

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE
NOTE

- : 30 June 2025
- : 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 qualification/s (only when shortlisted). Applications that do not comply with the above-mentioned requirements will not be considered. All shortlisted candidates pertaining to Senior Management Services (SMS) posts will be subjected to a technical and competency assessment and a pre-entry certificate obtained from the National School of government is required prior to the appointment. Candidates will be required to complete a financial disclosure form and undergo a 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**POST 20/60**

- : **SCIENTIST MANAGER GRADE A REF NO: 300625/01**
Branch: Water & Sanitation Services Management Gauteng
CD: Provincial Operations: Gauteng
Dir: Water Resource Support

SALARY
CENTRE
REQUIREMENTS

- : R1 099 488 per annum, (all-inclusive OSD salary package)
- : Gauteng
- : An MSc Degree or equivalent qualification in Hydrology or Geohydrology. Six (6) years post BSc natural scientific experience. Compulsory registration with the South African Council for Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Good experience in modelling technologies. Knowledge and experience in groundwater resources assessment/exploration, aquifer characterization, acid mine drainage, develop and use of information management products/tools. Knowledge and experience of computer-based groundwater assessment programs. Knowledge of guidelines, protocol, standards, and norms for groundwater developments, protection, and management. Understanding of Integrated Water Resources Management. Proven ability to communicate scientific information in a brief and clearly expressed manner in writing and verbally including good technical report writing skills. Sound knowledge of the National Water Act and other related legislation. Computer literacy and ability to use software packages. The ability to integrate and interpret water quality data and draw scientifically sound conclusions based on fundamental data. A proven ability to manage a multidisciplinary group of scientists and other professionals. Good conceptual thinking skills are essential. Sound knowledge of project management, financial management and people management.

DUTIES : Coordinate the management of geohydrological services in the sub-directorate and undertake integrated groundwater resource studies (quality, quantity, habitat, and biota) with a focus on the impact of land-based activities on water. Evaluate and assess geohydrology reports. Provide scientific and technical expertise in the field of geohydrology and / earth sciences to assess, develop, protect, use, conserve and manage groundwater resources. Support the implementation of groundwater protection strategies and related protocols at the Regional / Provincial level. Coordinate the development of integrated water resource modelling methodologies and analysis tools. Coordinate the reporting on the state of regional groundwater. Establish and maintain groundwater monitoring network. Ensure collection of groundwater. Provide groundwater resources expertise to all stakeholders including the water sector and any other interested parties. Liaise with other Government Departments, local authorities, the public, and other clients on groundwater-related issues. Mentor and develop personnel. Lead and manage projects.

ENQUIRIES : Ms N Mabe/Dr K Mabaso Tel No: (012) 392 1399/1401
APPLICATIONS : All applications to be submitted online on the following link:
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POST 20/61 : **DEPUTY DIRECTOR: REGIONAL PROJECT MANAGER REF NO: 300625/02**
Branch: Water & Sanitation Services Management North-West
CD: Provincial Operations: North-West
Dir: Water Services Infrastructure Development & Refurbishment

SALARY : R1 059 105 per annum (Level 12), (all-inclusive salary package)
CENTRE : Mmabatho
REQUIREMENTS : A Degree in Civil Engineering or Project Management in an Engineering environment. Three (3) to five (5) years management experience in industrial related project planning and/or in civil engineering (design and construction). Possess a broad understanding of each engineering discipline. Effective management and leadership skills. Effective computer skills; Microsoft office software, lotus notes and other company and discipline specific software applications. Effective communication skills both verbal and in writing with management, colleagues and individuals inside and outside the department. Effective analytical and problem solving skills. Knowledge and understanding on Human Resource Management. Legislation, policies, practices and procedures. Public Finance Management Act (PFMA). Framework for managing performance information. Knowledge of implementing policies of PMDS. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Communication skills.

DUTIES : Provide support in the implantation of water services infrastructure grant programmes in the provincial operations. Provide support in the implementation of water services infrastructure grant programmes in the provincial operations. Provide support in the development of project planning by participating in the design and/or testing phases. Promote partnerships between government, public entities, private sector and civil society regarding water services infrastructure grant programmes. Assure that water services infrastructure grant programmes are budgeted for in medium-term expenditure framework. Monitor and evaluate the implementation of all water services infrastructure development programmes in the provincial operations. Compile monthly, quarterly and annual progress reports on the implementation of Water Services Infrastructure Grants (WSIDG) projects. Coordinate ongoing monthly meetings and where necessary, one on one sessions with water services authorities or implementation agencies.

ENQUIRIES : Mr Luxolo Mditshane Tel No: (018) 387 9549 / 083 387 7431
APPLICATIONS : All applications to be submitted online on the following link:
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POST 20/62 : **HUMAN RESOURCE CLERK (SUPERVISOR) REF NO: 300625/03**
Branch: Water & Sanitation Services Management Free State
CD: Provincial Operations: Free State
Dir: Corporate Support Services

SALARY : R325 101 per annum (Level 07)
CENTRE : Bloemfontein

REQUIREMENTS

: A Senior / Grade 12 certificate. Three (3) to five (5) years experience in Human Resources Management. A National Diploma Degree / in Human Resources or equivalent will be an added advantage. PERSAL certificates: Introduction, Personnel Administration and Leave Administration. Computer literacy. Knowledge and understanding of Human Resource legislations, policies, practices and procedures. Knowledge of Public Finance Management Act (PFMA). Knowledge of administrative administration. Accountability and ethical code. Good communication skills both verbal and in writing. Good analytical and problem-solving skills. Planning and organizing skills.

DUTIES

: Assist in the implementation of human resource policies and procedures. Implementation of conditions of service and render policy advisory service to clients. Administer and monitor PERSAL transactions. Monitoring of terminations of service. Facilitation and administration of recruitment and selection process. Assist with ensuring HR compliance. Participate in HR projects. Training of officials on service conditions and benefits. Effective management of records management. Assist in preparing monthly reports. Management of human resource database. Oversee and manage the work of subordinates.

ENQUIRIES

: Ms Z Matshiana Tel No: (051) 405 9000

APPLICATIONS

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