNASP as a professional Natural Scientist. Three (3) years post qualification Natural Scientific experience. The disclosure of a valid unexpired driver's license. Experience and knowledge of groundwater resource monitoring, assessment (including geophysical survey) and turning groundwater data into information. Basic knowledge of groundwater related analysis tools such as GIS and related models such as MODFLOW. Ability to conduct research, interpret data and communicate findings verbally or in writing.

DUTIES : Develop and implement methodologies, policies, systems and procedures for Geohydrological monitoring and assessment. To perform scientific analysis and regulatory functions on the process of geohydrological monitoring and assessment. Review and design optimal national groundwater level and quality monitoring programmes and networks. Mentor, train and develop candidate scientists and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice. Gather and interpret data, evaluate results, model and disseminate geohydrological information to various stakeholders. Communicate geohydrological information to various internal and external stakeholders as part of annual Groundwater status report. Manage the performance and development of staff. Contribute to global water agenda and related international projects.

ENQUIRIES : Mr Fhedzisani Ramusiya Tel No: (012) 336 7309

POST 33/110 : **CONTROL ENGINEERING TECHNICIAN GRADE A REF NO: 280926/03**

Branch: Water And Sanitation Services Management: NC

Cd: Provincial Operations: Northern Cape

Sd: Water Service Planning Support

SALARY : R573 552 per annum, (OSD)

CENTRE : Kimberley

REQUIREMENTS : A National Diploma in Civil Engineering. Six (6) years post qualification in technical Engineering experience. Compulsory registration with Engineering Council of South Africa (ECSA) as an Engineering Technician. The disclosure of a valid unexpired driver's license. Knowledge of technical design and analysis of hydrological infrastructure and/or water resource infrastructure. Knowledge of hydrological data management. Understanding of research and development. Knowledge and experience in Computer-aided engineering

		applications. Knowledge of legal compliance and Project management. Technical report writing. Good communication skills both (verbal and written), conflict management and negotiation skills. Problem solving and analysis, decision making, teamwork, creativity, financial management, people management, customer focus, responsiveness, planning and organising.
<u>DUTIES</u>	:	Manage technical services and support in conjunction with Engineers, Technologist and associates in the field, workshop, and technical hydrological activities. Ensure the promotion of safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Ensure quality assurance of technical designs with specifications and authorise/make recommendations for approval by the relevant authority. Manage administrative, human resource and related functions. Provide inputs into the budgeting process, operational plan, procurement plan and related matters. Compile and submit reports as required. Attend to Risk and Disaster Management matters. Research and development through continuous professional development to keep up with new technologies and procedures. Provide mentorship and supervision of personnel. Research/literature studies on technical engineering technology to improve expertise. Liaise with relevant bodies/councils on engineering related matters. Must be prepared to work away from the office and travel extensively for extended periods of time.
<u>ENQUIRIES</u>	:	Mr. K Kgarane Tel No: (053) 830 8800
<u>POST 33/111</u>	:	<u>OFFICE MANAGER REF NO: 280926/04</u> Branch: Provincial And Entity Governance and International Cooperation (Re-advertisement, applicants who have previously applied must re-apply)
<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A relevant NQF level 6 qualification in Public Administration, Management Governance and Human Resource Management. Five (5) years' experience in rendering administrative support service to Senior Manager. Advanced proficiency in Microsoft Office package. Good office management skills and support service administrative procedures. Sound organizational Planning and organising skills. Excellent communication skills (verbal and written). Good accountability and ethical conduct. The disclosure of a valid unexpired driver's license. Knowledge and understanding of public service policies and administrative procedures. Knowledge of Basic financial management and PFMA. Knowledge of dispute resolution process. People and Diversity management. Problem solving and Analysis. The successful candidate must be highly reliable, self-motivated, flexible, creative, client and customer focused. Remains up to date regarding the prescripts, policies and procedures applicable to her / his work terrain to ensure efficient and effective support to the Deputy Director General. Good accountability and ethical conduct.
<u>DUTIES</u>	:	Manage and coordinate the flow of information within the office Deputy Director General. Render executive administrative support services to the Deputy Director General. 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 public prescripts, policies and procedure applicable to work terrain to ensure efficient support to the Office of the Deputy Director General. Draft correspondence and report to relevant stakeholders. Ensure effective and efficient records management system for all submissions and correspondences. Manage the E-filing and submission of the Branch. Coordinate and arrange / organise workshops, meetings and strategic planning session. Represent Manager at certain meetings and workshops. Manages queries of the office of the Deputy Director General. Management of financial and human resources in the Deputy Director General. Compilation of the budget in line with MTEF and PFMA and facilitate the process of budget projection with all the project managers. Monitor monthly and quarterly budget spending.
<u>ENQUIRIES</u>	:	Mr Vincent Molatana Tel No: (012) 336 8610

<u>POST 33/112</u>	:	<u>SENIOR HUMAN RESOURCE PRACTITIONER REF NO: 280926/06</u> Branch: Infrastructure Management: Northern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Northern
<u>SALARY</u>	:	R413 001 per annum (Level 08)
<u>CENTRE</u>	:	Hartbeespoort Cluster Office
<u>REQUIREMENTS</u>	:	A National Diploma at NQF level 6 in Human Resources Management or relevant qualification with majors in Human Resource Management. Three (3) years' experience in specialisation in Recruitment and Selection and OSD appointment procedures. Experience in developing and managing data tracking systems and reporting on progress of filling of posts. The disclosure of a valid unexpired driver's license. Knowledge and experience in drafting reports and submissions. Knowledge and experience of administrative, clerical procedures and systems. Knowledge and understanding of Human Resource Management legislation, policies, practices, procedures and Human Resource Planning. Knowledge of equal opportunities and affirmative action guidelines and laws. Understanding of socio-economic and development issues. Extensive exposure to OSD recruitment processes, verifications and knowledge and understanding of the OSD Framework. Problem solving and decision-making skills. Good communication and presentation skills (written and verbal). Strong negotiation and conflict management skills. Willingness to travel.
<u>DUTIES</u>	:	Facilitate Recruitment and Selection processes. Prepare detailed schedules (long list), score sheets and applications from the Z83 application system. Supply statistics regarding employment equity. Facilitate the shortlisting and interview processes. Draft appointment submissions and route for approval. Render a human resource advisory service to line managers on recruitment and selection. Ensure that OSD appointments are done in compliance with the OSD Framework. Ensure personal suitability checks. Ensure the promotion of effective human resource management. Ensure that policies / legislations / prescripts are followed and complied with during the recruitment and selection process. Monitoring and evaluation of all HR processes, supervision, training and motivation of staff. Co-ordinate and conduct investigations of human resource related problems and advise management accordingly. Management of the recruitment and selection database.
<u>ENQUIRIES</u>	:	Mr S Murunzi, Tel No: (012) 200 9018
<u>POST 33/113</u>	:	<u>SCIENTIFIC TECHNICIAN: PRODUCTION GRADE A - C REF NO: 280926/05</u> Branch: Water And Sanitation Services Management: NC Cd: Provincial Operations: Northern Cape Dir: Water Resources Management Support Sd: Geohydrological Services)
<u>SALARY</u>	:	R407 337 – R610 131 per annum, (OSD), (Offer will be based on proven years of experience)
<u>CENTRE</u>	:	Kimberley
<u>REQUIREMENTS</u>	:	A National Diploma in Natural /Water Groundwater/ Geohydrology related Sciences or relevant qualification. Three (3) years' post qualification technical scientific experience in groundwater. Compulsory registration with SACNASP as Certificated Natural Scientist. The disclosure of a valid unexpired driver's license. Understanding of programme and project management. Scientific methodologies and models. Research and development. Computer-aided scientific applications. Knowledge of groundwater resources management is essential. Extensive experience in water management, Environmental field, urban development, agricultural, waste management and mining. Understanding of department's role and function with respect to Water Quality and Water Resources Protection. Knowledge of the National Water Act, 36 of 1998 and related policies, strategies and guidelines. Understanding of principles of integrated Water Resource Management. Experience in minimizing the impacts from industries, agriculture, urban development and mining. Computer literacy. Innovative thinking. Negotiation skills. Good written and verbal communication skills. Knowledge of legal compliance. Technical report writing. Data analysis. Scientific presentation. Decision making. Customer focus and responsiveness. Problem solving.

<u>DUTIES</u>	:	Perform technical scientific and geohydrological functions and tasks that require interpretation in the presence of an established framework. Apply operational standards and consolidate methodologies, policies, systems and procedures. Identify gaps and develop appropriate interventions and extension of the groundwater monitoring network. Preparation and participation in research activities. Data collection through field surveys. Maintenance, calibration and operation of scientific equipment. Provide Geohydrological technical support and advice. Develop working relations with client base and extend client base. Promote public awareness of scientific activities. Provide technical/scientific data, information and advice. To perform technical scientific analysis and regulatory functions. Preparation of data and routine interpretation. Database and data management. Analysis of technical scientific data. Dissemination of information. Apply the appropriate scientific and technical procedures/skills to generate information and knowledge. Formulate proposals and compile reports. Research and development. Continuous professional development to keep up with new technologies and procedures. Equipment reviews and procurement of new equipment. Research/literature studies to improve expertise. Publish and present technical reports and research findings. Liaise with relevant bodies/councils on Geohydrological related matters. Supervise technical support and processes. Manage the performance management and development of staff. All duties will be performed in a Geohydrological environment.
<u>ENQUIRIES</u>	:	Mr T Ngilande Tel No: (053) 830 8800
<u>POST 33/114</u>	:	<u>HUMAN RESOURCE PRACTITIONER: EMPLOYEE RELATIONS REF NO: 280926/07</u> Branch: Water And Sanitation Service Management: EC Cd: Provincial Operations: Eastern Cape
<u>SALARY</u>	:	R338 106 per annum (Level 07)
<u>CENTRE</u>	:	King Williams's Town
<u>REQUIREMENTS</u>	:	A relevant NQF level 6 qualification as recognised by SAQA in Human Resource Management, Labour Relations / Employee Relations or LLB. One (1) year experience in Labour Relations. The disclosure of a valid unexpired driver's license. Knowledge of administrative procedures in relation to Disciplinary process, Grievance Handling, Dispute Resolution Process, etc. Legislative Requirements: Knowledge of Public Service Act & Public Service Regulations, Labour Relations Act; etc. Knowledge of PERSAL System. Basic Financial management and knowledge of PFMA. Problem solving and Analysis. Communication Skills. Accountability and Ethical Conduct. Attention to details. Willingness to travel.
<u>DUTIES</u>	:	To provide an administrative support for Employee Relation Unit. To facilitate the handling of Misconduct, grievances and Disputes lodged. Responsible for compiling monthly reports for Employee Relations Unit. To assist in procurement process for Employment Relations needs. Ensuring application and implementation of the outcome of Discipline; Arbitration Awards and Labour Court Judgements. Capturing cases on PERSAL. Maintains Employee Relations database. Assist in the implementation of approved resolutions by relevant structures. Compile statistics regarding labour issues, investigate cases and arrange appointments of Investigating Officers. Keep statistics of all Employee Relations cases lodged with the component.
<u>ENQUIRIES</u>	:	Mr P Qwayiza Tel No: (043) 604 5475
<u>POST 33/115</u>	:	<u>STATE ACCOUNTANT: REVENUE MANAGEMENT REF NO: 280926/08</u> Branch: Infrastructure Management: Southern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Southern
<u>SALARY</u>	:	R338 106 per annum (Level 07)
<u>CENTRE</u>	:	Port Elizabeth (Gqeberha)
<u>REQUIREMENTS</u>	:	A relevant NQF level 6 qualification (National Diploma) in Financial Management or any related qualification in the field, plus one (1) to (2) two years' experience in Revenue Management. The disclosure of a valid unexpired driver's license. Practical experience of the SAP system and the WARMS system. Knowledge and understanding of financial legislation, policies, practices, and procedures. Knowledge and understanding of financial prescripts such as the PFMA, Treasury Regulations, and the Division of

		Revenue Act (DORA), National Water Act (NWA), Knowledge of and application of International Financial Reporting Standards applicable to revenue, Generally Recognized Accounting Practice, Public Service Anti-Corruption Strategy, fraud, and prevention. Knowledge of equal opportunities and affirmative action guidelines, and laws. Knowledge of administrative, clerical procedures, and systems. Knowledge and understanding of Departmental policies and procedures. Framework for managing performance information. Knowledge of implementing policies of PMDS. Problem-solving and Analysis. People and Diversity Management. Client Orientation and Customer Focus. Good communication. Accountability and Ethical Conduct. Be able to work independently, Willingness to travel extensively.
<u>DUTIES</u>	:	Provide effective financial administration and Revenue Management services within the Region on SAP, including customer billing, revenue collection, debtor reconciliations, payment allocations, suspense account management, monitoring of General Journal and Debtors' Ledger transactions, customer relationship management, ensuring that all functions are performed accurately, efficiently and within prescribed timeframes. Re-printing of customer statements and invoices. Attend monthly customer meetings with strategic customers as part of managing revenue management contracts. Assist with the tariff determination process in the Region. Be able to provide all Revenue Management reports that are required on ad hoc basis. Compile and submit revenue reports timeously. Supervision of personnel.
<u>ENQUIRIES</u>	:	Ms. B Siyo Tel No: (041) 508 9704
<u>POST 33/116</u>	:	<u>HUMAN RESOURCE CLERK (PRODUCTION) REF NO: 280926/09</u> Branch: Infrastructure Management: Northern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Northern
<u>SALARY</u>	:	R237 453 per annum (Level 05)
<u>CENTRE</u>	:	Groblersdal Area Office
<u>REQUIREMENTS</u>	:	A Senior/Grade 12 certificate. Knowledge of PERSAL system, database and spread sheet application. Knowledge of the Public Service Act, Public Service Regulations, and other relevant HR prescripts will be an advantage. Good communication skills (written and verbal). Ability to work under pressure.
<u>DUTIES</u>	:	Rendering human resource clerical services. Provide administrative support for recruitment and selection, appointments, probation, and service terminations. Administer processes related to conditions of service (leave, housing, medical aid, allowances, etc.). Address enquiries and Human Resources registry services. Capture and update transactions on the PERSAL system. Address HR administration enquiries from internal and external stakeholders. Maintain and update personnel filing systems (electronic and physical). Provide general administrative support, including drafting routine correspondence, submissions and reports. Ensure effective and efficient interpretation and implementation of the departmental HRM Policies, system, regulation guidelines, resolution and other prescribes.
<u>ENQUIRIES</u>	:	Ms L Tsebe Tel No: (013) 262 6812
<u>POST 33/117</u>	:	<u>HUMAN RESOURCE CLERK PRODUCTION REF NO: 280926/10</u> Branch: Infrastructure Management: Southern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Southern (Re-advertisement, applicants who have previously applied must re-apply)
<u>SALARY</u>	:	R237 453 per annum (Level 05)
<u>CENTRE</u>	:	Gqeberha / Port Elizabeth
<u>REQUIREMENTS</u>	:	A Senior/Grade 12 Certificate. Knowledge of PERSAL system, database and spread sheet application. Knowledge of the PSA, PSR and other relevant Human Resources prescripts and legislation. Good communication skills (written and verbal) ability to work under pressure.
<u>DUTIES</u>	:	The successful candidate will be responsible for providing professional advice to the line managers. Ensure effective and efficient interpretation and implementation of the departmental HRM Policies, system, regulation guidelines, resolution and other prescribes. Capturing transactions on PERSAL. Recruitment and Selection. Organisational Development. Employee Relations. Human Resource Development. Drafting of submissions. Handling

ENQUIRIES
NOTE

- : all Human Resource administration i.e. conditions of service, termination of services and leave management. Provide HR Registry services
- : Mr. CS Nzimande Tel No: (041) 508 9719
- : Preference will be given to candidates from the Nelson Mandela Bay District.