

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE : 15 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 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. 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.

MANAGEMENT ECHELON

POST 40/12 : **DIRECTOR: WATER AND SANITATION SERVICES SUPPORT REF NO: 151124/01**
Branch: Provincial Operations Free State (Water and Sanitation Services Management)

SALARY : R1 216 824 per annum (Level 13), (all-inclusive package)

CENTRE : Bloemfontein

REQUIREMENTS : An NQF level 7 qualification in Natural Science / Engineering or equivalent. Five (5) years' experience at middle / senior management level. Experience in Water Services Management environment. A valid unexpired driver's license. Knowledge in inter-governmental relations and water sector engagement. Knowledge and understanding in high level stakeholder engagements. Knowledge in the implementation of capacity building through skills development in the water sector. Understanding of public finance management act, public service act and public service regulations act. Knowledge of strategic planning resource allocation and human resource management. General management presentation, negotiation, communication, analytical and interpersonal skills. Knowledge of relevant Water Acts. Project, programme management and monitoring skills.

DUTIES : Develop and share a vision and mission for the component. Promote team building within and beyond the component. Ensure adequate support to subordinates. Participate as a key player in the Water and Sanitation strategic plan. Ensure implementation of transformational programmes. Management of partnerships within the water sector. Oversee and ensure promotion of all inter-governmental relations. Advise top management, relevant components and sector bodies on water services policies and strategies. Project dashboard management on all projects. Monitor implementation of the free basic services intervention. Provide planning and support for the water sector through technical engineering support with RBIG, WSIG, IDP, WSDP and MIG. Investigate water and sanitation challenges in the province. Develop provincial and district water and sanitation master plans. Facilitate the review of sanitation implementation guidelines, procedure manuals and handbooks. Effective communication with relevant stakeholders in the sector about the support rendered by the component to stakeholders. Ensure development of water sector capacity including support to municipalities in the developing capacity for operations and maintenance of water services infrastructure. Promote water use efficiency within the water services sector. Provide water supply and sanitation services information and give support to entities responsible for water services management. Ensure empowerment of stakeholders through the establishment of water and sanitation

community forums. Ensure effective implementation of policies and strategies for the component functions. Ensure support to water services local planning. Ensure monitoring and evaluation of water services delivery projects programmes. Ensure guidance to the water sector regarding technical and engineering aspects of the operations and maintenance of water services infrastructure projects. Ensure provision of support in the quality assurance of water services infrastructure development plans. Ensure coordination and implementation of disaster management. Provide support in the implementation of sanitation programmes and advocacy of sanitation policies and programmes. Provide support in the development and reviewing of sanitation implementation guidelines, procedure manuals and handbooks. Create a culture of innovation efficient and effective performance. Conduct strategic planning for the component. Develop an expenditure forecast monthly for the component. Ensure the development and implementation of a financial strategy and budget responsibility for the component. Manage human resources and development of subordinates within the component.

**ENQUIRIES
APPLICATIONS**

: Dr T Ntuli Tel No: (051) 405 9128
 : Free State(Bloemfontein): For purposes of response handling, please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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 40/13

: **ENGINEER PRODUCTION GRADE A – C REF NO: 151124/02 (X2 POSTS)**
 Branch: Infrastructure Management Head Office
 Sd: Open Channel Systems

SALARY

: R833 499 - R1 254 282 per annum, (all-inclusive OSD salary package), (Offer will be based on proven years of experience)

**CENTRE
REQUIREMENTS**

: Pretoria Head Office
 : A Civil Engineering Degree (B Eng / BSc Eng). Three (3) years post qualification Engineering experience relevant to Water Engineering. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineer. The disclosure of a valid unexpired driver's license. Site visits and traveling for work forms part of the job post description. Competency and experience on the implementation of civil engineering projects and design of hydraulic structures and water conveyance systems is essential. Competencies and knowledge in Engineering design and analysis. Knowledge and understanding of legal compliance. Understanding of computer aided engineering applications. Project management. Strategic capabilities and leadership. Financial management skills. Excellent communication skills (verbal and written).

DUTIES

: Plan and design Civil Engineering projects. Develop tender specifications. Perform review and approvals or audits on engineering designs according to design principles, theories and standards. Supervise engineering work and processes. Optimising appropriate design and cost-effectiveness of Open Channel projects including risk management. Evaluating, editing and authorising all designs, reports, engineering drawings and specifications. Manage resources; prepare and consolidate inputs for the facilitation of resource utilisation. Manage consulting engineers and or contractors, contract administration and resolution of claims. Mentoring and training candidate engineers and technicians. Managing administrative, financial and personnel related functions. SD: Open Channel Systems (OCS) is a technical Engineering design component that mainly focuses on the design- and rehabilitation of large-scaled bulk water conveyance infrastructure such as canals, inverted syphons, dam spillways, erosion protection, reject structures, energy dissipating structures and others. All infrastructure related to National Water Infrastructure may be included as part of SD: Open Channel Systems function with a focus on the design of bulk water conveyance systems. Designing of such systems introduces additional Engineering challenges which includes but is not limited to; the design service roads, sub-soil drains as well as the design of hydraulic structures, pump houses, chutes, retaining walls, embankments, bridges, super-passages, berms and boundary fences etc.. Engineering analysis such as; hydrology, flood line studies, structural analysis and slope stability analysis are all undertaken at SD: OCS. As stated above, a strong background in Water Engineering is essential while experience in Geotechnical Engineering, Structural Engineering & Project Management will be considered added benefits. Experience in the following computer aided design software packages will also be an added advantage; Hec-Ras, AutoCAD & AutoCAD Civil 3D, ArcGIS, Prokon and Slide etc. Production Engineers working at SD: OCS must be able to write high-quality technical reports so medium- to high report writing skills are essential. Consequently, competence in Microsoft Word as well as Microsoft Excel is of the utmost importance. Project Management as well as Contractual Management of construction projects, as the Engineer or Engineers' Representative, also forms part of the job description. Production Engineers are also tasked to review the work of their peers as well as manage and mentor juniors working with them on projects. SD: OCS works closely with SD: Dam Design to design, construct and test physical hydraulic models of dam spillways based on the theory of "Froude Similarity". Production Engineers must be able to see a project through from start to finish (ECSA, 6 stages of a project). Our Engineers mostly work from the office but do travel to construction sites as and when required. Production Engineers are tasked to manage and train Candidate Engineers as well as other technical staff to produce deliverables such as; site visit reports, contractual letters and memorandums, minutes, programmes, costing reports, design

reports, bill of quantities, specifications and produce drawings etc. SD: OCS seeks highly motivated, driven Engineers who can drive production by themselves and work as part of a team.

ENQUIRIES APPLICATIONS : Mr. HH Luttig Tel No: (012) 336 8095
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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 40/14 : **ENGINEER PRODUCTION GRADE A - C REF NO: 151124/03 (X2 POSTS)**
Branch: Infrastructure Management: Head Office
Dir: Strategic Infrastructure Asset Management: Dam Safety Surveillance

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 : A Civil Engineering Degree (B Eng / BSc Eng). Three (3) years post qualification 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. Understanding of programme and project management. Knowledge of engineering design and analysis. Knowledge of research and development. Computer-aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture and professional judgement. Decision making, team leadership and analytical skills. Creativity, self-management, financial, conflict and people management. Customer focus and responsiveness. Good communication skills both (verbal and written). Planning and organizing. Problem solving and analysis. Change management and innovation. Ability to work with structural analysis software such as MSc Marc or similar, Slide 2.0, Prokon and AutoCAD Civil 3d will be an added advantage.

DUTIES : Conduct safety evaluations, monitoring and implementation of rehabilitation projects in line with Chapter 12 of the National Water Act of 1998 as well as Government Notice R139 of February 2012. Manage small to medium size projects and oversee all aspects of project implementation in accordance with the applicable standard contracts such as SAICE GCC 2015, FIDIC and NEC Suits of contracts. Manage the technical, environmental, contractual, risk, social and financial aspects of dams' rehabilitation projects. Ensure compliance with technical standards, legal requirements, timeframes, and approved budgets during the implementation of projects.

ENQUIRIES APPLICATIONS : Ms. N Mwandla Tel No: (012) 336 7435
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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 40/15 : **ENGINEER PRODUCTION GRADE A - C REF NO: 151124/04**
Branch: Infrastructure Management: Head Office
Dir: Strategic Infrastructure Asset Management: Electrical Asset Management

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 Electrical Engineering Degree (B Eng / BSc / Eng). Three (3) years post qualification 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. Ability to work with electrical design tools such as Relux/Dialux, Autocad Electrical and ETAP/DigSilent Power factory will be an added advantage. Understanding of programme and project management. Knowledge of engineering design and analysis. Knowledge of research and development. Knowledge of maintenance management and strategies. Computer-aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture and professional judgement. Decision making, team leadership and analytical skills. Creativity, self-management, financial, conflict and people management. Customer focus and responsiveness. Good communication skills both (verbal and written). Planning and organizing. Problem solving and analysis. Change management and innovation.

DUTIES : Design new systems to solve practical engineering challenges. Improve efficiency and enhance safety. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Develop technical specifications. Ensure thorough evaluation that planning and design by others is done according to sound engineering principles. Render technical advice and support to operations and maintenance. Approval/Acceptance of all technical designs for project implementation under the department. Ensure training and development of technicians, technologists, and candidate engineers. Manage small to medium size projects and oversee all aspects of project implementation in accordance with the applicable standard contracts such as SAICE GCC

2025, FIDIC and NEC Suites of contracts. Manage resources, prepare, and consolidate inputs for the facilitation of resource utilization. Monitor and control expenditure.

- ENQUIRIES APPLICATIONS** : Mr. K Mahlane Tel No: (012) 336 6921
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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 40/16** : **ENGINEER PRODUCTION GRADE A - C REF NO: 151124/05 (X2 POSTS)**
Branch: Infrastructure Management: Head Office
Dir: MEE
- 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 Electrical Engineering Degree (B Eng / BSc / Eng). Three (3) years post qualification 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. Understanding of programme and project management. Knowledge of engineering design and analysis. Knowledge of research and development. Computer-aided engineering applications. Knowledge of legal compliance, technical report writing, creating high performance culture and professional judgement. Decision making, team leadership and analytical skills. Creativity, self-management, financial, conflict and people management. Customer focus and responsiveness. Good communication skills both (verbal and written). Planning and organizing. Problem solving and analysis. Change management and innovation.
- DUTIES** : Design new systems to solve practical engineering challenges. Improve efficiency and enhance safety. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Ensure through evaluation that planning and design by others is done according to sound engineering principles. Ensure training and development of technicians, technologists, and candidate engineers. Manage resources, prepare, and consolidate inputs for the facilitation of resource utilization. Monitor and control expenditure.
- ENQUIRIES APPLICATIONS** : Mr E Motupa Tel No: (012) 336 8426
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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 40/17** : **ENGINEERING TECHNOLOGIST PRODUCTION GRADE A - C REF NO: 151124/06 (X4 POSTS)**
Branch: Infrastructure Management: Head Office
Dir: MEE
- SALARY** : R429 930 - R644 553 per annum, (OSD), (Offer will be based on proven years of experience)
- CENTRE** : Pretoria Head Office
- REQUIREMENTS** : A Bachelor of Technology (B Tech) in Electrical Engineering. Three (3) years post qualification Engineering Technologist experience required. Compulsory registration with Engineering Council of South Africa (ECSA) as an Engineering Technologist. The disclosure of a valid unexpired driver's license. Knowledge of programme and project management. Understanding technical design and analysis. Knowledge of research and development. Knowledge of computer-aided engineering applications. Technical report writing, networking and professional judgement. Problem solving and analysis. Decision making, team leadership, creativity, and self-management. Customer focus and responsiveness. Good communication skills both (verbal and written).
- DUTIES** : Design new systems to solve practical engineering challenges, improve efficiency and enhance safety. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Inspect, diagnose, test, design and produce specifications for the PLC and SCADA system in accordance with the Departmental standards. Inspect, diagnose, test, design and produce the specifications for Distribution Transformers, Induction Motors, Soft Starters, Variable Speed Drives, Motor Control Panels, Power Cables, Overhead Lines, Medium and Low Voltage Switchgears and Any other Electrical related equipment. Conduct fault finding repairs on electrical breakdowns: Diagnose fault through the application of visual and other related electrical inspection and investigation procedures. Ensure training and development of technicians and candidate technologists.
- ENQUIRIES APPLICATIONS** : Mr. E Motupa Tel No: (012) 336 8426
: Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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

<u>POST 40/18</u>	:	<u>ENGINEERING TECHNOLOGIST PRODUCTION GRADE A - C REF NO: 151124/07</u> Branch: Infrastructure Management: Head Office Dir: Strategic Infrastructure Asset Management: Electrical Asset Management
<u>SALARY</u>	:	R429 930 - R644 553 per annum, (OSD), (Offer will be based on proven years of experience)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A Bachelor of Technology (B Tech) in Electrical Engineering. Three (3) years post qualification Electrical Engineering Technologist experience required. Compulsory registration with Engineering Council of South Africa (ECSA) as an Engineering Technologist. The disclosure of a valid unexpired drivers license. Knowledge of programme and project management. Understanding technical design and analysis. Knowledge of research and development. Knowledge of computer-added engineering applications. Knowledge of maintenance management and strategies. Technical report writing, networking and professional judgement. Problem solving and analysis. Decision making, team leadership, creativity and self-management. Customer focus and responsiveness. Good communication skills both (verbal and written). Ability to work with electrical design tools such as Relux/Dialux, Autocad Electrical and ETAP/DigSilent Power factory will be an added advantage.
<u>DUTIES</u>	:	Render technical advice and support to operations and maintenance. Approval/Acceptance of all technical designs for project implementation under the department. Monitor refurbishment projects of bulk water infrastructures. Conduct field inspections on implementing projects to ensure compliance towards norms and standards of sound engineering. Develop technical specifications. Provide verbal and written reports to supervisors. Develop cost effective solutions according to standards. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Ensure through evaluation that planning and design by others is done according to sound engineering principles. Manage resources, prepare, and consolidate inputs for the facilitation of resource utilization. Monitor and control expenditure.
<u>ENQUIRIES</u>	:	Mr. K Mahlane Tel No: (012) 336 6921
<u>APPLICATIONS</u>	:	Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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.
<u>FOR ATTENTION</u>	:	Recruitment and Selection Unit
<u>POST 40/19</u>	:	<u>ENGINEERING TECHNOLOGIST PRODUCTION GRADE A - C REF NO: 151124/08</u> Branch: Infrastructure Management: Head Office Dir: Technical Engineering Support Services Sd: Quantity Surveying and Contract Management
<u>SALARY</u>	:	R429 930 - R644 553 per annum, (OSD), (Offer will be based on proven years of experience)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A Bachelor of Technology (B Tech) in Engineering or relevant qualification. Three (3) years post qualification Engineering Technologist experience required. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist. The disclosure of a valid unexpired driver's licence. Knowledge of construction contracts. Understanding of programme and project management. Technical design and analysis knowledge. Knowledge in research and development. Computer-aided engineering applications. Knowledge of legal compliance, technical report writing and networking. Professional judgement. Problem solving and analysis. Decision making, team leadership, creativity, and self-management. Customer focus and responsiveness. Good communication skills both (verbal and written). Planning and organizing and people management. Willing to travel long distances and work away from home if and when needed.
<u>DUTIES</u>	:	Provide technological advisory services and procurement administration for appointment of PSPs. Manage technical contract administration services in conjunction with technologists and engineers. Ensure the promotion of safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings, contract administration guidelines and procedures and incorporate new knowledge and technology in contract administration. Ensure quality assurance of technical designs and tender documents with specifications and make recommendations for approval by the relevant authority. Ensure the development and implementation of a contracts database. Assist with coordination of compilation and structuring of tender documents in line with the CIDB (Best Practice Guideline).
<u>ENQUIRIES</u>	:	Mr. V Monene Tel No: (012) 336 7842
<u>APPLICATIONS</u>	:	Head Office (Pretoria): Please email your application quoting the relevant reference number on the subject line to: Recruit40HO@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.
<u>FOR ATTENTION</u>	:	Recruitment and Selection Unit