

and develop young graduates. Knowledge of the National Water Act, Water Services Act, the Public Finance Management Act (PFMA), Environmental and land legislation.

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. Provide advise and support on criminal and administrative litigation. Initiate prosecution against non-compliance through administrative enforcement. Provision of business planning and general management for the directorate. Provide guidance in the planning of inspections and audits. Ensure the implementation of monitoring activities and verifications of reports. Develop a business and action plan for the directorate. Develop and implement a service delivery improvement programme for the Directorate. Manage and ensure development of human resources. Control and monitor expenditure of the directorate.

ENQUIRIES : Zakhele Buthelezi, Tel No: 079 694 6787

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

NOTE : The Pongola-Umzimkulu 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 11/137 : **CHIEF ENGINEER: GRADE A REF NO: 150426/01**
Branch: Water And Sanitation Services Management: Fs Cd: Provincial Operations: Free State Dir: Water And Sanitation Services Support Sd: Water Service Planning Support

SALARY : R1 266 450 per annum (all-inclusive OSD salary package)

CENTRE : Bloemfontein

REQUIREMENTS : An Engineering Degree (B Eng/BSC Eng) or relevant qualification. Six (6) years post qualification experience. Compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license. Extensive experience in water and sanitation services planning and implementation, including feasibility studies, designs, associated legislative requirements, site supervision and project close-out. Knowledge of programme, project and financial management and ability to effectively liaise with a wide range of sector role players. Knowledge of the water sector and relevant legislation (including but not limited to The Water Services Act (No. 108 of 1997), National Water Act (Act No. 36 of 1998) and National Environmental Management Act (Act 107 of 1998) amongst others. Research and development. Computer-aided engineering applications including relevant computer software knowledge. Technical report writing, networking, and professional judgement. Problem solving and analyses, decision making, team leadership, creativity, self-management, stakeholder focus and responsiveness. Sound interpersonal and leadership skills. Planning, organising and people management. Excellent communication skills (written and verbal). Strategic capability and leadership. Must be available to travel as and when required often at short notice.

DUTIES : Manage technical services and support in conjunction with Engineers, Technologists, Technicians and associates in field, workshop and technical office activities. Provide support in the analysis and project management of water and sanitation services projects. Provide technical support to the water and sanitation sector. Strategic Analysis of Water Services themes and topics. Development of related business perspectives with recommendations. Liaison and engagements with all stakeholders and water and sanitation sector players with regards to project planning and implementation. Provide support to WSAs to ensure implementation of Planning and implementation Frameworks and methodologies. Monitoring and reporting on the adherence to these planning and implementation frameworks and methodologies. Identification, prioritization and initiation of projects through and the associated financial management to structure the required budgets for planning and

implementation. Co-ordination of planning to ensure integrated planning and management of water and sanitation projects in all spheres of government (Water Boards, WSAs and other WSPs) to improve water and sanitation services, and the reliability and sustainability of infrastructure. Investigation, assessment, monitoring and reporting on all aspects of Water and Sanitation Services delivery. Ensure all data, information, reports and results of analyses are packaged and made accessible to the sector via the Water Services Knowledge System and National Integrated Water Information System. Liaison with, and maintenance of data sharing and information partnerships with key Water and Sanitation Services, Sector role-players and stakeholder such as Statistics South Africa, National Treasury, Cooperative Governance and Office of the Presidency. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for the approval by the relevant authority. Monitor and ensure projects are implemented in accordance with prescribed norms and standards. Monitoring and evaluation of water and sanitation services delivery projects. The provision of guidance to the water sector regarding technical and engineering aspects of the operations and maintenance of water and sanitation services infrastructure. Support and provide guidance on All Town Reconciliation Studies, implementation of WCWDM, Bulk Water and Sanitation Master Planning and Disaster Management. Continuous professional development to keep up with new technologies and procedures. Research/Literature studies on technical engineering technology to improve expertise.

ENQUIRIES : Ms Z Xokozela, Tel No: (051) 405 9000
APPLICATIONS : All applications to be submitted online on the following link:
<https://erecruitment.dws.gov.za/>

NOTE : This appointment will be made on the minimum notch of the salary range, however, a higher notch within the salary range of Grade A will be considered based in relation to the provisions of the Public Service Regulation 2016 as amended, i.e. provision of the candidate's current salary advice.

POST 11/138 : **SCIENTIST MANAGER GRADE A REF NO: PUCMA 27**
 Branch: Pongola-Umzimkhulu Catchment Management Agency Division:
 Water Resource Planning And Management

SALARY : R1 099 488 per annum (all-inclusive OSD salary package)
CENTRE : Durban
REQUIREMENTS : MSc degree in Hydrology, Water Resources Management, Environmental Science, Aquatic Science or relevant natural science qualification. Compulsory registration with SACNASP as a Professional Natural Scientist. Minimum six (6) years post-qualification experience in water quality management, resource protection or integrated water resource management. The disclosure of a valid unexpired driver's license. Sound knowledge of the National Water Act (Act 36 of 1998), Resource Directed Measures (classification, Resource Quality Objectives and Reserve), Catchment Management Strategy processes and aquatic ecosystem monitoring frameworks, including the River Eco-status Monitoring Programme. Proven experience in establishing and overseeing monitoring systems, scientific data governance and quality assurance processes. Strong leadership, analytical and advisory capability. Ability and willingness to travel frequently within the Water Management Area and conduct site visits where required. Proven experience in managing technical teams, including performance management, skills development and work planning. Sound understanding of public sector financial management principles and the ability to plan, manage and monitor programme budgets within a regulated water resource management environment.

DUTIES : Lead water resource quality and protection functions within the Water Management Area. Oversee the development and implementation of water quality management programmes, including the waste discharge charge strategy. Provide scientific governance and quality assurance over monitoring systems, ecological assessments and technical reports. Oversee technical assessments and site investigations undertaken by scientific staff, including pollution incident responses, and provide strategic recommendations to Executive Management. Lead review of environmental submissions, including Scoping Reports and Environmental Impact Assessment Reports, to assess impacts on water resources and ecosystems. Drive institutional readiness for resource classification, Reserve implementation and Resource Quality Objective monitoring. Work collaboratively to ensure integrated quantity-