

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE : 14 February 2025

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 Sanitations 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. 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). A 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). 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 Agency 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 Agency 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 04/42 : **CHIEF EXECUTIVE OFFICER: LIMPOPO-OLIFANTS CATCHMENT MANAGEMENT AGENCY (LOCMA) REF NO: LOCMA 01**
Five-year performance-based contract

SALARY : R1 436 022 per annum (Level 14), (all-inclusive salary package)

CENTRE : Polokwane

REQUIREMENTS : A four (4) year Degree in Science/Engineering or equivalent relevant qualification. Qualification/certificate in leadership or Executive Development Programme will be an added advantage. Member of any relevant professional body either in administration/science/engineering or any related profession. Facilitation, communication, senior management program, stakeholder engagement/ public participation process courses, water resources management. A minimum of 5 years relevant experience in the Water Sector at a Senior Management level. Knowledge of Integrated Water Resources Management, National Water Management Act, Public service administration processes, High level Financial Management and Corporate Governance. Skills required Organisational Management, Conflict Resolution, Strategic View, People Management & Leadership, Financial Management and Planning. Attitudes required, openness and transparency. Open to take advice and to learn from colleagues. Objectivity in the management of the Agency's affairs. May be required to travel extensively. May be required to plan and travel at short notice. May be subjected to extended working hours. May be required to provide information to the Governing Board and respond to Ministerial queries at any given time.

DUTIES : Facilitate and ensure the development/review of the Limpopo-Olifants Catchment Management Agency (LOCMA). Oversee the development and implementation of a 5-year strategic plan of the LOCMA. Oversee the development and implementation of the LOCMA's Annual Performance Plan. Oversee the submission and reporting of Annual Reports and Quarterly Reports. Prepare and present the LOCMA reports to the Department of Water and Sanitation, Parliamentary Committees, and the Governing Board. Coordinate the development of a comprehensive Corporate Plan. Oversee the performance and service delivery of the LOCMA. Oversee the coordination of the Governing Board, Risk-, EXCO- and Audit Committee sittings. Approval of agendas, minutes, and reports of the committees before distribution. Oversee the work of the committees. Recommendation of internal & external policies & procedures documentation to the Governing Board and LOCMA committees for approval. Oversee the effective coordination of stakeholder participation and empowerment strategies. Signing and approval of Memoranda of

Agreement (MOA's) and Memoranda of Understanding (MOU's) related to external parties. Approval of the LOCMA contract of employment for candidates. Oversee the championing of transformation of water resource management within the Limpopo-Olifants Water Management Area. Will be responsible for the appointment of bid committees, approval of bid specifications, review recommendations from the bid adjudication committees and approve for the appointment of successful bidders in line with the LOCMA delegation of authority. Oversee the effective implementation and maintenance of all administrative, financial, and technical support systems for the delivery of water resource management services. Establish and maintain sound project management systems. Ensure that the LOCMA finance and procurement processes are managed in line with the PFMA, PPPFA, National Treasury and other relevant regulations. Oversee the proper management of the LOCMA assets and physical resources. Supervise and manage executives and all direct reporting employees. Sign performance agreements and review performance of the executives and all the direct reporting employees.

**ENQUIRIES
APPLICATIONS**

: Mr Conrad Greve Tel No: (012) 336 8402
 : Pretoria: Please email your application quoting the relevant reference number on the subject line to: LOCMA01@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
NOTE**

: Recruitment and Selection Unit
 : 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 Sanitations 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 will only be produced by shortlisted candidates during the interview date. 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). A 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). 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 Agency 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 Agency 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. The Limpopo-Olifants 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 04/43

: **CHIEF FINANCIAL OFFICER: LIMPOPO-OLIFANTS CATCHMENT MANAGEMENT AGENCY
(LOCMA) REF NO: LOCMA 02**

**SALARY
CENTRE
REQUIREMENTS**

: R1 216 824 per annum (Level 13), (all-inclusive salary package)
 : Polokwane
 : A relevant B- Degree NQF level 7 qualification and registration as a Chartered Accountant CA(SA). A minimum of 5 years of experience at middle / senior managerial level in Finance. Extensive knowledge of financial management, PFMA and Generally Recognised Accounting Practice (GRAP) and some knowledge of local government sector, public service act and regulations. Behavioural Competencies required: Strategic Capability and Leadership Programme and Project Management. Attention to detail. Financial Management. Change Management. Knowledge Management. Service Delivery Innovation (SDI). Problem solving and Analysis. People Management and Empowerment. Client Orientation and Customer Focus. Good Communication. Accountability and Ethical Conduct.

DUTIES

: Strategic oversight on financial management within CMA: Assume overall responsibility for general financial and management accounting activities, budget (preparation and compliance), revenue collection, supply chain management and asset management functions, payroll, and banking, ensuring compliance to relevant legislation, prescripts, policies and agreements. Establish, implement and enhance accounting and internal control systems, policies and

procedures in compliance with GRAP, PFMA, Treasury Regulations and other legislation. Develop and implement a cost management strategy through effective accounting controls and financial management techniques. Ensure compliance with policies and provide guidance, assess risks and financial viability of existing & new Policies, Projects and all customer agreements. Direct the financial strategy of the organisation to ensure availability of adequate financial resources. Provide strategic financial advice to executive management and the Board. Ensure timely and accurate financial reporting to all internal and external governance structures. Set perimeters for cash flow management and operations of the finance personnel. Ensure financial data integrity in terms of timeliness, accuracy and reliability. Oversee and provide assistance during the annual audit; respond to audit findings and implement recommendations as required. Stay abreast of new trends in the field of accounting, financial management, budgeting etc. Provide strategic direction in the provision of other Corporate Support Services within the CMA: Provide strategic direction in the implementation of HR policies, prescripts and strategies. Ensure provision of IT services and that associated risks are effectively mitigated. Ensure provision of office support services including facilities management. Departmental/Staff Management: Establish appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures and allocate resources accordingly to meet departmental strategies priorities. Responsible for the related sections of the APP, Shareholders Compact, and Annual Report.

**ENQUIRIES
APPLICATIONS**

: Mr Conrad Greve Tel No: (012) 336 8402
 : Pretoria: Please email your application quoting the relevant reference number on the subject line to: LOCMA02@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
NOTE**

: Recruitment and Selection Unit
 : 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 Sanitations 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. 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). A 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). 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 Agency 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 Agency 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. The Limpopo-Olifants 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 04/44

: **BOARD / COMPANY SECRETARY: LIMPOPO-OLIFANTS CATCHMENT MANAGEMENT AGENCY (LOCMA) REF NO: LOCMA 03**

**SALARY
CENTRE
REQUIREMENTS**

: R1 216 824 per annum (Level 13), (all-inclusive salary package)
 : Polokwane
 : A Bcom. Law / LLB or equivalent degree. Admitted attorney. Registration as a Chartered Secretary with the Institute of Chartered Secretaries and Administrators will be advantageous. A minimum of five (5) years Middle/ Senior Managerial experience. Experience as a Company Secretary. Understanding of SA Law in general, administrative law, labour law, water law, public entities, governance and ethics. Behavioural Competencies required: Analytical, negotiation, liaison, consultation, advanced communication, information monitoring, compliance and risk management, ethical, strategic thinking, quality oriented, lateral thinking and attention to detail. May be subjected to extended working hours.

DUTIES

: Committee Work: Ensure submission of annual schedule of meetings for Board and Committee meetings. Ensure convening of meetings, preparation of agenda and taking minutes of Board and its Committees. Address correspondence and communication relating to the Board. Ensure collation and maintaining of information and documentation relating to Board and Committee meetings. Ensure the secure recording and archiving of minutes of meetings. Guide the writing of interim and annual reports for the Board. Ensure that decisions taken by the Board are communicated to relevant stakeholders to be implemented fully. Guidance and Advice: Advise and guide the Board by promoting insight and clarity on its appointment, constitution, and the related legal, ethical, good governance, accounting and financial implications of the proposed/implemented policies and decisions. Assist the Chairperson and Chief Executive, in matters relating to the DWS and the Board. Provide advice with regard to the specific roles and responsibilities of the Board as a whole, and those of the individual role-players: Chairperson, CEO, and Board members. Provide advice with regard to the appointment and constitution of the required sub-committees (e.g., audit, risk, or other), with regard to ensuring corporate governance. Manage the risk by ensuring and monitoring compliance of the implementation of policies and procedures relating to NWA, PFMA and other related legislation and guidelines. Provide regulatory, compliance and relevant advice to the Governing Board on usage of water resources to relevant national, provincial and local government departments, WUAs, farmers. Corporate Governance: Formulate and implement corporate governance strategies for the organisation. Ensure the organisation remains aware of any changing requirements in connection with corporate governance and responds accordingly. Provide advice on corporate governance working practices arising out of changes in legislation affecting the organisation. Support the organisation with the research, development and implementation of policies required for corporate governance. Liaison as necessary with external organisations and staff at all levels on a wide variety of governance related matters. Legal Support: Take overall responsibility of legal services in the organisation. Deal with contractual and related matters. Provide internal legal advisory services to the Board as and when required. Facilitate and ensure compliance to relevant statutes. Provide continuous updates on changes to legislation to the organisation and the Board. Set up systems that ensure the Board complies with all applicable codes, as well as its legal and statutory obligations.

ENQUIRIES APPLICATIONS

: Mr Conrad Greve Tel No: (012) 336 8402
: Pretoria: Please email your application quoting the relevant reference number on the subject line to: LOCMA03@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.

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: Recruitment and Selection Unit
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OTHER POSTS

- POST 04/45** : **SPECIALIST SCIENTIST: CLIMATE CHANGE ANALYSIS REF NO: 140225/01**
Branch: Water Resources Management
Dir: Climate Change Analysis
- SALARY** : R1 431 108 per annum, (all-inclusive OSD salary package)
CENTRE : Pretoria Head Office
REQUIREMENTS : PhD in Science or relevant qualification. Ten (10) years relevant scientific experience post BSc. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's licence. Having worked on climate change related studies or research. e.g. Environmental Sciences, Meteorology, Climatology and Climate modelling. Knowledge on and a clear understanding of integrated water resource management and/or water related sciences will be an added advantage. Knowledge of international and national climate change policies, water resources and the water sector as a whole. Understanding of the relevant acts of parliament (climate change and water resources). Excellent interpersonal and communication skills (verbal and written). Good liaison and organizational skills. Skills in financial management, decision making, strategic capability and leadership, analytical, creativity, office administration, programme and project management, scientific methodologies and models, technical report writing. Knowledge and experience of using electronic communication platforms and internet. Applicants must be able to travel nationally and internationally as required.
- DUTIES** : Responsible for all water related Climate Change duties such as to develop and update through applicable climate modelling a national and regional status quo analysis of climate change and water resources. Give guidance in the development of climate change risk and vulnerability assessments for the various water systems. Develop information and knowledge base on climate change and water and encourage the collection of relevant data to support such development. Overall management of the Unit which includes development of strategic plan, Annual Performance Plan, Performance reports, Risk Management Plan, responses to Audit findings, Referrals, Parliamentary Questions, etc. supervise, manage and mentor personnel in the Unit. Conduct research on future climate projections and trends, including downscaling of models and detection of trends on systems / water resources (Regionally and Nationally). Provide scientific information on water and climate change impacts to the Department and the water sector in general. Liaise with relevant research institutions and centres of knowledge on climate change and water. Be willing to write and present scientific papers for national and international forums. Ensure representation of the Department in all national and international forums related to climate change and water.
- ENQUIRIES** : Ms F Motsitja Tel No: (012) 336 7373
APPLICATIONS : Pretoria: Please email your application quoting the relevant reference number on the subject line to: RecruitHO04@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 04/46** : **ENGINEER PRODUCTION GRADE A-C REF NO: 140225/03**
Branch: Regulation Compliance and Enforcement
Dir: Dam Safety Regulation
(Re-advertisement, applicants who have previously applied must re-apply)
- SALARY** : R833 499 - R1 254 282 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)
CENTRE : Pretoria Head Office
REQUIREMENTS : An Engineering degree (B Eng/ BSc Eng) in Civil Engineering. Three (3) years post qualification Civil Engineering experience required. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license. Experience in dam engineering specifically in aspect of dam safety evaluation, design and construction supervision of dams is highly recommended. Knowledge of program and project management. Knowledge of technical design and analyses of dams. Significant dam engineering experience related to design, flood hydrology, construction, management and safety of dams with a safety risk. Willingness to travel throughout South Africa for the execution of some duties. Knowledge of the water sector and relevant legislation (including but not limited to the Chapter 4 and Chapter 12 of National Water Act (NWA, Act No. 36 of 1998) and the Dam Safety Regulations published in Government Notice R. 139 of 24 February 2012). Understanding of 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, customer focus and responsiveness Sound interpersonal and leadership skills. Strong verbal and written communication skills. Good communication skills both (verbal and written). Planning, organising and people management.
- DUTIES** : Investigate, analyse and recommend classification of dams. Evaluate applications of Approved Professional Persons (APPs). Evaluate and investigate engineering aspects of licence applications for the construction of new dams, alteration of existing dams, first filling and operational aspects of dams. Monitor the safety evaluation and investigation reports and carry

out risk assessments of dams. Follow up on dam safety betterment work with dam owners. Liaise with regional offices, dam owners, professional persons, APPs and the public regarding dam safety matters. Conduct dam safety inspections at dams with a safety risk. Respond to emergency situations, such as dam failures, at dams and action Emergency Preparedness Plans (EPPs). Conduct site visits to illegal or unlawful constructed dams and compile technical reports for the issuance of illegal dam letters and directives. Develop and/or maintain guidelines and policies and advise on dam safety matters and legislation. Generate reports and statistics to measure progress with the Dam Safety Program. Support the Chief- and/or Specialist Engineer with all reasonable requests pertaining to dams with a safety risk. Assist with the development of Candidate Engineers, Candidate Engineering Technicians and Candidate Engineering Technologists for registration as professionals.

ENQUIRIES APPLICATIONS : Mr WM Ramokopa at 082 328 4189
 : Pretoria: Please email your application quoting the relevant reference number on the subject line to: RecruitHO04@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 04/47 : **SCIENTIST PRODUCTION GRADE A-C REF NO: 140225/04**
 Branch: Water Resource Management
 Dir: Spatial Information

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

CENTRE REQUIREMENTS : Head Office Pretoria
 : A Bachelor of Science Degree (BSc) (Hon) or relevant qualification, preferably in the Geomatics field. Three (3) years post qualification experience in the Natural Science Geo-Professional field. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. Registration with the South African Geomatics Council (SAGC) as Geo-Information Science Professional will serve as an added advantage. The disclosure of a valid unexpired driver's license. Knowledge and understanding of the National Water Act (Act 36 of 1998) and other relevant legislation. Knowledge and experience in Remote Sensing, Geographical Information Systems, Photogrammetry/ aerial surveys, and other related disciplines. Experience in the application of Remote Sensing technology in Water Resources Management. Computer Literacy with proven skills for operating software like ENVI, ERDAS, ILWIS, R Scripts, Quantum GIS, ARCGIS, etc. Ability to analyse, interpret and process satellite imagery, aerial photography and other related spatial data. Knowledge and experience in the operating of Unmanned Aerial Vehicles (UAV's) / Drones, and Aerial Surveys will serve as an added advantage. Sound knowledge and experience in the generation and use of different remote sensing models as a water resource management tool. Good technical skills, scientific report writing, and interpretation skills. Ability to work productively in an environment consisting of interdisciplinary internal and external stakeholders. Sound interpersonal skills as well as the willingness to travel in remote areas.

DUTIES : Analyse and interpret remote sensing data and other related data for decision-making. Prepare and submit technical reports. Acquisition of satellite data, aerial photography, lidar data, digital terrain models (DTM), and other related data. Collaborating with different stakeholders and initiating agreements for data sharing. Acquisition of aerial surveys, lidar, including orthophoto and line mapping, and other related spatial data and information. Respond to client queries within and outside the department. Supervising, mentoring, and facilitating training and career development of junior officials and assisting them with professional registration. Management of projects and activities, ensuring achievement of targets as per the Directorate operational plan. Participation in relevant advisory committees that are related to geomatics, hydrology and water resources management.

ENQUIRIES APPLICATIONS : Ms Carey Rajah Tel No: (012) 336-8130
 : Pretoria: Please email your application quoting the relevant reference number on the subject line to: RecruitHO04@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 04/48 : **SCIENTIST PRODUCTION GRADE A-C (INDUSTRIAL MINING AND POWER SECTOR) REF NO: 140225/05**
 Branch: Water Resource Management
 Dir: Water Use Efficiency

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

CENTRE REQUIREMENTS : Head Office Pretoria
 : A Science Degree (BSc) (Hon) or relevant qualification. Three (3) years post qualification natural scientific with experience in Integrated Water Resource Management. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Programme and project management experience. Scientific methodologies and models; research and development;

ability to effectively liaise with a wide range of sector role players and Understanding of the National Water related legislation and policies.

DUTIES

: Implementation of various environmental management techniques with significant bearings in the improvement of water use efficiency such as appropriate water efficient technology, life cycle assessment techniques, pinch technologies, water management systems and practices; Water Use Efficiency aspect of self-regulatory processes such as ISO 14001 environmental management systems and targets set for continuous improvement; Assessment, analysis, interpretation and reporting of water loss data; Raise the strategic importance of water use efficiency at corporate level in the IMP sector; Monitor and evaluate performance of the IMP sector to facilitate input of IMP sector as part of the WC/WDM component of the NWRS; Engage industry representative bodies to develop joint regulatory measures such as water use efficiency benchmarks, management practices, targets and key performances indicators for various industrial process operation and overall measures to improve productive use of water in the sector; Promote Conservation and efficient utilisation of water through authorization processes; Facilitate the roll out of WC/WDM improvement systems such as closed loop water management systems, treatment of effluent with objectives to enhance recycling, reuse and compliance with sectorial determined benchmarks and water use efficiency management practices through the water use authorization process; participate in the implementation of business plans developed for the IMP sector as part of the potential assessment for WC/WDM in the Water Management Areas in the regions and Effective participation and performance in the implementation of the IMP units projects.

ENQUIRIES

: Mr. X Hadebe Tel No: (012) 336 7886

APPLICATIONS

: Pretoria: Please email your application quoting the relevant reference number on the subject line to: RecruitHQ04@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 04/49

: **SCIENTIST PRODUCTION GRADE A-C REF NO: 140225/06**

Branch: Water Resource Management

Dir: Water Resources Management Planning

SALARY

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

CENTRE

: Head Office Pretoria

REQUIREMENTS

: A Science Degree (BSc)(Hon) in Hydrology or relevant qualification. Three (3) years post natural scientific experience. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Proven practical experience and skills in hydrological modelling and flow routing. Willingness to travel. Good communication (verbal and written) skills. Computer literacy, preferably MS Office software (Word, Excel, and Power Point). Technical report writing skills.

DUTIES

: The incumbent will be involved in the following: Develop and review water resources systems operating rules for water supply and drought management operations. Monitoring of systems performance. Provide guidance in line with the NWA, data processing and management, stakeholders involvement and business administration support. Promote integrated planning through coordination and management of the water sector stakeholder planning. Project management. Mentoring and training of Candidate Scientists.

ENQUIRIES

: Ms C.P Ntuli Tel No: (012) 336 7618

APPLICATIONS

: Pretoria: Please email your application quoting the relevant reference number on the subject line to: RecruitHQ04@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 04/50

: **CHIEF ARTISAN: GRADE A (CIVIL) REF NO: 140225/07**

Branch: Infrastructure Management: Northern Operations

Dir: Operations Northern

SALARY

: R455 223 per annum, (OSD)

CENTRE

: Groblersdal Area Office

REQUIREMENTS

: Appropriate trade test in Civil. Ten (10) years of experience. Computer literacy (Word, Excel, Outlook). The disclosure of a valid unexpired driver's license. Knowledge of legal compliance. Knowledge of Technical analysis. Computer-aided applications. Knowledge of technical report writing. Team Leadership. Production, process knowledge and skills. Knowledge of problem solving and analysis. Decision making. Ability to work independently and in a team. Analytical and creativity skills. Communication and interpersonal skills. Computer skills. project management. Planning, organizing and execution. Technical report writing. Problem solving and analysis, decision making, team leadership, creativity, self-management, customer focus and responsiveness. Sound interpersonal and leadership skills. Strong verbal and written communication skills. Planning, organizing and people management. Willingness to travel throughout South Africa for the execution of some duties.

DUTIES

: Manage plumbers, carpenters, painters, building and construction workers. Planning and organizing of work according to the budget implementation. Construction and maintenance of civil

structures on the scheme. Standby and after hours' services. Ensure compliance with Occupational Health and Safety Act. Manage civil maintenance teams and workshop. Ensure compliance with prescribed specifications and standards to ensure safe and serviceable infrastructure through planned maintenance, scheduled and unscheduled repairs and refurbishment projects. Manufacture items from own planning and drawings. Source, liaise and obtain quotations from suppliers and ensure product compliance to specifications and standards. Manage and evaluate staff performance on an on-going basis. Manage administrative and related functions. Ensure compliance with Occupational health and safety. Conduct inspections, dam safety inspections and asset verifications.

ENQUIRIES
APPLICATIONS

- : Mr ST Ngcobo Tel No: (013) 262 6800
- : Groblersdal: Please email your application quoting the relevant reference number on the subject to: NOPSRecruitGDL@dws.gov.za or hand deliver to: Physical Address, Dept of Water and Sanitation, R25 Bronkhorspruit Road, Aquaville, 0470 or post to: The Area Manager: Groblersdal Area Manager, Groblersdal Area Office, Private Bag X8616, Groblersdal, 0470.
- : HR Section

FOR ATTENTION