

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE : 14 March 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, 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 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 driver's 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. 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 08/14 : **SCIENTIST PRODUCTION GRADE A - C REF NO: 140325/01**
Branch: Water Resource Management
Dir: Resources Quality Information Services
Sd Resource Quality Monitoring (RQM)

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

CENTRE : Roodeplaat Pretoria

REQUIREMENTS : A Science Degree (BSc) Honours (Environmental Science) in the fields of Freshwater Biology, Aquatic Science, or Ecology. Three (3) years post-qualification Natural Science experience. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Demonstrated experience and knowledge in the application of aquatic ecosystems assessment indices, particularly the Fish Response Assessment Index (FRAI), Geomorphology Assessment Index (GAI),) and SA Diatom Index (SADI). Experience in conducting fieldwork and collecting aquatic ecosystem data from riverine and wetland systems. Familiarity with statistical software and tools used for aquatic ecosystems data analysis (e.g. Ecotatus Model or equivalent). Proven track record of engaging with stakeholders, institutions, and community groups in aquatic ecosystem biomonitoring. Excellent communication skills including verbal, report writing, and presentation skills. Sound interpersonal skills as well as the ability to work in a multi-disciplinary team. Proven liaison and networking skills especially as they relate to corporate governance and stakeholder engagement. Computer Skills. Willingness to work abnormal hours and under pressure as well as travel country-wide.

DUTIES : Implementation of Fish Response Assessment Index (FRAI), Geomorphology Assessment Index (GAI) and SA Diatom Index (SADI): Develop and execute detailed protocols for the FRAI, GAI and SADI ensuring adherence to best practices and standards. Conduct field surveys to collect data on fish assemblages, geomorphological features and diatom communities. Data Analysis and Reporting: Analyze collected data to derive insights regarding the ecological status and trends within aquatic ecosystems. Prepare comprehensive reports detailing findings, methodologies, and recommendations for the Department of Water and Sanitation (DWS) and its stakeholders. Ecotatus Monitoring: Contribute to the analysis and reporting of river, wetland, and estuarine ecotatus within the framwork of the River Ecotatus Monitoring Programme (REMP), National Wetland Monitoring Programme (NWMP), and the National Estuaries Monitoring

Programme (NEsMP). Work collaboratively with a multidisciplinary team to ensure integrated assessments of aquatic ecosystems. Stakeholder Engagement: Coordinate with DWS regional, Catchment Management Agencies (CMAs), Proto-CMAs and other national agencies or departments as well as non-governmental organizations (NGOs) focused on aquatic ecosystem biomonitoring, conservation and management. Facilitate workshops and meetings with stakeholders to disseminate results and incorporate feedback into programme development.

ENQUIRIES : Mr E Mogakabe Tel No: (012) 808 9596, Cell: 082 808 9844
APPLICATIONS : Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: RecruitHQ08@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 08/15 : **CONTROL ENVIRONMENTAL OFFICER GRADE A REF NO: 140325/02**
Branch: Regulations, Compliance and Enforcement
Dir: Water Use Authorisation
Re-advertisement, applicants who have previously applied must re-apply.

SALARY : R580 551 per annum, (OSD)
CENTRE : Pretoria Head Office
REQUIREMENTS : A four (4) year Degree in Natural / Environmental Sciences or equivalent qualification. Six (6) years post-qualification experience. The disclosure of a valid unexpired driver's license. Extensive experience in integrated water resource management, water resource protection, and water use authorisation. Understanding of the Department's role and policy with respect to water resource management. Knowledge of National Water Act 36 of 1998, Water Services Act, 108 of 1997 and related policies and guidelines. Understanding the principles of Integrated Water Resource Management. Knowledge and understanding of the sector: relevant legislation (CARA, NEMA, and MPRDA) together with related policies, regulations, principles, guidelines, tools, and procedures, policy development, implementation, and monitoring. Skills and experience in management of human resources. Proven management and negotiation skills. Ability to work productively in an environment consisting of multi-disciplinary internal and external Department of Water and Sanitation staff and stakeholders. Computer literacy. Good communication skills both verbal and written. Presentation and report writing skills. The ability to provide technical and scientific support to other Department of Water and Sanitation functions as well as the ability to capacitate and act as a mentor and supervisor to junior staff. Good interpersonal skills. Ability to interact with communities and stakeholder groups. Willingness to work abnormal hours and under pressure as well as travel province and country wide. Proven liaison and networking skills especially as they relate to corporative governance and stakeholder engagement.

DUTIES : Provide support and guidance to the Department's components and water management institutions in the processing of water use authorization applications from all water use sectors. Coordination of stakeholder engagement relationships within the department and broader water sector. Provide technical advice water use authorization related enquiries. Development, implementation, and review of regulatory tools for water use authorisation. Develop, update, maintain and provide training on policies, legislation, protocols, and guidelines for water use authorisation. Participate in the assessment of water resource management research needs for the directorate; Ensure implementation of the research projects and the results thereof. Supervision and management of the sub-component of the Directorate. Participate in water use authorization appeals and litigation processes. Participate in engagements with other Departments responsible for permitting within the broader environmental sector. Compile reports and make presentations internally and externally.

ENQUIRIES : Mr. T Khosa Tel No: (012) 336 7496
APPLICATIONS : Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: RecruitHQ08@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 08/16 : **ENGINEERING TECHNICIAN PRODUCTION GRADE A-C (CIVIL ENGINEERING) REF NO: 140325/03**
Branch: Provincial Operations: Gauteng
Sd: Hydrological Services

SALARY : R371 253 – R556 080 per annum, (OSD), (Offer will be based on proven years of experience)
CENTRE : Boskop Area Office
REQUIREMENTS : A National Diploma in Civil Engineering. Three (3) years post qualification technical civil Engineering experience. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. The disclosure of a valid unexpired driver's license. Good computer literacy and computer programming skills. Good communication skills (verbal and written) and negotiation skills. Experience in project management. Technical design of gauging weirs and analysing knowledge of hydrological data. Knowledge and experience in Computer-aided engineering applications. Technical report writing and technical consulting skills. Problem solving, analysis, decision making and teamwork skills. Creativity, financial

management, customer focus and responsiveness skills. Good planning, organising and people management.

DUTIES : Stream Gauging using ADP and conventional stream gauging. Survey of gauging weirs using level. Survey of flood (rated) sections. Calibration of flow gauging stations. Inspection and Supervise maintenance of flow gauging stations. Maintenance of electronic data logging instruments. Supervision of personnel. Hydrological Data editing and processing. Management of hydrological data bank. Procurement of maintenance material / equipment. Travel extensively as and when required. Manage the collection of all forms of hydrological data within area of responsibility. Liaise with landowners for access. Must be prepared to work away from the office for extended periods of time.

ENQUIRIES APPLICATIONS : Mr Pieter Daniel De Villiers at 082 724 9457
: Gauteng Provincial Office (Pretoria) Please email your application quoting the relevant reference number GautengHRApplications@dws.gov.za or hand deliver to Bothongo Plaza East, 285 Francis Baard Street, Pretoria, 0001, 15th Floor Reception.

FOR ATTENTION : Mr Adams Tel No: (012) 392 1477

POST 08/17 : **ENGINEERING TECHNICIAN PRODUCTION GRADE A-C (CIVIL ENGINEERING) REF NO: 140325/04**
Branch: Infrastructure Management Eastern Operations
Dir: Operations Eastern

SALARY CENTRE REQUIREMENTS : R371 253 – R556 080 per annum, (OSD), (Offer will be based on proven years of experience)
: Tugela Vaal Area Office

REQUIREMENTS : A National Diploma in Civil Engineering. Three (3) years post qualification technical Civil Engineering experience. Compulsory Registration with the Engineering Council of South Africa as a Professional Engineering Technician. The disclosure of a valid unexpired driver's license. Knowledge of legal compliance, technical design and analysis knowledge, technical report writing, technical consulting, research development and project management. Change management, people management. Good written and verbal communication skills, computer skills, decision making problem solving and analysis. Planning and organising. Customer focus and responsiveness.

DUTIES : Analysis and development of water resources systems operating rules. Development of planning/Operation models or decision support systems for Water Resource Development/Management. Expert advice in Water Resource Planning /Operations. Development of Business Plan and manage Human Resources.

ENQUIRIES APPLICATIONS : Mr Nkosinathi Buthelezi Tel No: (036) 438 6211
: Eastern Operation: 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 Midmar Dam, Howick 3290 or post to: The Department of Water and Sanitation, Private Bag X1652, Bergville 3350.

FOR ATTENTION : Mr M Mncwabe

POST 08/18 : **ENGINEERING TECHNICIAN PRODUCTION GRADE A-C (ELECTRICAL ENGINEERING) REF NO: 140325/05**
Branch: Infrastructure Management Eastern Operations
Dir: Operations Eastern

SALARY CENTRE REQUIREMENTS : R371 253 – R556 080 per annum, (OSD), (Offer will be based on proven years of experience)
: Tugela Vaal Area Office

REQUIREMENTS : A National Diploma in Electrical Engineering. Three (3) years post qualification technical Electrical engineering experience. Compulsory Registration with the Engineering Council of South Africa as a Professional Engineering Technician. The disclosure of a valid unexpired driver's license. Knowledge of legal compliance, technical design and analysis knowledge, technical report writing, technical consulting, research development and project management. Change management, people management. Good written and verbal communication skills, computer skills, decision making problem solving and analysis. Planning and organising. Customer focus and responsiveness.

DUTIES : Analysis and development of water resources systems operating rules. Development of planning/Operation models or decision support systems for Water Resource Development/Management. Expert advice in Water Resource Planning /Operations. Development of Business Plan and manage Human Resources.

ENQUIRIES APPLICATIONS : Mr Nkosinathi Buthelezi Tel No: (036) 438 6211
: Eastern Operation: 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 Midmar Dam, Howick 3290 or post to: The Department of Water and Sanitation, Private Bag X1652, Bergville 3350.

FOR ATTENTION : Mr M Mncwabe

- POST 08/19** : **ARTISAN FOREMAN (MECHANICAL) GRADE A: REF NO: 140325/06**
Branch: Infrastructure Management: Northern Operations
Dir: Operations Northern
- SALARY** : R362 130 per annum, (OSD)
CENTRE : Hartbeespoort Area Office
REQUIREMENTS : An appropriate Mechanical Trade Test certificate. Five (5) years post qualification experience as an Artisan. The disclosure of a valid unexpired driver's 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** : Mr IR Mmutloane at 087 943 3702
APPLICATIONS : Hartbeespoort: Please email your application quoting the relevant reference number on the subject line to: NOPSRrecruitHBP@dws.gov.za or hand deliver to: Physical Address, Dept of Water and Sanitation, Old Rustenburg Road, Hartbeespoort, 0216 or post to Hartbeespoort Area Office, Private Bag X 352, Hartbeespoort, 0216.
- FOR ATTENTION** : HR Section
- POST 08/20** : **ARTISAN FOREMAN (ELECTRICAL) REF NO: 140325/07**
Branch: Infrastructure Management Eastern Operations
Dir: Operations Eastern
- SALARY** : R362 130 per annum, (OSD)
CENTRE : Tugela Vaal Area Office
REQUIREMENTS : An appropriate Electrical Trade Test certificate. Five (5) years post qualification experience as an Artisan. The disclosure of a valid unexpired driver's license. Technical analysis knowledge, computer aided applications, knowledge of legal compliance, technical report writing, production, process knowledge and skills. Good written and verbal communication skills, Computer skills, analytical skills, creativity, self-management, planning and organising, conflict management, problem solving analysis. Customer focus and responsiveness.
- DUTIES** : Supervise the design and production of technical services. supervise the maintenance of technical services, human capital resources management, perform administrative and related functions.
- ENQUIRIES** : Mr Nkosinathi Buthelezi Tel No: (036) 438 6211
APPLICATIONS : Eastern Operation: 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 Midmar Dam, Howick 3290 or post to: The Department of Water and Sanitation, Private Bag X1652, Bergville, 3350.
- FOR ATTENTION** : Mr M Mncwabe
- POST 08/21** : **ARTISAN PRODUCTION GRADE A-C (ELECTRICAL) REF NO: 140325/08**
Branch: Infrastructure Management Eastern Operations
Dir: Operations Eastern
- SALARY** : R230 898 - R386 775 per annum, (OSD), (Offer will be based on proven years of experience)
CENTRE : Tugela Vaal Area Office
REQUIREMENTS : An appropriate Electrical Trade Test Certificate. The disclosure of a valid unexpired drivers license. Technical analysis knowledge, computer aided technical applications, knowledge of legal compliance, technical report writing, production, process knowledge and skills. Good written and verbal communication skills, Computer skills, analytical skills, creativity, decision making, self-management, planning and organising, conflict management, problem solving analysis. Customer focus and responsiveness.
- DUTIES** : Rendering of design and production of technical services. Rendering of technical services maintenance and. Perform administrative and related functions.
- ENQUIRIES** : Mr Nkosinathi Buthelezi Tel No: (036) 438 6211
APPLICATIONS : Eastern Operation: 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 Midmar Dam, Howick 3290 or post to: The Department of Water and Sanitation, Private Bag X1652, Bergville, 3350.
- FOR ATTENTION** : Mr M Mncwabe