

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE : 22 November 2024

NOTE : Interested applicants must submit their applications for employment to the address specified on each post. Applications must be submitted using the newly implemented Z83 form obtainable on the Department of Water and Sanitation's website, under career opportunities or the DPSA website, under vacancies in the Public Service (point 4) and should be accompanied by a comprehensive CV with full particulars of the applicants' training, qualifications, competencies, knowledge & experience). All required information on the Z83 application form must be provided. Other related documentation such as copies of qualifications, identity document, drivers 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 of the Z83 must be completed as these fields are regarded as compulsory and such details must also be included in the applicants CV. For posts requiring a drivers license, annotate such details on CV. 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. 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 41/62 : **SCIENTIST MANAGER GRADE A REF NO: 221124/01**
Branch: Water Resource Management
Dir: Resource Quality Information Services

SALARY CENTRE REQUIREMENTS : R1 042 170 per annum, (all-inclusive OSD salary package)
: Pretoria (Roodeplaas)
: An MSc degree or relevant qualification in Numerical, Earth or Natural Science. A postgraduate qualification in information systems analysis, design and development supported by relevant experience will be added advantage. Six (6) years post BSc Natural Scientific experience. Compulsory registration with South African Council of Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's licence. Working knowledge of National Water Act, 1998 (Act No 36 of 1998), related legislation policies. Computer literacy. Knowledge of PFMA And Occupational Health and Safety Act. Planning and organising, people management, conflict management, negotiation, change management skills. Mentoring of candidate scientists. Experience in programme/project management, and financial management skills. Good communication, presentation, and networking skills. Ability to review technical and scientific reports and provide recommendations. Technical report writing skills. Ability to provide technical and scientific support to Department of Water and Sanitation (DWS) units and other government departments. Professional Judgment. The ability to work independently, to interact with internal/external stakeholders,

Professional Service Providers (PSPs) and planning partners in the water sector. Working knowledge of research and development. Computer aided scientist applications. Creation of high-performance culture. Sound administrative skills and a demonstrated commitment to service delivery.

DUTIES : Provide leadership and management to the Sub-directorate: Resource Quality Information. Lead the analysis, design, development and maintenance of water quality information databases and systems. Lead, coordinate and develop methodology for the analysis and generation of water resource quality data, information and knowledge products. Develop and implement water resource quality information dissemination tools. Lead and coordinate technical reporting and publication of water resource quality information, through reports, publications and websites. Review scientific documents and publications on water resource quality information. Lead and coordinate training of the DWS officials and the DWS entities on the use of water resource quality information databases and systems. Compile technical, scientific, performance reports, operational plan, demand management plan and procurement plan.

ENQUIRIES : Ms T Masilela Tel No: (012) 808 9619

APPLICATIONS : Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit41HO@dws.gov.za or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

FOR ATTENTION : Recruitment and Selection Unit

POST 41/63 : **CONTROL ENGINEERING TECHNOLOGIST GRADE A REF NO: 221124/02**
 Branch: Infrastructure Management: Eastern Operations
 Dir: WRIOM Operations Eastern
 This is a re-advertisement, applicants who previously applied must re-apply

SALARY : R873 840 per annum, (all-inclusive OSD salary package)

CENTRE : Midmar Dam

REQUIREMENTS : A Bachelor of Technology(B-Tech) Degree in Engineering in Mechanical or Electrical Engineering. Six (6) years post qualification technologist experience in Mechanical or Electrical engineering. Compulsory registration with the Engineering Council of South African (ECSA) as a Professional Engineering Technologist. The disclosure of a valid unexpired drivers license. Knowledge and Experience of Works Management and SAP PM will be advantageous. Knowledge of Operations and Maintenance management (O&M), project management, contracts management and procurement processes (SCM). Knowledge of legal compliance and 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 organizing.

DUTIES : Work in the cluster office Technical Services sub directorate as one of the technical leaders that supports Area Offices. Manage Water Infrastructure O&M work streams with technical support from a team of Engineers, Technologist, Technicians, Artisans and Associates in the field. Ensure the promotion of safety in line with statutory and regulatory requirements. Lead work streams that involve evaluation of existing technical manuals, standard drawings, and procedures to incorporate new technology. Manage execution of CAPEX projects through Term Contractors. Ensure quality assurance of technical designs with specifications and authorize, make recommendations for approval by the relevant authority. Manage administrative activities, human resources and related functions. Financial Management and provide inputs into the budgeting process, operational plan, procurement plan and related matters. Compile and submit reports as required. Participate in cluster-performance enabling committees such as OHS Committee, Disposal committee, BID committees, security forums, MANCO and as per operations need. Attend to Risk and Disaster Management matters. Research and Development through continuous professional development to keep up with new technologies and procedures. Liaise with relevant bodies/councils on engineering related matters. Must be prepared to work away from the office and travel extensively across the Area office footprint, Cluster office footprint and nationally for Chief Directorate's business calls. Provide mentorship and supervision of personnel. Research / literature studies and technical engineering technology to improve expertise. This is one of the Senior

Technical roles in the cluster therefore, the candidate is required to have good leadership skills and will be expected to mentor the junior technical personnel.

ENQUIRIES APPLICATIONS : Mr TH Mkhize Tel No: (033) 239 1900
: Eastern Operations (Midmar Howick): Please email your application quoting the relevant reference number on the subject line to: Recruitmidmar@dws.gov.za or hand deliver to R103 Prospect Road, Howick or post your to: Private Bag X1652, Bergville, 3350.

FOR ATTENTION : Mr M Mncwabe

POST 41/64 : **SCIENTIST PRODUCTION GRADE A - C REF NO: 221124/03**
Branch: Water Resources Management
Dir: Water Resource Policy Strategy and Evaluation
Sub-Unit: Disaster Management

SALARY : R721 476 – R1 084 368 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)

CENTRE REQUIREMENTS : Pretoria Head Office
: A Science Degree (BSc) (Hon) or relevant qualification. Three (3) years post qualification Natural Scientific experience. Compulsory registration with the South African Council of Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Knowledge of programme and project management. Understanding of scientific methodologies and models. Knowledge of research and development. Understanding of computer aided scientific applications. Knowledge of legal compliance, technical report writing, creating high performance culture and professional judgement. Understanding of data analysis, policy management and analysis. Decision making, team leadership, analytical skills, creativity, financial management, customer focus and responsiveness. Good communication skills both (verbal and written). Understanding of networking, people management, planning and organising. Change management, problem solving and analysis. Understanding of water related and disaster management legislations, regulations and other relevant legislation. Willingness to travel extensive hours.

DUTIES : Develop, implement and review guidelines and plans on water related disaster risk management. Develop contingencies and emergency preparedness strategies to mitigate against water related disasters. Conduct risks assessment on water related disasters to determine capacity within DWS and the Catchment to map the areas of concerns and implement strategies. Coordinate collaboration with water sector stakeholders to ensure compliance with Disaster Management Act. Assist in the management of projects and conduct water related disaster research in order to adopt best practices. Assist in the establishment of internal platform to coordinate the disaster management activities within DWS for management of water related disasters to enable reporting to National Disaster Management Centre. Prepare reports on water related disaster management activities and submit to relevant structures. Monitor and report on the implementation of water related disasters. Respond to ministerial enquiries, client queries within and outside the Department. Participate in the water related disaster management task team and other relevant committees. Provide inputs in the projects relevant to the management of water resources initiated by the Department. Facilitate disaster management training, workshops and career development of staff. Provide inputs to the Operational Plan of the Directorate.

ENQUIRIES APPLICATIONS : M Mofokeng Tel No: (012) 336 6560
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit41HO@dws.gov.za or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.

FOR ATTENTION : Recruitment and Selection Unit

POST 41/65 : **CONTROL ENVIRONMENTAL OFFICER GRADE A WATER SERVICES REGULATION REF NO: 221124/04**
Branch: Provincial Operations: Free State: Regulation Compliance and Enforcement

SALARY : R580 551 per annum, (OSD)
CENTRE : Bloemfontein

- REQUIREMENTS** : A four (4) year Degree or equivalent in Environmental Management or Natural Science field. Six (6) years post qualification in Water Services Management or Regulation. Previous involvement as assessor for regulatory programmes such as Blue Drop, Green Drop, No Drop, and Institutional Performance Assessment Program (IPAP) will serve as an added advantage. The disclosure of a valid unexpired drivers license. Effective management and leadership skills. Effective advanced computer skills: Microsoft Office Software (MS Word, Excel and PowerPoint), and other software applications. Effective communication skills both verbally and in writing with management, colleagues, and individuals outside of the organization. Effective analytical and problem-solving skills. Good planning and organizing skills. Knowledge and understanding of Human Resource Management Legislation, policies, practices and procedures. Knowledge and experience in Project and Programme Management. Research and Development skills. Technical report writing and professional judgement skills. Data analysis and presentation skills. Knowledge of policy development and analysis. Financial Management Skills. Understanding of Public Finance Management Act (PFMA), National Water Act (NWA), Water Services Act (WSA) and related legislations. Willingness to travel extensive hours.
- DUTIES** : Conducting of inspections on water and wastewater systems infrastructure and compilation of detailed inspection reports with recommendations. Compliance monitoring and compilation of reports for drinking and wastewater quality. Issuing of non-compliance letters for drinking water and wastewater quality failures, and monitoring of rectification actions. Monitoring loading of water services data by WSIs in the Integrated Regulatory Information System (IRIS). Investigation of drinking water quality failures, issuing relevant non-compliances letters and initiating of emergency management protocol when necessary. Investigate and compile detailed reports of sewer spillage and pollution incidents. Regulation of municipal water use efficiency. Compilation of presentations for catchment management forums and DWS management. Conduct assessments relating to regulatory programmes such as Blue Drop, Green Drop, No Drop, and Institutional Performance Assessment Program (IPAP). Coordinating submission and monitoring implementation of submitted corrective action plans for the Blue Drop, Green Drop, No Drop, and IPAP programmes. Evaluate and provide comments on Environmental Impact Assessment, Basic Assessment Reports, and Environmental Management Plans relating to infrastructure developments projects (e.g. housing developments, shopping centres, etc.). Provide inputs to the Operational Plan of the Directorate. Assist with budgeting and procurement processes of the sub-directorate. Assist with compilation and submission of monthly, quarterly and annual reports (finance, performance, and risk) for the sub-directorate. Manage and supervise work of subordinates.
- ENQUIRIES** : Mr N Musekene Tel No. (051) 405 9000
- APPLICATIONS** : Free State (Bloemfontein): Please email your application quoting the relevant reference number on the subject line to: FSWSR@dws.gov.za or hand deliver at Department of Water and Sanitation, Corner Charlotte Maxeke and East Burger Streets, Bloem-Plaza Building, Second floor or post to Private Bag 528, Bloemfontein, 9301.
- FOR ATTENTION** : Ms Z Matshiana
- NOTE** : In the filling of vacant post, The Employment Equity Plan of the Department shall inform the employment decision. It is the Department's intention to promote equity (race, gender, and disability) through the filling of this post.
- POST 41/66** : **CONTROL SCIENTIFIC TECHNICIAN GRADE A REF NO: 221124/05**
Branch: Water Resource Management
Dir: Resource Quality Information Services
- SALARY** : R522 741 per annum, (OSD)
- CENTRE** : Pretoria (Roodeplaat)
- REQUIREMENTS** : A National Diploma in Science or relevant qualification. Six (6) years post qualification technical scientific experience. Compulsory registration with South African Council of Natural Scientific Professions (SACNASP) as a Certificated Natural Scientist. The disclosure of a valid unexpired driver's license. An In-depth experience in standard water related analysis using the following techniques or instruments: Discrete analysers, Atomic Absorption Spectroscopy (AAS), Flow Injection analysis (FIA) and Inductively Coupled Plasma Optical Emissions Spectrometry (ICP-OES) instrument.

- Understanding and use of specialized software applications in the field of surface water. Previous exposure to a LIMS, ideally LabWare LIMS. Good sound knowledge of laboratory processes and ISO 17025:2017 requirements. People management and Conflict Management. Report writing skills.
- DUTIES** : The duties of the incumbent of the post will include the following: Organize, prioritize, prepare and analyse water samples in the Chemistry laboratory. Provide scientific input to the team in developing and maintaining superior laboratory software product knowledge. Evaluate enhancements and implement upgrades when required. Development of procedures and protocols for LIMS training and user purpose. Participate in laboratory audits and tender/procurement processes. Ensure the LIMS complies with all regulatory requirements and assist in compliance audits. Ensure the integrity, reliability and performance of LIMS is maintained. Ensures LIMS database is backed up and assist in disaster recovery testing. Participate in proficiency testing. Participate in competency evaluation sessions called planned job observations (PJOs) on all methods and procedures in order to be declared competent. The incumbent will be assessed by SANAS as a technical signatory. Supervise and train laboratory personnel to have a highly motivated and effective team. Provide the necessary technical and scientific guidance to other analysts to ensure the delivery of quality data. Develop, validate, verify, improve and audit analytical methods. Maintain and improve the instruments and equipment. Perform quality control on analytical results in order to release results to customers. Maintain and improve the implemented Quality management system. Maintain and improve a safe and healthy work environment.
- ENQUIRIES APPLICATIONS** : Ms. Joyce Lekekiso Tel No: (012) 808 9750
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to Recurit41HO@dws.gov.za or hand deliver to: Delta Continental Building, Conner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001.
- FOR ATTENTION** : Recruitment and Selection Unit
- POST 41/67** : **ARTISAN FOREMAN GRADE A: MECHANICAL REF NO: 221124/06**
Branch: Infrastructure Management: Northern Operations
Dir: Operations Northern
- SALARY CENTRE REQUIREMENTS** : R362 130 per annum, (OSD)
: Tzaneen Area Office
: Appropriate Mechanical Trade Test certificate. Five (5) years post qualification experience as an Artisan. The disclosure of a valid unexpired drivers license. Planning, organising and analytical skills. Technical report writing skills. Knowledge of Occupational Health and Safety Act. Ability to work independently as well as in a team. Computer literacy. Good communication skills and ability to work long hours and perform well under pressure. Technical analysis and problem-solving skills. Willingness to travel. Candidates may be required to complete a practical and theoretical test.
- DUTIES** : Maintenance of bulk raw water infrastructure (dams, reservoirs, pump stations and pipelines) and machinery. Maintenance of Yellow Fleet equipment and trucks. Inspect equipment for technical faults and repair according to standards. Service equipment according to schedule. Ensure quality assurance in line with specifications. Ensure adherence to safety standards, requirements and regulations. Implement planned maintenance and update maintenance logbooks. Compile and submit reports as required. Supervise and mentor staff. Continuous individual development to keep up with new technologies and procedures.
- ENQUIRIES APPLICATIONS** : Mr KS Thantsha Tel No: (015) 307 8600
: Northern Operations (Tzaneen Area Office): Please email your application quoting the relevant reference number on the subject line to: NOPSRecruitTZN@dws.gov.za or hand deliver to: Department of Water and Sanitation, Voortrekker Street, Tzaneen Area office; or post to: The Area Manager, Tzaneen Area Office, Private Bag X4012, Tzaneen, 0850.
- FOR ATTENTION** : HR Section
- POST 41/68** : **ARTISAN FOREMAN GRADE A: ELECTRICAL REF NO: 221124/07**
Branch: Infrastructure Management: Central Operations
Dir: Operations Central (Maintenance)
- SALARY** : R362 130 per annum, (OSD)

CENTRE REQUIREMENTS : Gariep Dam
: Appropriate Electrical Trade Test Certificate. Five (5) years post qualification experience as an Artisan. The disclosure of a valid unexpired drivers license. Knowledge of technical analysis, computer-aided applications, legal compliance, technical report writing and production, process knowledge and skills. Problem solving and analytical decision making, teamwork and analytical skills. Creativity, self-management, customer focus and responsiveness. Communication skills both (verbal and written) and computer literacy. Planning and organising skills. Conflict management. Ability to work independently as well as in a team and ability to work long hours and perform well under pressure. Knowledge of Occupational Health and Safety Act, PMDS and PFMA. Drawing skills and ability to read drawings. Candidates may be required to complete a practical and theoretical test.

DUTIES : Supervise the design and production of technical services: Electrical maintenance and inspections of cathodic protection (TRUs). Inspect equipment for technical faults and repair according to standards. Supervise the maintenance of technical services. Maintenance of bulk raw water infrastructure (dams, reservoirs, departmental houses, pump stations and pipelines) and machinery. Service equipment according to schedule. Ensure quality assurance in line with specifications. Implement planned maintenance and update maintenance logbooks. Perform administrative and related functions. Fault diagnosis on SCADA/PLC and telemetry systems. Ensure adherence to safety standards, requirements, and regulations. Compile and submit reports as required. Human and Capital resource management. Continuous individual development to keep up with new technologies and procedures.

ENQUIRIES APPLICATIONS : Mr L.J Mkafane Tel No: (051) 754 0001
: Central Operations(Gariep Dam) Please email your application quoting the relevant reference number on the subject line to: RecruitmentGD@dws.gov.za or hand deliver to 1 Dam wall Gariep Dam, Admin Building or 1st Floor, Bloem Plaza Building, c/o East Burger and Charlotte Maxeke Streets, Bloemfontein, Human Resource office.

FOR ATTENTION : Mr L. Sokutu

POST 41/69 : **ARTISAN FOREMAN GRADE A CIVIL REF NO: 221124/08**
Branch: Infrastructure Management: Central Operations
Dir Operations Central (Maintenance)

SALARY CENTRE REQUIREMENTS : R362 130 per annum, (OSD)
: Gariep Dam
: Appropriate Trade Test Certificate in Plumbing/Carpentry. Five (5) years post qualification experience as an artisan. The disclosure of a valid unexpired drivers license. Planning, organising and analytical skills. Technical report writing skills. Knowledge of Occupational Health and Safety Act. Ability to work independently as well as in a team. Computer literacy. Good communication skills and ability to work long hours and perform well under pressure. Technical analysis and problem-solving skills. Willingness to travel. Candidates may be required to complete a practical and theoretical test.

DUTIES : Supervise the design and production of technical services. Supervise the maintenance of technical services. Perform administrative and related functions. Human and Capital resource management. maintenance of houses, offices and pump stations and buildings. Be able to interpret civil drawing and set out of works according to drawings. Must be able to work with artisans and tradesman and must be skilled with in-house water supply pipes and installation of geysers, must be able to maintain main water supply pipeline and main sewer pipeline. Ensure compliance with Occupational Health and Safety Act and PFMA. Provide inputs into existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure quality assurance in line with specifications. Provide inputs into budgeting process, compile and submit reports as required. Manage and supervise artisans and related personnel. Control and monitor expenditure according to budget to ensure efficient cash flow management. Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

ENQUIRIES APPLICATIONS : Mr L.J Mkafane Tel No: (051) 754 0001
: Central Operations (Gariep Dam): Please email your application quoting the relevant reference number on the subject line to:

RecruitmentGD2@dws.gov.za or hand deliver to 1 Dam wall Gariiep Dam, Admin Building or 1st Floor, Bloem Plaza Building, c/o East Burger and Charlotte Maxeke Streets, Bloemfontein, Human Resource office.

FOR ATTENTION : Mr L. Sokutu

POST 41/70 : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A – C REF NO: 221124/09 (X4 POSTS)**
Branch: Provincial Operations: Gauteng
Dir: PROTO CMA

SALARY : R325 917 – R556 080 per annum, (OSD), (Offer will be based on proven years of experience)

CENTRE REQUIREMENTS : Gauteng Provincial Office (Pretoria)
: A National Diploma in Natural or Environmental Sciences. One (1) or more years relevant experience in water resource management/environmental field will serve as an added advantage. The disclosure of a valid unexpired driver's license. Computer literacy, interpersonal relations/conflict management, negotiation and facilitation skills will serve as an advantage. The successful candidate must be willing to travel extensively, including to remote areas and work irregular hours.

DUTIES : Provide support in the evaluation of Water Use License applications; Provide comments on environmental impact assessments, environmental program reports (EMPRs) and rezoning applications; support catchment management forums; liaising with stakeholders in the water sector and other government departments; conducting regular compliance monitoring, water quality monitoring and the investigation of pollution incidents. Undertake both routine and special investigations. Ensure the registration of water quality related uses for the Waste Discharge Charge System (WDCCS). Promote water conservation and efficient water utilisation through the authorisation process.

ENQUIRIES APPLICATIONS : Mr ME Matseba Tel No: (012) 392 1374
: Gauteng Provincial Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: GautengHRApplications@dws.gov.za or hand deliver to Bothongo Plaza East, 285 Francis Baard Street, Pretoria, 0001, 15th Floor Reception.

FOR ATTENTION : Ms Margaret Mohuba