ANNEXURE U

DEPARTMENT OF WATER AND SANITATION

APPLICATIONS : All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/

CLOSING DATE : 11 December 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 for SMS posts will be subjected to a technical exercise and interviews. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. 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 43/168 : **DIRECTOR: WATER USE AUTHORISATION REF NO: VOCMA 47**
Branch: Vaal-Orange Catchment Management Agency
Div: Water Resource Management

SALARY : R1 317 384 per annum (Level 13), (all-inclusive salary package)

CENTRE : Bloemfontein

REQUIREMENTS : A bachelor's degree in Natural Sciences (Hydrology/Ecology/ Zoology/ Botany/ Chemistry/Microbiology) 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 of experience at a middle/senior managerial level in water resource environment. The disclosure of a valid unexpired driver's license. Successful completion of the Pre-entry Certificate for SMS as endorsed by the National School of Government. 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.

DUTIES : Lead the implementation of water use authorization 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.

ENQUIRIES : Ms Lerato Morake, Cell No: 082 829 2024 / Ms. MF Mokgomole Tel No: (051) 405 9000

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POST 43/169 : **DIRECTOR: COMPLIANCE MONITORING AND ENFORCEMENT REF NO: VOCMA 48**
Branch: Vaal-Orange Catchment Management Agency
Div: Compliance Monitoring and Enforcement

SALARY : R1 317 384 per annum (Level 13), (all-inclusive salary package)
CENTRE : Bloemfontein
REQUIREMENTS : 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 at a middle/senior managerial level. The disclosure of a valid unexpired driver's licence. Successful completion of the Pre-entry Certificate for SMS as endorsed by the National School of Government. 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 : Ms L Morake Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

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OTHER POSTS

POST 43/170 : **DEPUTY DIRECTOR: FINANCIAL MANAGEMENT REF NO: VOCMA 49**
Branch: Vaal-Orange Catchment Management Agency
Div: Financial Management

SALARY : R932 292 per annum (Level 11), (all-inclusive salary package)
CENTRE : Bloemfontein
REQUIREMENTS : A relevant NQF 7 qualification in financial management / financial accounting or related field. Five (5) years' experience in financial management and reporting and supply chain environment, of which three (3) years relevant experience at supervisory / management level. The disclosure of a valid unexpired driver's license. Knowledge and practical experience in financial reporting standards Knowledge of Public Finance Management Act (PFMA), Treasury Regulations, and guidelines. Knowledge of Public Service anti-corruption strategy and anticorruption and fraud prevention measures. Understanding of Entity's policies and procedures, government financial systems, principles, and practice of asset management and supply chain. Working experience on Systems Applications and Products (SAP). Proficiency in Microsoft office (MS Excel, PowerPoint, MS Word, and Outlook), Ability to compile reports and presentations. Strong Organizational skills, analytical thinking, and attention to detail. Good communication skills both (verbal and written), Proven managerial ability to support staff. Supervisory principles and practices, including planning, delegating, and monitoring the work of the

subordinates within the unit. Accountability and ethical conduct. Willingness to travel.

DUTIES : Overseeing and managing supply chain management and reporting sub-directorate including providing guidance in the rendering of demands management services, ensuring acquisition of goods and services, managing logistics and contracts. Ensure control of state-owned assets, including management of movable, immovable, and leased assets. Overseeing and managing payroll management and reporting sub-directorate. Provide support to clusters on all payroll management and reporting responsibilities. Consolidate all monthly reports from clusters. Manage compliance regarding remuneration and benefits processes Ensure proper reporting on quarterly basis for performance reporting, quarterly financial reports, and finally annual reporting, including preparation and compilation of GRAP compliant Annual Financial Statements related to asset and payroll management. Ensure that audit queries are responded to on time. Formulating, documenting, implementing, and reviewing of policies, Standard Operating Procedures (SOP) and programs relating to asset management and supply chain management, other regulatory internal control and compliance issues, General Ledger Reconciliation. Manage the completion of all daily, weekly, and monthly operational duties with assistance from the Assistant Director, recommending initiatives to enhance risk mitigation and fraud protection to Director Attending meetings as and when required. Attending to audit queries and formulating appropriate responses. Manage year end processes and account adjustments, Training, and support to clusters. Assist the Director in the effective execution of his / her responsibilities. Supervise and evaluate staff and sign their performance agreements and assessments, Staff management, and training.

ENQUIRIES : Mr N Smouse Tel No: (051) 404 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/171 : **SCIENTIST PRODUCTION GRADE A - C REF NO: VOCMA 50 (X2 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Water Resource Planning and Management

SALARY : R791 604 – R1 189 767 per annum, (OSD)

CENTRE : Bloemfontein

REQUIREMENTS : A Science degree (BSc) (Hon) in Chemistry, Biochemistry or Microbiology. or relevant qualification. Three (3) years post qualification experience. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Sound knowledge of integrated water resource management and water resource protection. Understanding of the water resource classification system and its application thereof. Knowledge and experience in Project management is essential. Understanding and knowledge of water quality management. Implement principles of national water act in terms of protection, development, use, control, and management of water resources of the National Water Act, 1998 and related legislation. Knowledge and understanding of the water sector: relevant legislations (NWA, CARA, and NEMA, MPRDA) together with the related policies, regulations, principles, guidelines, tools and procedures; policy development, implementation, and monitoring. Excellent communication skills including verbal, report writing, 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 country wide. Proven liaison and networking skills especially as they relate to Corporative Governance and stakeholder engagement.

DUTIES : The successful candidate will join a team of professionals responsible for strategic water resource planning, focusing on water quality through the development and maintenance of integrated water quality planning solutions. This requires conducting assessment studies to address data and information gaps and needs for water quality planning. Responsible for forward planning utilising predictive modelling tools, among other methods. Implement National

Water Act with focus on classifying water resources and determining associated resource quality objectives for current and future needs of significant water resources in the Vaal-Orange Water Management Area; Review and recommend scientific projects; Give input on water use license applications for mining, industries, municipalities, urban development and agriculture activities as they relate to resources water quality. Process water use license applications. Conduct site inspections and attend meetings for various water uses. Promote surface and groundwater protection and management through the water use authorisation process and implement DWA's role and function with respect to water resource protection and management. Management of waste discharge charge system and surface water data management. Provide assistance in drafting of specific water quality license conditions. Collection and interpretation an analysis of surface water data and monitoring of the surface water resources.

ENQUIRIES : Mr M Matseba Tel No: (012) 392 1300 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/172 : **CONTROL ENVIRONMENTAL OFFICER GRADE A (X4 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Compliance Monitoring and Enforcement

SALARY : R636 978 per annum, (OSD)
CENTRE : Bloemfontein Ref No: VOCMA 51 (X2 Posts)
Pretoria Ref No: VOCMA 52
Upington Ref No: VOCMA 53

REQUIREMENTS : A four-year degree in Natural Science / Environmental science or relevant qualification. Six (6) years post qualification experience in compliance monitoring and enforcement environment. The disclosure of a valid unexpired driver's licence. Extensive experience in the environmental and water management field, waste management, industries, urban development and mining. A clear understanding of the VOCMAs role and policies about water resource management. Knowledge of the National Water Act 36 of 1998, other applicable laws and related policies, strategies, and guidelines. Understanding the principles of Integrated Water Resource Management. Knowledge of Human Resources and Financial Management policies. Innovative thinking, negotiating, networking, managerial and good communication (verbal and written) skills. The willingness to travel extensively and work irregular hours. Technical report writing, Professional judgement, and Data analysis skills. Mentoring and decision-making skills. Financial and team leadership management skills. Creativity and Problem solving. Computer literacy. People management and Conflict Management skills.

DUTIES : Implement, enforce the National Water Act, and other relevant legislation, policies, and regulations. Assist in the development of policies and regulations. Assist with the implementation of the Compliance Monitoring and Enforcement Strategy. Implement compliance monitoring systems, inspection guidelines, or protocols. Audit compliance with water use licences, legislation, policies, and regulations. Conduct routine inspections to ascertain compliance with relevant water and environmental prescripts. Conduct investigations, audits and prepare investigation and audit reports, implement enforcement action in the form of formal or informal warnings, administrative enforcement such as statutory notices, compliance notices and directives, and court applications to enforce notices, as well as criminal enforcement. Prepare necessary information, reports, and evidence for court applications. Advise relevant sector bodies on policies and strategies relevant to the Directorate and ensure compliance promotion. Ensure liaison, cooperation and coordination with other enforcement agencies and government institutions involved in compliance and enforcement. Ensure adherence to deadlines on submissions as per the Standard Operating Procedures. Supervise staff in accordance with VOCMA policies and procedures.

ENQUIRIES : Mr V Blair, Cell No: (082) 807 3552 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/173 : **CONTROL ENVIRONMENTAL OFFICER GRADE A (X2 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Water Use Authorisation and Registration

SALARY : R636 978 per annum, (OSD)
CENTRE : Kimberley Ref No: VOCMA 54
Upington Ref No: VOCMA 55
REQUIREMENTS : A four-year degree in Natural Science / Environmental science or equivalent qualification. Six (6) years post qualification experience in water use authorisation. The disclosure of a valid unexpired driver's license. Knowledge of research and development methodology. Experience in the environmental and water management field, waste management, industries, urban development, and mining. A clear understanding of the VOCMAs role and policies regarding water resource management. Knowledge of the National Water Act 36 of 1998 and related policies, strategies, and guidelines. Understanding the principles of Integrated Water Resource Management. Knowledge of Human Resources and Financial Management policies. Innovative thinking, negotiating, networking, managerial and good communication skills both verbal and written. Willingness to travel extensively and work irregular hours. Technical report writing, professional judgement, and data analysis skills. Mentoring and decision-making skills. Financial and team leadership management skills. Creativity and Problem solving. Computer literacy. People management and Conflict Management skills.
DUTIES : Provide support and guidance to the VOCMAs components and water management institutions in processing of water use authorisation applications from all water use sectors. Maintain relationships with stakeholders and coordinate engagements within the VOCMA and broader water sector. Provide technical advice to water use authorisation applications to subordinates and applicants. Development, implementation, and review of regulatory tools for water use authorisation. Develop, update, maintain and provide training on policies, legislation, protocols, and guidelines for water use authorisation. Participate in the assessment of water resource management research needs for the directorate. Quality insures all records of recommendation and licences. Ensure that systems are maintained and ensure adherence to deadlines on submissions as per the Standard Operating Procedures. Participate in water use authorization appeals and litigation process. Participate in engagements with other Departments responsible for permitting within the broader environmental sector. Compile reports and make presentations internally and externally. Supervise staff in accordance with VOCMA policies and procedures.
ENQUIRIES : Dr. Mmachaka Tel No: (012) 392 1300 / Ms PM Matekane Tel No: (051) 405 2160
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POST 43/174 : **INTERNAL AUDITOR REF NO: VOCMA 56**
Branch: Vaal-Orange Catchment Management Agency
Div: Office of the Chief Executive Officer

SALARY : R605 742 per annum (Level 10)
CENTRE : Bloemfontein
REQUIREMENTS : An NQF level 7 (bachelor's degree or Advanced Diploma) in Internal Auditing or a relevant tertiary qualification. Three (3) to five (5) years' experience in General Internal Auditing, Compliance Auditing, Performance Auditing, Forensic Investigations, Quality Assurance Auditing or General Control Review

and Applications Control, or completion of the Internal Audit Technician (IAT) learnership (three (3) years) from the Institute of Internal Auditors (IIA) plus two (2) years' internal audit experience. The disclosure of a valid unexpired driver's licence. Knowledge and understanding of the International Standards for the Professional Practice of Internal Auditing (IIA Standards) and of governance, risk management, and control processes. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, and guidelines. Knowledge of the Public Service Anti-Corruption Strategy and anti-corruption and fraud prevention measures. Knowledge and understanding of Human Resource Management legislation, policies, practices, and procedures. Knowledge of equal opportunities and affirmative action guidelines and laws. Knowledge of administrative and clerical procedures and systems, institutional policies and procedures, and governmental financial systems. Knowledge of the principles and practice of financial accounting. Knowledge of the framework for managing performance information. Business strategy translation and alignment, problem solving and analysis, people and diversity management, and client orientation and customer focus skills. Good verbal and written communication skills. Accountability and ethical conduct.

DUTIES : The incumbent will be responsible for supervising and executing internal audit, compliance audit, performance audit, forensic investigation, quality assurance audit, general control review, and applications control engagements, as well as consultancy engagements, to support the implementation of the approved Internal Audit Operational Plan. Supervise and participate in the development of the three-year strategic and annual risk-based internal audit plans, including identifying key risk areas emanating from current operations as set out in the strategic plan and risk management strategy. Participate in the coordination with other internal and external assurance providers to ensure proper coverage and minimise duplication of effort. Develop proposals to determine the scope of allocated internal audits, develop engagement work programmes, and supervise and execute allocated audits in accordance with the IIA Standards and the legislative framework. Collect, analyse, and interpret data, develop findings and recommendations for the enhancement of controls and processes, and compile and review audit reports for each engagement. Monitor progress on the implementation of agreed-upon action plans. Review, collect information and compile progress, quarterly and annual reports to the Accounting Officer and the Audit Committee. Keep up to date with new developments in the internal audit environment by studying professional journals and publications, monitoring relevant industry, legislative, standards, and policy framework changes, and engaging in continuous professional development. Supervise employees, allocate duties, and perform quality control on work delivered by supervisees, and ensure that supervisees are trained and developed to deliver work of the required standard efficiently and effectively. Manage the performance, conduct and discipline of supervisees (PMDS). Provide inputs for the enhancement of audit methodologies and technologies.

ENQUIRIES : Ms L Morake Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/175 : **ASSISTANT DIRECTOR: FINANCIAL MANAGEMENT REF NO: VOCMA 57**
Branch: Vaal-Orange Catchment Management Agency
Div: Financial Management

SALARY : R487 197per annum (Level 09)

CENTRE : Bloemfontein

REQUIREMENTS : A relevant tertiary qualification in Financial Management / Management Accounting / Financial Accounting at NQF level 7. Three (3) years relevant supervisory experience. The disclosure of a valid unexpired driver's license. Knowledge and understanding of financial legislation, policies, practices, and procedures. Knowledge and understanding of financial prescripts such as Treasury Regulations and PFMA. Knowledge and experience on SAP and PERSAL systems. Computer literacy in Microsoft Office. Knowledge of

Departmental policies and procedures. Knowledge and understanding of Human Resource Management Legislation, policies, practices, and procedures. Public Service Anti-Corruption Strategy and anti-corruption and fraud prevention measures. Knowledge of equal opportunities and Affirmative action guidelines and laws. Knowledge of administrative and clerical procedures and systems. Principles and practice of financial accounting. Framework for managing performance information. Business strategy transaction and alignment. Problem solving and Analysis. People and Diversity Management. Client Orientation and Customer Focus. Communication. Accountability and Ethical Conduct.

DUTIES : Management and monitoring of payroll-related financial transactions. Verification and reconciliation of payroll information. Monitoring salary expenditure and identifying discrepancies. Liaising with relevant Officials regarding payroll-related queries Ensuring that payroll transactions are correctly accounted for and supported. Management and monitoring accounts payable transactions. Verification of invoices and supporting documentation. Ensuring that invoices are processed accurately and within prescribed timelines. Monitoring outstanding invoices and payment-related matters. Investigating rejected, blocked or unpaid transactions. Ensuring compliance with financial policies and applicable delegations. Processing, reviewing, and reconciling salary-related transactions. Ensuring that salary transactions are correctly allocated to relevant accounts. Investigating salary-related discrepancies and reconciling outstanding items. Monitoring salary expenditure and preparing relevant financial reports. Ensuring proper supporting documentation for salary transactions. Preparing and processing payment-related transactions and proposals Performing bank reconciliations and investigating outstanding and unallocated transactions. Management and maintenance of financial records and supporting documentation Ensuring that financial records are properly maintained and readily available for audit purposes. Coordinating responses to internal and external audit queries. Ensuring that audit supporting documentation is complete, accurate and submitted within prescribed timelines. Monitoring audit findings and assisting with the implementation of corrective measures. Ensuring compliance with applicable financial management policies and procedures. Assist in the preparation of the annual financial statements.

ENQUIRIES : Mr Y Valashiya Tel No: (051) 404 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/176 : **ASSISTANT DIRECTOR: ADMINISTRATION REF NO: VOCMA 58**
Branch: Vaal-Orange Catchment Management Agency
Sd: Corporate Support Services
Div: Auxiliary Support Services

SALARY : R487 197 per annum (Level 09)
CENTRE : Bloemfontein
REQUIREMENTS : A relevant NQF level 6 qualification in Social Sciences / Administration / Public Administration / Public Management or relevant qualification. Five (5) years' experience in an administrative environment. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Knowledge of administrative and clerical procedures and systems. Knowledge of departmental policies and procedures. Knowledge of government financial systems. Commitment to a high level of quality control. Knowledge of implementing Performance Management and Development System (PMDS) policies. Organisational skills. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Communication. Accountability and ethical conduct.

DUTIES : The incumbent will be responsible for managing administrative support services to ensure efficient operations, compliance with policies and a well-functioning work environment. Manage corporate travel arrangements, including arranging travel bookings (flights, accommodation and transport),

ensuring that travel policies and procedures are followed, working with travel agencies and service providers, processing travel claims and reimbursements, and monitoring and reporting on travel expenses. Manage facilities and support services, including overseeing office maintenance, furniture and equipment, ensuring that cleaning and general office support services run smoothly, managing contracts with service providers, ensuring that the workplace is safe, clean and well maintained, and managing the procurement process for office stationery. Ensure safety and security compliance, including implementing and monitoring workplace safety and security policies, ensuring that security measures such as access control and surveillance are in place, and responding to security and safety incidents. Manage records and documents, including ensuring the proper filing, storage, and retrieval of records, implementing rules for the handling and disposal of records, maintaining digital and physical records securely, ensuring compliance with data protection regulations, and conducting regular records audits and updates. Manage human resources and performance, including supervising and supporting administrative staff, setting work goals and monitoring progress, organising training and career development, ensuring compliance with HR policies and labour laws, and managing staff leave, attendance and performance appraisals.

ENQUIRIES : Ms MF Mokgomole Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 9000

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POST 43/177 : **SENIOR SUPPLY CHAIN PRACTITIONER REF NO: VOCMA 59**
Branch: Vaal-Orange Catchment Management Agency
Div: Supply Chain Management

SALARY : R413 001 per annum (Level 08)
CENTRE : Bloemfontein
REQUIREMENTS : A relevant NQF level 6 qualification in Supply Chain Management or relevant field. Three (3) years relevant experience in a supervisory level. Practical experience on SAP system. The disclosure of a valid unexpired driver's license. Knowledge and understanding of Public Finance Management Act (PFMA), Treasury Regulations, Preferential Procurement Policy Framework (PPPFA and all applicable SCM guidelines, policies, practices, and procedures. Knowledge of equal opportunities and Affirmative action guidelines and laws. Knowledge of administrative clerical procedures and systems. Departmental policies and procedures. Governmental financial systems. Knowledge of learning and teaching procedures and techniques. Framework for managing performance information. Knowledge of implementing policies of PMDS. Problem solving and Analysis. People and Diversity Management. Client Orientation, Communication, Accountability and Ethical Conduct.

DUTIES : Coordinate, review, research, analyses and plan the procurement needs of the Cluster. Coordinate, review, collect information and implement the demand management plan for the Cluster. Manage and review specifications received from end users. Implement and maintain the update of all prospective and preferred supplier database. Coordinate, review, and execute the bidding process. Coordinate and review the compilation and invitation of quotations from Central Supplier Database as per the National Treasury. Serve as the secretariat for all Cluster Bids & Specification Committees. Supervise, monitor, analyse and determine actions to ensure proper contract administration. Supervise, monitor contract compliance by determining whether products/services are delivered at the right time, of the right quantity, right products, right place, right conditions, right quality, and right price according to the contract. Supervise and monitor supplier performance according to the contract and Service Level agreement. Coordinate and review the process of requisition of goods and services. Verify correctness of invoice. Facilitate authorization of payment. Coordinate the safe keeping and distribution of goods. Supervise employees to ensure an effective Supply Chain Management service and undertake all administrative functions required regarding financial

and HR administration. Control and safeguard all Supply Chain documentation. Manage, optimises and maintain Agency's physical and/ or financial assets, often overseeing lifecycle planning, maintenance, and compliance. Effective maintenance of asset register. Supervise and undertake risk management assessments. Supervise and implement fraud and abuse prevention strategy for SCM. Supervise and undertake performance assessment of the value chain in SCM function. Participate in the development of risk and performance management policies processes and procedures. Manage moveable assets in your section. Conduct physical verification of assets, manage movement of assets, identify redundant, non-serviceable and obsolete assets in your section.

ENQUIRIES : Mr Y Valashiya Tel No: (051) 404 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/178 : **INFORMATION TECHNOLOGY TECHNICIAN REF NO: VOCMA 60**
Branch: Vaal-Orange Catchment Management Agency
Div: Management Support Services

SALARY : R413 001 per annum (Level 08)
CENTRE : Bloemfontein
REQUIREMENTS : A National Diploma or Degree in Information Technology. Three (3) years appropriate experience in IT. The disclosure of a valid unexpired driver's license. Certification in the following will serve as an added advantage: Certified Microsoft Engineer, Microsoft Certified Solutions Associate (MCSA) or Microsoft Certified Solutions Expert (MCSE). A+ and Network+ certification is required. Knowledge of Windows 7; Windows 8; Window 10; MS Office 2010, 2013 and Office 365; Symantec Ant-virus; Microsoft MS; Transversal systems (PERSAL, SAP and LOGIS) and ITIL will serve as an advantage. Willingness to travel to various remote sites and offices Competences: An in-depth knowledge of client server IT environment. Leadership qualities as well as strong customer service and interpersonal skills. Good computer knowledge and skills (Ms Word, Excel and PowerPoint). Ability to work under pressure. Good communication skills both verbal and written. Exposure to different business application platforms.

DUTIES : Manage calls logged on the call management systems. Provision of end-user support with regards to hardware, software, and network connectivity. Ensure that all IT policies, norms, and standards are enforced. Perform quality control for the Local Area Network (LAN). Perform installation, maintenance and upgrading of computer hardware as second fault-finding identification. Install and upgrade software applications not performed by resources from the outsourced partner. Provide and maintain internet and e-mail client services. Ensure that antivirus software signature and operating systems patches are up to date. Initiate and co-ordinate the change control procedures. Provide technical input for training and development of computer end-user skills. Perform routine back-ups for all the available servers. Compile monthly performance reports. The appointees will be expected to perform overtime and standby duties when necessary as well as assist the Deputy Director: Regional Information Systems Support with all IT related tasks.

ENQUIRIES : Ms MF Mokgomole Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/179 : **ENGINEERING TECHNICIAN PRODUCTION GRADE A - C REF NO: VOCMA 61 (X2 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Compliance Monitoring and Enforcement

SALARY : R407 337 – R610 131 per annum, (OSD)
CENTRE : Bloemfontein
REQUIREMENTS : Applicants must be in possession of a National Diploma in Engineering or relevant qualification. A minimum of three (3) years post-qualification technical engineering experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as an Engineering Technician. The disclosure of a valid unexpired driver's licence. Practical experience in the field of compliance monitoring and enforcement will be an added advantage. Good computer literacy and writing skills. Good communication skills both written and verbal. Knowledge and understanding of water sector relevant legislation (National Water Act 1998, Water Services Act 1997 and related Environmental legislation). Technical design and analysis capabilities. Understanding of research and development principles. Experience in computer-aided engineering applications and GIS. Understanding of industrial, agricultural, municipal, and mining water-use processes with specific focus on water quantity. Strong problem-solving and decision-making skills. Ability to work effectively within a team environment. Creativity and innovation. Customer focus and responsiveness. Knowledge of compliance monitoring and enforcement with an understanding of prevailing principles of Integrated Water Resource Management, water resource protection and Catchment Management. Willingness to travel extensively and work irregular hours.
DUTIES : Compliance monitoring of water users across all sectors (Mines, Afforestation, Municipal, Industry, Agro processing) against issued authorizations and other regulatory requirements focussing on water quantity. Notification of audit to water user. Compilation of audit report through NCIMS. Communicate audit findings to water users. Investigation of non-compliant cases (Queries, complaints, and proactive investigations). Ensure administrative enforcement by issuing Notices / Directives. Monitor compliance on sites issued with notices / directives by conducting follow-up site inspections. – Institute legal actions where legal notices do not achieve the desired outcome. Compilation of investigation reports through the ECMS. Facilitate representation / action plan review on non-compliant cases / sites and attend representation committee meetings. Adherence to deadlines on submissions as per the Standard Operating Procedures.
ENQUIRIES : Mr V Blair Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160
NOTE : The Vaal-Orange Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and 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.

POST 43/180 : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A - C (X7 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Compliance Monitoring and Enforcement

SALARY : R357 597 – R610 131 per annum, (OSD)
Kimberley Ref No: VOCMA 62 (X2 Posts)
Bloemfontein Ref No: VOCMA 63 (X3 Posts)
Pretoria Ref No: VOCMA 64 (X2 Posts)
REQUIREMENTS : A National Diploma in Environmental Management or Natural Science in any one of the following fields: Agriculture, Agricultural, Integrated Water Resource Management, Hydrology (Surface or Ground); Chemistry, Biochemistry, Microbiology, Water Utilization, Water Resource Engineering and or Geohydrology. Practical experience in the field of compliance monitoring and enforcement will serve as an added advantage. The disclosure of a valid unexpired driver's license. Good computer literacy and writing skills. Good communication skills both written and verbal. Knowledge and understanding of water sector relevant legislation (National Water Act 1998, Water Services Act 1997, and related Environmental legislation e.g. NEMA, Waste Act). Knowledge of Industrial, agricultural, afforestation, municipal and mining

processes. Knowledge of compliance monitoring and enforcement with an understanding of prevailing principles of Integrated Water Resource Management, water resource protection and Catchment Management. Knowledge of GIS. Willingness to travel extensively and work irregular hours.

DUTIES : Compliance monitoring of water users across all sectors (Mines, Afforestation, Municipal, Industry, Agro processing) against issued authorizations and other regulatory requirements. Notification of audit to water user. Compilation of audit report through NCIMS. Communicate audit findings to water users. Investigation of non-compliant cases (Queries, complaints, pollution incidents, etc). Ensure administrative enforcement by issuing Notices/ Directives/ Follow-ups on notices/ directives issued. Monitor compliance on sites issued with notices/ directives by conducting follow-up site inspections. – Institute legal actions where legal notices do not achieve the desired outcome. Compilation of investigation reports through the ECMS. Facilitate representation / action plan review on non-compliant cases / sites and attend Representation committee meetings. Adherence to deadlines on submissions as per the Standard Operating Procedures.

ENQUIRIES : Mr V Blair, Cell No: (082) 807 3552 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/181 : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A - C (X4 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Water Use Authorization and Planning

SALARY : R357 597 – R610 131 per annum, (OSD)

CENTRE : Kimberley Ref No: VOCMA 65 (X2 Posts)
Upington Ref No: VOCMA 66 (X2 Posts)

REQUIREMENTS : A National Diploma in Environmental Management or Natural Science in any one of the following fields: Agriculture, Agricultural, Integrated Water Resource Management, Hydrology (Surface or Ground); Chemistry, Biochemistry, Microbiology, Water Utilization, Water Resource Engineering and or Geohydrology. The disclosure of a valid unexpired driver's license. Two (2) years appropriate / recognizable experience in an area after obtaining the relevant qualification will serve as an added advantage. Sound knowledge of integrated water resource management and water resource protection. Knowledge and understanding of the water sector including relevant legislation (NWA, CARA and NEMA, MPRDA) together with the related policies, regulations, principles, guidelines, tools and procedures; policy development, implementation, and monitoring. Excellent communication skills including verbal, report writing, presentation skills. Sound interpersonal skills as well as the ability to work in a multidisciplinary team. Willingness to work abnormal hours and under pressure as well as travel country wide. Proven liaison and networking skills especially as they relate to Corporative Governance and stakeholder engagement.

DUTIES : Assess completeness of WULAs and conduct site inspections. Liaise with clients and other stakeholders to obtain outstanding information during WULA assessments. Request scientific inputs within the VOCMA as well as the Department Water and Sanitation using the specified templates. Access and evaluate Hydrological, Environmental and Technical information regarding license applications. Assist in development of policies and guidelines for the implementation of National Water Act (NWA), 36 of 1998 regarding the water use sector. Final assessment of information submitted by Water Use License Applicants and input from internal specialists. Drafting record of recommendations (RoRs) and resultant decision documents. Draft license conditions to control / mitigate the negative impacts of water uses. Assist on responding to queries from clients within and outside the department.

ENQUIRIES : Dr. Mmachaka Tel No: (012) 392 1300 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/182 : **STATE ACCOUNTANT REF NO: VOCMA 67**
Branch: Vaal Orange Catchment Management Agency
Div: Management Accounting

SALARY : R338 106 per annum (Level 07)
CENTRE : Bloemfontein
REQUIREMENTS : A National Diploma (NQF level 6) in Financial Management / Management Accounting / Financial Accounting. One (1) year relevant experience. The disclosure of a valid unexpired driver's license. Knowledge and practical experience on SAP system. Computer literacy such as MS Excel, Word and PowerPoint. Sound understanding and knowledge of the budgeting process. People and diversity management. Client orientation and customer focus. Good communication skills. Accountability and ethical conduct. Problem solving and analysis. Knowledge of administrative clerical procedures and systems. Knowledge and understanding of financial prescripts such PFMA and Treasury Regulations.
DUTIES : In-Year monitoring, monthly reporting and providing support regarding the planning and budgeting process. Compiling and capturing of the budget. Fund shifting of budget allocations. Ensure effective implementation of the budget policy and provide advice on the budget process to budget controllers on correct GL allocations. Analyse expenditure trends and deviations and provide reports to management. Assist with re-allocation of funds and monitor movement of funds allocated within the budget. Confirm availability of funds regarding the requisition of goods and services. Address audit queries and implement corrective measures. Prepare monthly and quarterly reports on budget expenditure. Provide information for the preparation of the annual financial statements. Gather and submit information requested by auditors within the required time Attend to audit-related inquiries.
ENQUIRIES : Mr. Y Valashiya Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160
NOTE : The Vaal-Orange Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and 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.

POST 43/183 : **STATE ACCOUNTANT REF NO: VOCMA 68**
Branch: Vaal orange catchment management agency
Div: Financial Management

SALARY : R338 106 per annum (Level 07)
CENTRE : Bloemfontein
REQUIREMENTS : A National Diploma (NQF level 6) in Financial Management / Management Accounting / Financial Accounting. One (1) year relevant experience. The disclosure of a valid unexpired driver's license. Knowledge and practical experience on SAP system. Computer literacy such as MS Excel, Word and PowerPoint. Sound understanding and knowledge of the budgeting process. People and diversity management. Client orientation and customer focus. Good communication skills. Accountability and ethical conduct. Problem solving and analysis. Knowledge of administrative clerical procedures and systems. Knowledge and understanding of financial prescripts such PFMA and Treasury Regulations.
DUTIES : In-Year monitoring, monthly reporting and providing support regarding the planning and budgeting process. Compiling and capturing of the budget. Fund shifting of budget allocations. Ensure effective implementation of the budget policy and provide advice on the budget process to budget controllers on correct GL allocations. Analyse expenditure trends and deviations and provide reports to management. Assist with re-allocation of funds and monitor movement of funds allocated within the budget. Confirm availability of funds regarding the requisition of goods and services. Address audit queries and

implement corrective measures. Prepare monthly and quarterly reports on budget expenditure. Provide information for the preparation of the annual financial statements. Gather and submit information requested by auditors within the required time Attend to audit-related inquiries.

ENQUIRIES : Mr. Y Valashiya Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

NOTE : The Vaal-Orange Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and 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.

POST 43/184 : **STATE ACCOUNTANT REF NO: VOCMA 69**
Branch: Vaal-Orange Catchment Management Agency
Div: Asset Management

SALARY : R338 106 per annum (Level 07)
CENTRE : Bloemfontein
REQUIREMENTS : A National Diploma (NQF level 6) in Financial Management / Management Accounting / Financial Accounting. One (1) year relevant experience. Knowledge and understanding of financial legislation, policies, practices and procedures. Knowledge of SAP system. The disclosure of a valid unexpired driver's license. Knowledge and practical experience on SAP system. Computer literacy such as MS Excel, Word, and PowerPoint. Sound understanding and knowledge of the asset management process. People and diversity management. Good communication skills. Accountability and ethical conduct. Problem solving and analysis. Knowledge of administrative clerical procedures and systems.

DUTIES : Validate accurate records of movements of inventory, goods and services procured Conduct physical verification of Asset Manage the movement of assets Manage lease contracts Identify redundant, non-serviceable and obsolete equipment for disposal Keep records of asset to be disposed Manage the inventory levels to ensure that the department has the necessary materials and supplies to meet operational needs Manage reconciliation of asset register Develop asset management plans, including acquisition, operational, maintenance and disposal plans Prepare monthly and quarterly reports on asset management. Provide information for the preparation of the annual financial statements. Gather and submit information requested by auditors within the required time Attend to audit-related inquiries.

ENQUIRIES : Mr. Y Valashiya Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

NOTE : The Vaal-Orange Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and 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.

POST 43/185 : **HUMAN RESOURCE PRACTITIONER (PMDS AND HRD) REF NO: VOCMA 70**
Branch: Vaal-Orange Catchment Management Agency
Div: human resource management

SALARY : R338 106 per annum (Level 07)
CENTRE : Bloemfontein
REQUIREMENTS : A National Diploma (NQF level 6) in Human Resource Management or relevant qualification as recognized by SAQA. One (1) years' functional experience in HRD and Performance Management environment. Knowledge: Performance Management Methodology, Principles and Strategies. Digital Acumen/ Relevant HRM Systems/ Learning Systems/ Performance Systems etc. Customer Service (Batho Pele Principles). Technical knowledge. Skills Development Act. Basic Conditions of Employment Act. Quality management and processes. Public policy and framework. PFMA and National Treasury Regulations. LRA, EE Act, SDA & BCEA. COIDA. DPSA Directives. Legislative

Requirement: Public Service Act. Public Service Regulations. Skills: Data Gathering, Analysis. Data/Record Management. Research and Benchmarking. Project Management. Coaching and Mentoring. Conflict Management. Inspire Commitment. People Management. Performance and Oversight. Quality Assurance. Skills development. Human Resource Planning Skills. Training and Development (HRD) Skills.

DUTIES : Interpret and Implement PMDS policies and procedures. Implement midterm and final assessment for non-SMS members. Implement PMDS in the Department. Assist in analysing the alignment of individual performance agreement with the business plan in the department. Keep records of individual performance agreement. Provide support in the implementation of PMDS decision. Supply statistics on PMDS issues in the department. Compile monthly reports. Facilitate Departmental training needs assessment. Conduct Work Skills Plan workshop. Provide assistance in the development of training programs. Implement WSP according to delegations. Develop new training programmes. Analyse skills development gaps. Facilitate the allocation of Bursary. Implementation of induction programmes. Provide support on human resource administration enquiries. Render policy advisory service to the department based on the legislative mandates. Supervise staff and resources in the sub-directorate. Assist in the implementation of approved resolutions.

ENQUIRIES : Ms MF Mokgomole Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/186 : **HUMAN RESOURCE CLERK PRODUCTION REF NO: VOCMA 71**
Branch: Vaal-Orange Catchment Management Agency
Div: Human Resource Management

SALARY : R237 453 per annum (Level 05)
CENTRE : Bloemfontein
REQUIREMENTS : A Senior/Grade 12 Certificate or relevant qualification. Knowledge of Human Resources functions, practices as well as the ability to capture data, operate computer and collate administrative statistics. Basic knowledge and insight of Human Resources prescripts. knowledge of financial operating systems (PERSAL). Knowledge of registry duties, practices as well as the ability to capture data and operate a computer. Working knowledge and understanding legislative framework governing the Public Service. Flexibility. Basic knowledge of problem-solving analysis. People and Diversity Management. Client Orientation and Customer Focus. Communication. Accountability and Ethical Conduct. Computer Literacy. Planning and organizing. Good verbal and communication skills.

DUTIES : Facilitate recruitment and selection (advertisement, appointments, transfer, verification of qualifications, secretariat functions at interviews, absorptions, probationary period's e.g.). Implement conditions of service (leave, housing, medical, pension, allowances, PILIR or etc). Performance management. Termination of service. Liaise with internal and external stakeholders in relation to recruitment and selection. Implement termination of services. Implement appointments on HR System (PERSAL). Keep filing records up to date. Keep filing system of HR personnel updated. Ensure that personal files of employees are issued to relevant managers on request. Ensure that files are received back as per HR policies. Compile reports of the movement of personnel files.

ENQUIRIES : Ms MF Mokgomole Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/187 : **FINANCE CLERK PRODUCTION (X2 POSTS)**
Branch: Vaal- Orange Catchment Management Agency
Div: Financial Accounting

SALARY : R237 453 per annum (Level 05)
CENTRE : Bloemfontein Ref No: VOCMA 72
Pretoria Ref No: VOCMA 73

REQUIREMENTS : A Senior/Grade 12 certificate with accounting as a passed subject. A Diploma/Degree in finance, accounting, public finance, SCM will serve as an added advantage. One (1) to two (2) years' experience (internship experience) will serve as an added advantage. Good financial management skills. A sound knowledge of the Public Service Financial Management prescripts and Treasury Regulations. Knowledge of SAP and PERSAL will be an added advantage. Well-developed planning and organizing skills. Excellent problem-solving skills, good communication both written and verbal skills and good interpersonal skills. Computer literacy with good MS Excel and MS Word. Ability to work in a team and under pressure.

DUTIES : Capture claims on PERSAL. Ensure monthly financial accounts are accurately and completely executed in terms of financial rules and regulations. Assist with all audit queries. Check S & T claims. Attend payroll enquiries. Receive vendor invoices and keep accurate register. Compile and complete accurate invoice spreadsheet each month. Liaise with different sections regarding source documents. Compile documents and capture invoices to pay vendors on SAP. Ensure that creditors are paid within 30 days. Attend to vendor enquiries. Scan paid invoices onto SAP. Perform cashier duties, receiving and issuing receipts and banking of cash. Perform petty cash transactions. Order and distribute stationery. Ensure that all filing is complete. Attend to audit samples and ensure compliance.

ENQUIRIES : Mr. Y Valashiya Tel No: (051) 405 900 / Ms PM Matekane Tel No: (051) 405 2160

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POST 43/188 : **FINANCE CLERK PRODUCTION (REVENUE MANAGEMENT) (X2 POSTS)**
Branch: Vaal-Orange Catchment Management Agency
Div: Revenue Management

SALARY : R237 453 per annum (Level 05)
CENTRE : Bloemfontein Ref No: VOCMA 74
Kimberley Ref No: VOCMA 75

REQUIREMENTS : A Senior/Grade 12 certificate. Understanding of Public Finance Management Act (PFMA) and Treasury Regulations (TR). Basic knowledge of financial functions. Ability to work under pressure. Computer Literacy. Good communication skills. Accountability, integrity, honesty, and ethical conduct. Some experience in finance would be an advantage. Valid driver's license. Willing to travel as and when required.

DUTIES : Execute financial and administrative activities on revenue-related functions. Perform reconciliation of customer accounts. Clearing of suspense accounts and allocating payments to correct accounts. Capture Journals and correct misallocation of payments on SAP. Perform account maintenance. Printing and distribution of customer invoices and statements. Follow up with debtors on outstanding balances. Resolve customer queries. Filing all relevant documentation and customer correspondence.

ENQUIRIES : Ms. K Jooste Tel No: (051) 405 9230 / Ms PM Matekane Tel No: (051) 405 2160
NOTE : The Vaal-Orange Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and 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.

POST 43/189	:	**ADMINISTRATION CLERK PRODUCTION REF NO: VOCMA 76** Branch: Vaal-Orange Catchment Management Agency SD: Corporate Support Services Div: Auxiliary Support Services
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Bloemfontein
REQUIREMENTS	:	A Senior/Grade 12 certificate or relevant qualification. Knowledge of clerical functions and practices, as well as the ability to capture data, operate a computer and collate administrative statistics. Basic knowledge and insight of Human Resource prescripts. Knowledge of basic financial operating systems (PERSAL, BAS, LOGIS, etc.). Knowledge and understanding of the legislative framework governing the Public Service. Knowledge of working procedures in terms of the working environment. Interpersonal relations, flexibility, and teamwork. Basic knowledge of problem solving and analysis. People and diversity management, client orientation, and customer focus. Computer literacy, planning and organising, and language skills. Good verbal and written communication skills. Accountability and ethical conduct.
DUTIES	:	The incumbent will be responsible for rendering administrative support services. Render general clerical support services, including recording, organising, storing, capturing, and retrieving correspondence and data, updating registers and statistics, and handling routine enquiries. Make photocopies, receive and send facsimiles, distribute documents and packages to various stakeholders as required, and keep and maintain the filing system and the incoming and outgoing document register of the component. Type letters and other correspondence when required. Provide supply chain management support services, including liaising with internal and external stakeholders on the procurement of goods and services, obtaining quotations, and completing procurement forms for the purchasing of standard office items. Exercise stock control of office stationery and keep and maintain the asset register of the component. Provide personnel administration clerical support services, including maintaining the leave register, personnel records, and attendance register of the component, and arranging travelling and accommodation. Provide financial administration support services, including capturing and updating expenditure, checking the correctness of subsistence and travel claims of officials, and submitting them to the manager for approval, and handling telephone accounts and petty cash for the component.
ENQUIRIES	:	Ms MF Mokgomole Tel No: (051) 405 9000 / Ms PM Matekane Tel No: (051) 405 9000
NOTE	:	The Vaal-Orange Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and 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.