

DEPARTMENT OF WATER AND SANITATION

<u>CLOSING DATE</u>	:	11 July 2025
<u>NOTE</u>	:	Interested applicants must submit their applications via the online link https://erecruitment.dws.gov.za/ Other related documentation such as copies of qualifications, identity document, driver's license etc need not to accompany the application when applying for a post as such documentation must only be produced by shortlisted candidates during the interview date in line with DPSA circular 19 of 2022. With reference to applicants bearing professional or occupational registration, fields provided in Part B on the online Z83 must be completed as these fields are regarded as compulsory. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). SAQA evaluation certificate must accompany foreign qualifications (only when shortlisted). Applications that do not comply with the above-mentioned requirements will not be considered. All shortlisted candidates pertaining to Senior Management Services (SMS) posts will be subjected to a technical and competency assessment and a pre-entry certificate obtained from the National School of government is required prior to the appointment. 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

<u>POST 22/96</u>	:	<u>CHIEF DIRECTOR: PROVINCIAL OPERATIONS REF NO: 110725/01</u> (Re-advertisement, applicants who have previously applied must re-apply) Branch: Water And Sanitation Services Management, Kwazulu-Natal Cd: Provincial Operations, Kwazulu-Natal
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 436 022 per annum (Level 14) (All-inclusive salary package) KZN (Durban) A Bachelor's degree in Natural Sciences or Environmental / Agriculture / Engineering / Economic Science or Hydrology at NQF 7. An NQF 8 qualification in Natural or Social Science / Scientific Environment / Financial Management or equivalent will be an added advantage. Five (5) years Senior Management level experience in a Water and Sanitation related environment. The disclosure of a valid unexpired driver's license. Understanding of Water and Sanitation Engineering and river systems (dams, rivers, pumps). Understanding of practical engineering principles. Knowledge of project and programme management. Knowledge of Human Resources Management. Knowledge of industrial relations. Understanding of procurement. Knowledge of National Water Act and Water Services Act of 1998 and related legislation. Understanding of policy and strategy development.
<u>DUTIES</u>	:	Ensure that basic water and sanitation service delivery are met within the province. Manage sector collaboration and intergovernmental relations. Lead, direct and manage the Provincial Offices. Provision of support to the DDG's, DG, Deputy Minister and Minister. Manage special programmes and institutional development. Effective Human Resources Management.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms Gomolemo Matshego Tel No: (012) 336 7858 All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 22/97</u>	:	<u>ASSISTANT DIRECTOR: RECRUITMENT AND SELECTION REF NO: 110725/02</u> (Re-advertisement, applicants who have previously applied must re-apply) Branch: Corporate Support Services Cd: Human Resource Management Dir: Recruitment and Selection

<u>SALARY</u>	:	R582 444 per annum (Level 10)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A National Diploma or Degree in Human Resources Management or equivalent qualification. Three (3) to five (5) years supervisory experience in Recruitment and Selection. The disclosure of a valid unexpired driver's licence. Knowledge and understanding of Human Resource Management legislation, policies, practices, procedures and Human Resource Planning. Practical experience in recruitment, selection and appointment procedures. Knowledge in HR Planning. Knowledge of equal opportunities and affirmative action guidelines and laws. Knowledge and experience of administrative, clerical procedures and systems. Knowledge and experience in drafting reports. Experience in developing and managing data to track progress on filling of posts. Understanding of social, economic and development issues. Extensive knowledge of OSD. Problem-solving and decision-making skills. Good communication and presentation skills (written and verbal). Strong negotiation and conflict management skills.
<u>DUTIES</u>	:	Co-ordinate the implementation of policies and presentation of information sessions on Recruitment and Selection. Render a human resource advisory services to line managers on recruitment and selection. Assist in HR Planning. Ensure the promotion of effective human resource management. Development of norms and standards to facilitate implementation of recruitment and selection policies, strategies, procedures and practices. Co-ordinate and conduct high level investigations of human resource related problems and advice management accordingly. Management of Human Resources which include, inter alia (training, mentoring, development, performance management, and work allocation). Effective management of staff. Drafting of advertisements and development of policies. Management of the recruitment and selection database.
<u>ENQUIRIES</u>	:	Mr. LM Banda, Tel No: (012) 336 8732
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 22/98</u>	:	<u>ASSISTANT DIRECTOR: FORENSIC AUDIT (INVESTIGATIONS) REF NO: 110725/03</u> Branch: Director-General Cd: Internal Audit Dir: Forensic Investigations and Quality Assurance
<u>SALARY</u>	:	R468 459 per annum (Level 09)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	An NQF Level 7 qualification in Accounting / Auditing (Internal or External Auditing /Forensic Investigations/ Fraud Examination) / LLB Degree (forensic stream). Three (3) to five (5) years' experience in Auditing/ Forensic Investigations. The disclosure of a valid unexpired driver's license. A post graduate qualification in Auditing/Investigations/Forensic Auditing or certification as a CFE, CIA, CA, FP(SA) will serve as added advantages. Sound knowledge and understanding of the Public Finance Management Act, Treasury Regulations, Generally Recognised Accounting Principles (GRAP), Protected Disclosures Act (PDA), Prevention Organised Crimes Act (POCA), Protection of Access to information Act (PAIA), Public Service Anti-Corruption Strategy and Anti- Corruption and Fraud Prevention measures and other public service legislative framework. Computer Literacy. Good communication skills (Written and Verbal). Presentation. Analytical. People Management. Problem solving. Client orientation and customer focus. Administrative and clerical procedures and systems. Knowledge of government financial systems. Willingness and ability to travel. Willingness to work long hours.
<u>DUTIES</u>	:	Conduct fraud awareness campaigns. Conduct forensic investigations on assigned in compliance with the approved forensic investigations methodology and ACFE standards. Report on investigation results accordingly. Represent the Department by testifying in disciplinary, criminal or civil recovery proceedings when required. Supervise and review the work of forensic investigation teams. Provide guidance on investigative approach to forensic investigations teams. Monitor forensic investigation teams' work progress ensuring compliance with project timelines. Prepare, consolidate and keep investigation progress/status reports up to date for monthly and quarterly reporting to management and relevant committees. Follow-up on implementation of investigation recommendations. Liaise with other directorates and law-enforcement agencies on referred matters. Ensure constant update of TeamMate files and compliance with Quality Assurance standards/requirements. Ensure proper case administration on the TeamMate audit system. Provide input and contribute to the development and implementation of the Department's Fraud Prevention and Anti-Corruption

		strategy. Assist the Directorate with Financial management, management of Human Resources, Project Management and Performance Management.
<u>ENQUIRIES</u>	:	Ms SR Toto, Tel 012 336 8228.
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>POST 22/99</u>	:	<u>SENIOR INTERNAL AUDITOR (FORENSIC INVESTIGATIONS) REF NO: 110725/04</u> Branch: Director-General Cd: Internal Audit Sub-Directorate: Forensic Investigations
<u>SALARY</u>	:	R397 116 per annum (Level 08)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A National Diploma or Degree in Accounting / Auditing / Forensic Auditing/ Forensic Investigations/Law. A minimum of two (2) to (4) four years' experience in External or Internal Auditing/Forensic Audits/Investigations. Candidates must have/clearly demonstrate relevant experience and duration in conducting forensic audits/investigations. Knowledge of principles and practices of financial accounting. A valid driver's licence. Completion of or studying towards a post graduate qualification in Auditing or Forensic Auditing/CFE/FP(SA) will serve as an added advantage. Knowledge of government financial systems. Computer Literacy. Good communication skills (Written and Verbal). Presentation skills. Problem Solving skills. Client Orientation. Administrative and Clerical Procedures and Systems. Willingness and ability to travel. Willingness to work long hours.
<u>DUTIES</u>	:	Conduct investigations into allegations of fraud and corruption within the prescribed time frames. Performing the planning, execution, and reporting phases of assigned forensic investigations in accordance with ACFE standards. Compile preliminary and detailed forensic reports in line with the approved forensic methodology and quality assurance standards. Gather documentation and maintain/compile a comprehensive record of completed investigations and other evidence. Conduct investigative interviews. Prepare monthly reports on the status of assigned investigations. Participate in fraud awareness and ethics promotion programmes within the Department. Testifying in disciplinary, criminal and civil proceedings as and when required on behalf of the Department. Conduct monthly follow-ups on implementation of recommendations. Contribute to the overall Departmental Fraud Prevention/Anti- Corruption Strategy. Provide secretariat services during investigations and administrative support to the Directorate. Complete weekly/monthly time sheets. Supervise Interns. Communicate with stakeholders and other law enforcement agencies on the reported cases.
<u>ENQUIRIES</u>	:	Ms. SR Toto, Tel No: (012) 336 8228
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