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FINANCE

Deputy Director: Financial Management

•Salary: R 434,505 p.a. (Level 11) •Centre: Nelspruit •Ref. 11263/43

Requirements: •A B.Com Accounting degree or equivalent NQF level 6 qualification backed by relevant experience •Knowledge of Government Financial Accounting •Knowledge of BAS and PERSAL •Good communication (verbal and written) skills •Computer literacy in MS Word, Excel and Outlook •Sound knowledge of the PFMA and Treasury Regulations •Recognised Accounting Practices (GRAP) •Strong managerial skills and the ability to manage a team of professionals •Self starter •Able to work independently without compromising team results •A SA/CIMA/ACCA or equivalent professional certification will serve as a definite advantage.

Duties: •Monitor successful implementation of accrual accounting in line with GRAP •Maintain accounting records in a form suitable to substantiate financial transactions •Ensure efficient, pay supplier and advances of officials •Report in writing any unauthorised, irregular or fruitless and wasteful expenditure •Manage the section's budget •Develop and manage staff to ensure that the section has the capacity to carry out its functions.

Enquiries: Ms M.J. Musekene, tel. (013) 759 7313.

Deputy Director: Debt Management

•Salary: R 434,505 (all inclusive package - Level 11) •Centre: Pretoria •Ref. 11263/44

Requirements: •A B.Com degree in Accounting or equivalent qualification with Accounting as a major subject plus experience in the areas of Project Management, Strategic Planning, Financial management, specifically Debt Management •Knowledge of IFRS, IAS and GAAP •A valid driver's licence. The following knowledge and skills are preferred: •SAP system or ERP systems •Treasury Regulations •The Public Finance Management Act, 1999 (PFMA) •The National Water Act, 1998 and NRWU •Computer proficiency •Communication, interpersonal and analytical skills.

Duties: •Supporting the Director: Revenue Management •The prospective incumbent will be responsible for executing detailed tasks required to ensure the adherence to sound Accounting and Departmental practices, prescribed policies and regulations in all transactions •Responsible to perform debt management functions, identify financial losses, manage financial losses and resolve the losses in order to maximise revenue collection •Manage the system operations and related procedures to support debt management related processes •Review existing and develop procedures to ensure efficiency and effectiveness in debt collection •Build and maintain sound relationships between stakeholders •Enforce implementation of policies and business processes •Supervision of staff and giving support to all offices where revenue management operations take place •Ensure continued staff development in line with the latest development in systems and processes, reporting on tight timelines •Prepare data for inclusion in the Annual Financial Statements on the WTE in accordance with IFRSs (International Financial Reporting Standards), IAS (International Accounting Standards) and GAAP (Generally Accepted Accounting Practice) •Ensure timely account reconciliation and maintenance as well as make follow-ups with clients •Ensure adherence to the 30 day payment terms by clients •Ensure maximum revenue collection •Adopt procedures and processes necessary to recover all State monies from defaulters.

Enquiries: Ms Z. Mathe, tel. (012) 336 8760.

Deputy Director: Billing Management

•Salary: R 434,505 (all inclusive package - Level 11) •Centre: Pretoria •Ref. 11263/45

Requirements: •A B.Com degree in Accounting III •3 years experience in the areas of Project Management, Strategic Planning, Financial Management and specifically Revenue Management •Articles of clerkship will be an advantage •A valid drivers licence •The following knowledge and skills are preferred: •Any ERP system preference to SAP system •Working knowledge of International Financial Reporting Standards (IFRS), International Accounting Statements (IAS) applicable to revenue •SA GAAP •Understanding of the revenue value chain •Treasury Regulations, the Public Finance Management Act, 1999 (PFMA), the National Water Act, 1998, the Water Services Act, 1999 and National Register of Water Use (NRWU) •Computer literacy •Communication, interpersonal and analytical skills •Self starter •Managerial skills.

Duties: •Reporting to the Director: Revenue Management, the prospective incumbent will be responsible for the executing of detailed tasks required to ensure adherence to sound accounting and Departmental practices, prescribed policies and regulations in all transactions •Accurately and timeously billing all billable water users •Perform necessary reconciliations and attending to exceptions •Manage the accounting system operations •Develop and review existing policies and procedures and ensure their uniform application in the clusters/regions •Build and maintain sound relationships with internal and external stakeholders •Provide ongoing support to billing staff in clusters/regions •Ensure continued staff development •Report and prepare data for inclusion in the Annual/ Interim financial Statements of the Water Trading Entity in accordance with IFRS, SA GAAP, IAS, etc. •Manage the printing, packaging and mailing contracts to ensure that invoices and statements are sent to clients regularly and on time •Support all activities related to revenue management components •Manage personnel and the budget of the sub-directorate.

Enquiries: Ms Z. Mathe, tel. (012) 336 8760.

Assistant Director: Water Sector Budget Co-ordination (2 Posts)

•Salary: R 221,058 p.a. (Level 9) •Centre: Pretoria •Ref. 11263/46

Requirements: •An appropriate National diploma in Finance from a Technikon or University with at least 5 years relevant experience in the budget and expenditure environment of the public sector •Experience in project and programme management, negotiation and communication skills will be an advantage •Knowledge of the Water Services Act, the Division of Revenue Act and the Public Finance and Management Act are added advantages •Strong report writing skills •Basic Accounting System (BAS) and computer literacy (MS Word, Excel and PowerPoint) are crucial.

Duties: •Reporting to Deputy Director: Water Sector Budget Co-ordination, the incumbent will be responsible for the execution of the Financial Programmes within the Operations Branch of the Department of Water Affairs •Activities will include, but not be limited to, the following: •Liaison with Departmental regions to compile the MTEF budget, adjustment estimates, options, rollovers and financial commitments •Analysis and allocation of the budgets submitted by the regions •Compilation, analysis and comparison of actual monthly expenditure and forecasts received from the regions to the allocated budget •Advising regions on over or under expenditure and any special intervention programmes that need to be implemented •Analysis and advising on the possible re-allocation and shifting of funds between regions •Liaise with regions by visiting them and assisting them in the implementation of Head Office driven policies and procedures; this includes financial and programme management initiatives •Assist the Deputy Director: Water Sector Programme Management Support to manage sub-programmes of the Regional Management Branch, Draught Relieve Grant and the Masibambane programme by compiling reports and indicating through these reports where intervention is needed in order to alleviate delivery constraints •Track business plans and advise regions if the project will be value for money and if programme conditions are being met •Co-ordination of regional support initiatives in respect of budget and expenditure processes of the Water Trading Account, the Masibambane Programme (Donor Funds) and the Main Account.

Enquiries: Mr T. Toka, tel. (012) 336 8378.

Finance, Budget and Planning Manager: Regional Bulk Infrastructure Grant

•Salary: R 221,058 p.a. (Level 9) •Centre: Pretoria •Ref. 11263/47

Requirements: •A three-year appropriate degree/diploma plus minimum of 3 years management experience •Knowledge of relevant legislation within the water sector •Policy and strategy development •Conceptual and analytical thinking •Project and programme Management •Decision making and problem solving •Dynamic and innovative person with an average level of strategy facilitation, negotiation, presentation and public speaking skills as well as capability to influence/interact with key stakeholders within the water sector •Understanding of the business and budget planning framework of the RSA Government, including the understanding of relevant public service prescripts.

Duties: •The incumbent will be responsible for the execution Financial Management within the Regional Bulk Infrastructure Grant Operations •Activities will include, but not be limited to, the following: •Ensure project implementation and financial management co-ordination and planning within the Water Targets and Regional Bulk Programme implementation •Respond to budget and expenditure queries by water services management and stakeholders •Liaise with Departmental regions to compile the Medium Term Expenditure Framework budget, adjustment estimates, options, rollovers and financial commitments •Compile, analyse and compare actual monthly expenditures and forecasts received from the Regions to the allocated budget •Compile monthly Division of Revenue Act Reports •Advise Regions on over or under expenditure and any special intervention programmes that need to be implemented •Analyse and advise on the possible re-allocation and shifting of funds between Regions •Compile monthly, quarterly and annual financial progress reports on the implementation of regional bulk infrastructure projects.

Enquiries: Ms L. Mokoena, tel. (012) 336 6574.

Assistant Director: Budget, Controlling and Reporting

Directorate: Management Accounting

•Salary: R 221,058 p.a. (Level 9) •Centre: Pretoria •Ref. 11263/48

Requirements: •A National diploma in Cost and Management Accounting or an NQF Level 6 qualification •Management experience in a finance environment with a proven track record of managing a team •Extensive involvement in budgeting, preparation of managements accounts and application of costing models •Practical knowledge of accrual accounting.

Duties: •Ensure that financial policies and procedures are developed and strictly adhered to •Update profit and cost centre structures in SAP CO module •Ability to train end users on FI/CO modules as and when required •Create and maintain the assessment cycles to distribute costs •Implementation and maintenance of internal order processes •Preparation of monthly reports to executive authority, top management and National Treasury •Preparation of monthly detailed reports to programme managers •Variance and other analysis of performance against plans in order to assist line management with financial control •Analysis of expenditures per line item •Separation of OPEX and CAPEX expenditure •Ensure expenditure and revenue flows to the correct Profit/Cost centre •Assist operations on the preparation of annual budgets •Ensure the capturing of budgets in SAP as per approved budgets •Ensure expenditure is in line with the Departmental strategy •Ensure effective recovery of costs through revenue and augmentation •Streamlining and enhancing management reporting process •Analyse performance of business and advise management on decision making •Ensure that an adequate audit trail exists and is easily accessible for all information utilised in the preparation of reports •Prepare all information that is required for strategic decision making •Implement corporate governance procedures •Risk management and internal controls •Ensure the effective use of resources •Offer professional judgment on financial matters and advising on ways of improving business performance •Liaise with other Directorates to put the finance view in context •Maintain evidence of continuing professional development.

Enquiries: Mr N. Lethuto, tel. (012) 336 8322.

Assistant Director: Expenditure

Sub-Directorate: Accounts Payable

•Salary: R 221,058 p.a. (Level 9) •Centre: Pretoria •Ref. 11263/49

Requirements: •A recognised National diploma/degree in Accounting, Cost and Management Accounting or Internal Auditing •Three years overall experience in a financial environment •Two years supervisory experience •Strong knowledge and application of the Standard Chart of Accounts (SCOA), the PFMA, Treasury Regulations, LOGIS, BAS and PERSAL •Knowledge of GRAP •Good communication (verbal and written) skills •Computer literacy and ability to work under pressure •A valid driver's licence.

Duties: •Ensure sound administration and processing of payments to suppliers and officials on BAS/LOGIS •Authorisation of all payments, S&T claims and journals •Management and clearing of suspense accounts •Reconciliation of accounts, maintenance of entities and management of document control activities within the component •Provide inputs for the annual financial statements •Management of subordinates and resources •Compile monthly management reports.

Enquiries: Mr J.L. Grobler, tel. (012) 336 7535.

NATIONAL WATER RESOURCE INFRASTRUCTURE (NWRU)

Deputy Director: Strategic Support

Chief Directorate: Infrastructure Operations NWRIB

•Salary: R 434,505 p.a. (all inclusive package - Level 11) •Centre: Pretoria •Ref. 11263/50

Requirements: •An appropriate Bachelor's degree •A post-graduate degree in Social Science will serve as an advantage •Appropriate experience •Experience in the areas of general administration •Strategic planning and financial management •Organising and presentation skills •Excellent interpersonal and liaison skills •Leadership and management skills •Analytical and research skills •Knowledge of Public Service Regulations, the Public Service Act, the Public Finance Management Act (PFMA) •Knowledge of Human Resources policies and procedures •Ability to interact with different stakeholders •Excellent communication (verbal and written) skills •Computer literacy •Ability to work independently and willing to travel •A valid driver's licence.

Duties: •Develop systems to co-ordinate the flow of correspondence between all relevant role-players •Manage all incoming and outgoing strategic documents •Prepare documents for the Chief Director's signature, including appraisal of technical content and making necessary recommendations •Oversee the planning and preparation of meetings •Co-ordinate the support of external services required by the Chief Director •Liaise with service provider to negotiate service level agreements •Ensure the development and the maintenance of Infrastructure Operations Business Plan •Provide regular feedback to the Chief Director with recommendations regarding interventions •Ensure and co-ordinate performance monitoring systems and financial planning relating to the immediate Infrastructure Operations requirements •Ensure submissions of projections as monthly expenditure reports •Analyse the entire Infrastructure Operations budget and expenditure reports to provide the Chief Director with a summarised version of activities taking place that may require the manager's focus or intervention •Ensure effective management of all projects.

Enquiries: Mr L.S. Moloi, tel. (012) 336 8092.

Control Engineering Technician Grade A (Civil)

•Salary: R 261,918 p.a. (based on proven years experience) •Centre: Hartbeespoort •Ref. 11263/51

Requirements: •A National diploma in Engineering •Registration with ECSA as a Professional Engineering Technician •6 years post-qualification experience particularly in the field of dam design •A valid driver's licence •Project management •Technical design and analysis •Communication (verbal and written) skills.

Duties: •Implement Dam Safety inspection reports •Develop and manage Operating Rules and Operating Manuals •Implement Recreational Law •Manage the Water Infrastructure Maintenance programme •Implement and measure appropriate Civil Infrastructure •Manage Civil Engineering employees •Manage civil workshops •Develop and manage contractors and PSP •Represent the Directorate and Area management at customer quality and technical committees •Interpret civil engineering drawings •Perform necessary civil maintenance work •Develop the budget •Monitor and evaluate the asset register.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Labour Relations Officer

•Salary: R 221,058 p.a. (Level 9) •Centre: Hartbeespoort •Ref. 11263/52

Requirements: •A three-year diploma/degree in Human Resource Management or Labour Relations Management plus appropriate experience in Labour Relations •A sound knowledge of the Labour Relations, 1995, the Public Service Act, 1994 and it's Regulations, the Basic Conditions of Employment Act, and Public Service Bargaining •Co-ordinate Council resolutions and all relevant legislation •Excellent communication (verbal and written) skills •A valid driver's licence.

Duties: •Facilitate and investigate grievances •Attend to employee complaints •Investigate misconduct cases, represent Employer at disciplinary hearing, presiding over disciplinary cases •Resolve disputes •Facilitate the restructuring and transfers •Advise line functionaries and employees on Labour Relations issues •Training employees on different aspects pertaining to Labour Relations •Promote a conducive Labour Relations environment in the Directorate •Represent the Department at CCMA/GPSSBC.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Engineering Technician Production (Grade A-C) (Civil) (3 Posts)

•Salary: R 181,344 – R 235,998 p.a. (based on proven years experience)

•Centre: Hartbeespoort, Tzaneen and Groblersdal Area Office •Ref. 11263/53

Requirements: •Applicants must be in possession of an appropriate recognised Civil Engineering qualification or equivalent qualification as prescribed in the Engineering Professions Act, 2000 plus 3 years minimum post-qualification experience •Registered with ECSA as a professional Technician •Applicants must be willing to travel and work irregular hours •The following will serve as recommendation for appointment: •Computer literacy •Ability to compile technical reports •Thorough and proven knowledge of dam safety monitoring and surveillance, current standards and practices of hydraulics structure, hydrology, hydraulics, geology, foundations and building materials as well as computer applications, basic electronics and instrumentation •Knowledge of construction techniques as well as environmental and legal aspects •Ability to work independently.

Duties: •The incumbent will be responsible for designing and optimising remedial works to existing dams with due consideration to the environment •Dam safety monitoring and processing of data •Performing behaviour analyses of dams •Performing structural analyses of dams and water-related works •Supervising rehabilitation of structure, including dams and water-related works •Executing geodetic surveys and processing data •Administration of contracts •Compiling and evaluating tender documents •Drafting and updating of technical specifications •Liaison and consultation with related professions and contractors as well as interact with consulting engineers.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Artisan Foreman (Grade A) (Electrical) (2 Posts)

•Salary: R 176,931 p.a. •Centre: Groblersdal and Hartbeespoort Area Office •Ref. 11263/54

Requirements: •An appropriate Trade Test Certificate •5 years post-qualification experience as an Artisan •Technical report writing •Computer literacy and good communication (verbal and written) skills •A valid Code EB driver's licence.

Duties: •Maintain Electrical equipment or machinery •Conduct inspections for cathodic protection •Maintain official houses, outside station and office •Install new Electrical instruments telementary, pump station motors and Electrical fault finding •Work with low and medium voltage •Work overtime and standby •Implement the OHS Act.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Legal Administrative Officer MR5

•Salary: R 219,117 p.a. (plus benefits - all inclusive package) (based on proven years of experience) •Centre: Hartbeespoort •Ref. 11263/55

Requirements: •An LLB degree and 8 years post-qualification experience •Good communication (verbal and written) skills •Computer literacy (MS Word, Excel, PowerPoint, Outlook) •Knowledge of the Constitution of South Africa, the Public Service Act and it's Regulations and the Public Finance Management Act •Interpersonal skills •Good presentation skills •Analytical thinking •Research, report writing, policy formulation and project management are required as well as the willingness to travel •Preference will be given to applicants with the following: •A post graduate LLB degree or higher legal qualification with International Law as a course, experience and skills in the drafting of legislation and litigation, broad knowledge of environmental and water law, broad knowledge of the Constitution and public service transformation policies and experience as well as knowledge or skills in international law and negotiation.

Duties: •Provide, negotiate, draft and provide oral or written advice/opinions in respect of contracts for the Directorate: Northern Operations •Draft caretakers agreements, lease agreements and process agreements with Botswana and Swaziland •Advise on land matters and servitudes •Assist with RMP Legal matters, regulations and general authorisations •Draft legal documents such as affidavits, directives, delegations, assignments and cabinet memoranda •Provide legal training and make presentations on the Acts administered by or which have a bearing on the Department •Appear before the Water Tribunal on behalf of the Department •Debt recovery and litigation matters •Provide ongoing legal advice/opinions to the Directorate to ensure that the goals of the Department are met •Comment on or make recommendations on policies/strategies for the Department and Public Service/State to the Directorate: Northern Operations •Represent the Directorate on Committees and at meetings.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Chief Artisan (Grade A) (Civil)

•Salary: R 226,866 p.a. (plus benefits) •Centre: Groblersdal Area Office •Ref. 11263/56

Requirements: •An appropriate Trade Test plus a minimum of 10 years experience •A valid Code B driver's licence •Computer literacy (MS Word, Excel, Outlook).

Duties: •Manage plumbers, carpenters, road and construction workers •Planning and organising of work according to the budget implementation •Construction and maintenance of civil structures on the scheme •Standby and after hours services •Ensure compliance with the Occupational Health and Safety Act •Customer care and mechanical services.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Artisan (Production) Grade A-C

•Salary: R 110,865 – R 190,602 p.a. (based on proven years experience)

•Centre: Hartbeespoort (Mechanical Maintenance) •Ref. 11263/57

Requirements: •A relevant Trade Test Certificate plus 2 years appropriate/recognisable experience •A valid driver's licence •Technical analysis knowledge •Computer-aided technical applications •Knowledge of legal compliance and technical report writing •Problem solving and analysis skills •Planning and organising.

Duties: •Construct, assemble, maintain and repair boiler house assemblies •Align structures or plate sections to assemble frames on canals and machine houses •Assist in testing assembled vessels •Welding works •Inspect and repair fittings such as safety valves and water connections •Install manholes, tubes, pipes, valves, gauges, water connections, layout plates, sheet steel and other materials.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

POLICY AND REGULATION

Scientific Manager (Grade A-B)

•Salary: R 532,464 - R 995,097 •Centre: Pretoria •Ref. 11263/58

Requirements: •An applicable M.Sc. degree in Earth Science or relevant qualification •Registered with SACNASP as a professional •6 years relevant scientific experience after B.Sc. qualification •Pertinent experience in the field of Hydrology •Service certificate if not employed by DWA •The position requires a strong candidate with sound leadership skills to function in a changing environment •The candidate should have project management experience, planning and organising skills •Computer literacy and thorough knowledge of hydrological systems and software's.

Duties: •Manage surface and groundwater information systems and business processes •Maintenance of related information systems infrastructure •Co-ordinate and manage respective national information system •Sustained resourcing of the programme, with respect to infrastructure (IT, equipment, etc.), financial resources and people •Manage surface and groundwater information systems and business processes •Maintain related information systems infrastructure •Co-ordinate (interfacing and integrating) and manage respective national information systems •Sustained resourcing of the programme with respect to infrastructure (IT, equipment, etc.), financial resources and people •Maintain and develop IT functionality and accessibility of databases •Attend to the development of IT tools for more advanced hydrological data.

Enquiries: Mr L.Z. Maswuma, tel. (012) 336 8784.

Scientific Manager (Grade A-B)

•Salary: R 532,464 - R 995,097 •Centre: Pretoria •Ref. 11263/59

Requirements: •An applicable M.Sc. degree in Earth Science •Registered with SACNASP as a professional •6 years relevant scientific experience after B.Sc. qualification •Pertinent experience in the field of Hydrology •Service certificate if not employed by DWA •The position requires a strong candidate with sound leadership skills to function in a changing environment •The candidate should have project management experience, planning and organising skills •Computer literacy and thorough knowledge of hydrological systems and software's.

Duties: •Manage surface and groundwater data acquisition, capturing, processing and dissemination •Analyse and improve the effectiveness of respective data and information flow to and from the information system, including quality control (quality management) and auditing of data •Provide advisory services, information dissemination and knowledge management •Setting of standards, policies and systems for data collection in the water sector •Disseminate data and information to intending users in appropriate forms – computer files of raw data, hydrological statistics for particular locations or areas subject to resource development, annual statistical summaries in yearbook form, national hydrological atlases, contributions to national state of the environment reports, etc. •Assemble data about aspects of the bio-physical and human environment that are needed to develop an understanding of hydrological processes – topography, lithology, land use, climate, water use and discharge, etc. •Define and disseminate national standards for water-related data and information.

Enquiries: Mr L.Z. Maswuma, tel. (012) 336 8784.

Deputy Director: National Collaboration

•Salary: R 434,505 (all inclusive package - Level 11) •Centre: Pretoria •Ref. 11263/60

Requirements: •An appropriate three-year Bachelor's degree in Social Science, Humanities or Development Studies or a Senior Certificate with relevant experience to perform the requirements of the post •Qualification in project management would be an advantage •Drive towards performance and an understanding of development issues including the economic, social and political context that will facilitate the delivery of water sector strategic goals •Good understanding of water sector legislation and policies will be advantageous •Ability to interact both at strategic and operational levels, while appreciating urgent daily demands •Managerial and leadership abilities •Successful track record in project/programme management, financial management, interpersonal relations and liaison, conflict resolution, negotiation and co-ordination, presentation and facilitation skills, meeting and event management •Innovative and analytical thinker •Good communication (verbal and written) •Experience in recording of proceedings and developing minutes and reports of meetings •Ability to action and follow-up on the implementation of resolutions taken at meetings •Excellent computer and writing skill are required •Be prepared to travel occasionally •A valid driver's licence.

Duties: •Reporting to the Director: Sector Collaboration and Inter-Governmental Relations, the incumbent will be responsible for the following key performance areas: •Facilitate Sector Collaboration and Inter-Governmental Relations (IGR) in the Water Sector at national level •Promote integrated sector planning through effective co-ordination of National Water Sector collaborative platforms such as Water Sector Leadership Group (WSLG) and Service Delivery Outcomes co-ordinating committees •Ensuring strategic linkages between service delivery outcomes task teams, other national Inter-Governmental Relations and sector structures •Strengthen partnerships with other Government departments, professional institutions, private sector, civil society, research and academic institutions •Ensure CSO participation in the water sector is enhanced •Improve and promote internal co-ordination of programmes in support of regional co-ordination •Be responsible for the Departmental Operations Committee •Strengthen collaboration and co-ordination of internal governance structures and regional co-ordination •Establish a tracking mechanism to effectively monitor and facilitate the implementation of strategic decisions •Overall management of the Sub-Directorate budget, contracts and human resources.

Enquiries: Ms N. Mngaditel, tel. (012) 336 8067.

Deputy Director: Water Use Support

•Salary: R 434,505 (all inclusive package - Level 11) •Centre: Pretoria •Ref. 11263/61

Requirements: •An appropriate three year Bachelor's degree or equivalent qualification in Natural Sciences with extensive and relevant experience •Knowledge and understanding of integrated water resources management and related policy framework is essential •Understanding of Public Finance Management Act (PFMA) and Treasury Regulations is highly recommended •Project planning and project management experience •Proven strategic management and leadership skills, strong analytical, interpersonal and financial management skills •Excellent administrative and organizational skills •Good writing and communication skills •Computer literacy (MS Word, Excel, PowerPoint and Outlook) •Ability to work independently, long hours and under pressure •A valid driver's license and willingness to travel where necessary.

Duties: •Implementation of the National Water Act in the region •Give guidance and advice to clients about the Department policies and procedures in respect of the requirements of the acts involved in integrated water management programmes •Interpret the policy and the act in the recommendations of the license applications •Provide plans for the eradication of water use license application backlogs •Assist the regions in fast tracking decisions of license applications, implementation of effective water conservation and water demand management practices in the Department •Assisting regions in reviewing and evaluating water use license applications in terms of legal, technical water resource management inputs •Integrate key areas of work with relevant priority on departmental programmes such as: Water allocation reform, Water for growth and development and Water Quality management and implementation of waste discharge charge system •Provide technical support to water resource management institutions •Co-ordinate plans of the section to talk to other sections of the Department •Manage the finances of the unit in accordance with the PFMA regulations •Overall management of staff and ensure staff development in the unit.

Enquiries: Ms R. Cronje, tel. (012) 336 6699.

Engineer Production (Grade A-C) NWRP (6 Posts)

•Salary: R 421,497 – R 646,170 (based on proven years of experience) •Centre: Pretoria •Ref. 11263/62

Requirements: •An Engineering degree (B.Eng / B.Sc. Eng) or relevant qualification •3 years post-qualification engineering experience required •A valid driver's licence •Compulsory registration with ECSA as a professional Engineer •Good communication (verbal and written) skills •Report writing and reviewing skills •Project, financial, time and interpersonal management skills •Expertise in water resources analysis/operations •Knowledge of hydraulic and water resources yield/planning modeling •Ability to relate with multi-disciplinary teams •It will be an advantage to have: a post-graduate qualification in water resources systems engineering, project management, business administration, policy analysis and strategy development •Negotiation skills •Knowledge of the National Water Act, 1998.

Duties: •The Directorate: National Water Resource Planning (NWRP) is responsible for broad water resource planning at a strategic level for the whole of South Africa •The Directorate seeks outstanding water resources planners to meet the challenges in this field •The incumbent will be part of a dedicated team of professionals involved in the identification, setting up and management of multi-disciplinary planning studies •These studies will inter alia involve the assessment of available water resources and development needs, the identification of possible solutions to meet water requirements and the evaluation of associated social, economic and environmental influences and impacts •These studies will require the co-ordination and processing of inputs from a wide range of disciplines, comparative analyses and optimisation and will culminate in reports on investigations of possible water resource developments, and/or the development of strategies to reconcile water supply and requirements •The bulk of the work of this component is done under contract by highly skilled professional's service providers (PSP/s) under management of a professional NWRP team, led by the Chief Engineer •Candidates must therefore be able to assist in providing technical guidance to the PSP/s and will be responsible for the management and administration of professional services contracts •The duties also involve close interaction with other components in the Department, provincial and central Government departments, other development agencies, local authorities, the public and public institutions.

Enquiries: Mr J.A. van Rooyen, tel. (012) 336 8814.

Closing Date: 2 December 2011

NOTE: Applications must be submitted on forms Z83, obtainable from any Public Service department, and should be accompanied by a comprehensive CV as well as certified copies of qualifications. For all posts, please forward your application, quoting the relevant reference number, to the address mentioned at each post. No faxed applications will be accepted. Note: If you have not heard from us within 6 weeks of the closing date, please accept that your application was unsuccessful. An indication by candidates in this regard will facilitate the processing of applications. If no suitable candidates from the unrepresented groups can be recruited, candidates from the represented groups will be considered. The successful applicant will be required to undergo standard Government security clearance procedures prior to permanent appointment.

NOTE: The interview process shall be in order of priority as follows: SMS posts, Finance, Supply Chain Management, Policy and Regulation, Regions, Corporate Services and National Water Resource Infrastructure (NWRU) - Dates will be set after the process of screening and short-listing by various panels.

APPLICATIONS QUOTING THE POST REFERENCE NUMBER MUST BE FORWARDED TO THE RELEVANT ADDRESS FOR EACH CENTRE:

PRETORIA: The Department of Water Affairs, Private Bag X350, Pretoria, 0001 or hand-delivered at Room 714, Continental Building, Corner Visagie and Bosman Streets. FOR ATTENTION: Ms T. Bapela.

NELSPRUIT: The Acting Regional Head: Department of Water Affairs, Private Bag X11259, Nelspruit, 1200 or hand-delivered at Corner Brown and Paul Kruger Streets, Prorum Building, Ground floor. FOR ATTENTION: Mr A.A. Lessing.

HARTBESPOORT, TZANEEN AND GROBLERSDAL AREA OFFICE: The Director Northern Operations, NWRU- Branch, Private Bag X352, Hartbeespoort, 0216. FOR ATTENTION: Mr M.R. Williams.



REGIONS

Deputy Director: Water Sector: Intervention and Technical

●Salary: R 434,505 p.a. (all inclusive package - Level 11) ●Centre: Pretoria ●Ref. 11263/01

Requirements: ●An appropriate three-year National diploma/degree with at least 3 years relevant experience in water support ●Proficiency in relevant computer applications (particularly Ms Word, Excel and PowerPoint) ●Knowledge of the water sector environment.

Duties: Reporting to the Director: Operational Support, the incumbent will be responsible for: ●The execution of handling complaints within the Operations Branch of the Department of Water Affairs. Activities will include, but are not limited to, the following: ●Ensure policy direction and strategy on all programmes ●Promote effective functioning of water sector institutions ●Manage Masibambane's 3 programmes ●Co-ordinate sector skills development initiatives ●Ensure the development and implementation of action plans on LG support and Management of Disasters ●Priority Municipalities receive target support through the RRU and other mechanisms ●Co-ordination of National Office DWA engagement with Sector Stakeholders on Local Government issues ●Strategic oversight and programme management support ●Improve the Department's capacity to deliver quality services ●Provide technical inputs through the Regional Office to Local Government ●Facilitate partnerships and inter-Governmental working relationships through the roll-out of LGTAs and the ELGoSA.

Enquiries: Ms P. Makhanya, tel. (012) 336 8797.

Control Environmental Officer (Grade A)

●Salary: R 290,688 p.a. (plus benefits - based on proven years of experience)

●Centre: Durban (Mvoti WMA) ●Ref. 11263/02

Requirements: ●A four-year degree or equivalent qualification in Natural or Environmental Sciences and 6 years post-qualification experience ●A valid driver's licence ●Computer literacy ●Recommendations: Extensive experience in the environmental and water management field, waste management, industries, urban development and mining, including the Department's water use authorisation process ●A clear understanding of the Department's role and policy with respect to Water Resource Management ●Knowledge of the National Water Act, 1998 (Act 36 of 1998) and related policies, strategies and guidelines ●Understanding the principles of Integrated Water Resource Management ●Innovative thinking, negotiating and networking skills ●Managerial skills ●Good communication (verbal and written) skills ●The willingness to travel extensively and work irregular hours ●Knowledge of Human Resources policies ●A clear understanding of transformation in the Public Service.

Duties: ●Implement and enforce the National Water Act, 1998 (Act 36 of 1998) as well as DWA policies and regulations ●Assist in the development of policies and regulations ●Facilitate and co-ordinate training and career development of staff ●Supervision of Biodiversity Officers and other Officers at lower ranks ●Assist in the establishment and regulation of water management institutions ●Manage Water Quality in the designated catchment areas ●Project management and supervision of line function consultants ●Promote water conservation and efficient water utilisation through the authorisation process.

Enquiries: Ms R. Pillay, tel. (031) 336 2742.

Control Environmental Officer (Grade A)

●Salary: R 290,688 p.a. (plus benefits - based on proven years of experience)

●Centre: Gauteng (Pretoria) ●Ref. 11263/03

Requirements: ●A four-year degree or equivalent qualification in Natural or Environmental Sciences ●6 years post-qualification experience in an environmental and water management field, industries, urban development, agriculture, waste management and mining ●An understanding of the Department's role and function with respect to water quality and water resource management ●An understanding of the National Water Act, 1998 (Act 36 of 1998) and related policies.

Duties: ●Implement and enforce the National Water Act, 1998, relevant policies, strategies and regulations ●Integrated water resources management, process water use authorisation and registration applications, compliance monitoring, reporting and enforcement, procurement, financial management and implement policies and procedures pertaining to water quality ●Promote water conservation and efficient water use through the authorisation process ●Provide specialist input on applications made in terms of environmental, mining and agricultural legislation ●Facilitate and co-ordinate training, capacity building and career development of staff ●Supervise and mentor Environmental Officers and other subordinates ●Assist in establishing and regulating water management institutions.

Enquiries: Mr M. Keet, tel. (012) 392 1307.

Environment Officer (Specialised Production) (2 Posts)

●Salary: R 235,998 p.a. (plus benefits - based on proven years of experience)

●Centre: Gauteng (Pretoria) ●Ref. 11263/12

Requirements: ●A four-year degree or equivalent qualification in Natural or Environmental Sciences and a minimum of 4 years experience will serve as an advantage ●A valid Code E driver's licence.

Duties: ●Provide support in the development of policies and strategies to manage sector water use impacts in accordance with the National Water Act, 1998 (Act 36 of 1998) and other Departmental policies and strategies ●Assist with the supervision of staff ●Undertake both routine and special investigations ●Prepare reports and interpret analytical results ●Assist in the evaluation of licence applications, reports and other documents submitted in accordance with legislation, policy, procedures and guidelines relevant to Water Quality Management and make recommendations regarding the issuing of licences as well as promote water conservation and efficient water utilisation through the authorisation process ●Give inputs in the projects relevant to the management of water resources initiated by the Department.

Enquiries: Mr E. Matseba, tel. (012) 392 8697.

Environmental Officer (Specialised Production)

●Salary: R 235,998 p.a. (plus benefits - based on proven years of experience)

●Centre: Dundee ●Ref. 11263/13

Requirements: ●A relevant Honours degree in Natural or Earth Sciences, Environmental Management or an equivalent qualification ●A minimum of 4 years experience in the field of water quality management and integrated water resource management will serve as an advantage ●Sound knowledge of the National Water Act, 1998 (Act 36 of 1998) and related policies, strategies and guidelines is required as well as knowledge of other relevant legislation ●Knowledge of industrial, agricultural and mining processes as well as wastewater treatment processes ●Computer literacy as well as a valid Code EB driver's licence are essential requirements ●Willingness to travel extensively and work irregular hours ●Proven management and negotiation skills ●Good communication (verbal and written) skills ●Report writing skills ●The candidate may be required to write a test as part of the interview process.

Duties: ●Process Water use licence applications in one of the 3 Water Management Areas ●Provide comments on environmental impact assessments (EIA's), environmental management programme reports and rezoning applications in the KwaZulu-Natal region ●Support catchment management forums ●Liaise with stakeholders in the water sector and other Government Departments ●Conduct regular compliance monitoring at industries, local authorities, etc. ●Manage water quality monitoring and the investigation of pollution incidents ●Manage junior staff members ●Undertake both routine and special investigations ●Prepare reports and interpret analytical results.

Enquiries: Ms R. Pillay, tel. (031) 336 2742.

Assistant Director: Employee Relations

●Salary: R 221,058 p.a. ●Centre: Nelspruit ●Ref. 11263/04

Requirements: ●A degree/diploma in Labour Relations ●3-5 years management experience in Labour Relations ●Knowledge of policy development and implementation ●Knowledge of Labour Relations processes ●Knowledge of HR information ●Disciplinary knowledge in Labour Relations ●Understanding of Government legislation ●Financial management and knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) ●Knowledge of negotiation skills ●Knowledge of techniques and procedures for the planning and execution of operations ●Programme and project management ●Knowledge of relationship management ●Problem solving and analysis ●People and diversity management ●Client orientation and customer focus ●Communication ●Accountability and ethical conduct ●Knowledge of analytical procedures ●A valid Code B driver's licence.

Duties: ●Assist with providing input into employee relations policies ●Co-ordinate discipline cases ●Implement employee relations policies ●Provide employee relations advice ●Co-ordinate dispute resolutions.

Enquiries: Mr A.A. Lessing, tel. (013) 759 7337.

Assistant Director: Human Resources

●Salary: R 221,058 p.a. ●Centre: Nelspruit ●Ref. 11263/05

Requirements: ●A degree/diploma in Human Resources plus 3 years management experience in human resources ●Personal training.

Duties: ●Manage and co-ordinate human resource administration matters within the Department to contribute to the rendering of a professional human resource management service ●Conditions of Service and service benefits ●HR provisioning (recruitment and selection, appointments, transfers, verification of qualifications, secretariat functions at interviews, absorptions, probationary periods, etc.) ●Address human resource management enquiries to ensure the correct implementation of human resource management practices ●Ensure the successful implementation of Departmental/public service policies on matters related to human resource management to adhere to the relevant prescripts/legislation ●Inform, guide and advise the Department/personnel on human resource administration matters to enhance the correct implementation of personnel administration practices/policies ●Supervisory skills ●Authorise transactions on Persal according to delegations ●A valid Code B driver's licence.

Enquiries: Mr A.A. Lessing, tel. (013) 759 7337.

Chief Development Expert: Sector Advocacy and Learning (2 Posts)

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/06

Requirements: ●An appropriate three-year degree/diploma in a Social or Development field or an equivalent tertiary qualification, coupled with relevant experience in the water sector ●Drive towards performance and an understanding of development issues including the economic, social and political context that will facilitate the delivery of water sector strategic goals ●Knowledge of an experience in policy formulation, implementation and monitoring ●Ability to interact both at strategic and operational levels, while appreciating urgent daily demands ●Successful track record in project/programme management ●Managerial abilities ●Good communication skills ●Facilitation, negotiation and presentation skills ●Excellent analytical ability and good writing skills ●Good understanding of water sector legislation ●Proficiency in MS Word, Projects and Excel ●Must be prepared to travel extensively ●A valid driver's licence.

Duties: Reporting to the Director: Sector Collaboration and Inter-Governmental Relations, the incumbent will be responsible for the following: ●Entrench collaborative approaches in provincial water planning and management ●Facilitate the establishment of provincial water committees ●Co-ordinate provincial water summits ●Monitor the implementation of provincial summit commitments ●Facilitate the transformation of provincial water committees into Inter-Governmental Relations structures ●Ensure strategic linkages between provincial water committees and provincial Inter-Governmental Relations structures ●Ensure strategic alignment between provincial collaborative task team priorities and the national task teams ●Promote alignment of provincial water priorities in collaboration with Departmental priorities ●Co-ordinate regional quarterly engagements between the Deputy Director-General: Regions and Regional Management ●Ensure proper feedback, communication and co-ordination of regional support initiatives and management as well as co-ordination of sub-Directorate activities, personnel and budget.

Enquiries: Ms N. Duma, tel. (012) 336 8067.

Assistant Director: Human Resource Support

●Salary: R 221,055 p.a. ●Centre: Pretoria ●Ref. 11263/07

Requirements: ●An appropriate three-year tertiary qualification in Human Resource Management and/or Public Business Administration with extensive experience as an HR Generalist ●Knowledge and understanding of applicable Human Resource legislation and policies ●Computer (MS Office package) and report-writing skills ●Excellent planning and organising skills ●Good communication (verbal and written) skills ●Good interpersonal and organisational skills ●A valid driver's licence will serve as an advantage ●Ability to work under pressure and outside normal office hours as well as the ability to operate in a team environment ●Ability to deal with demanding line managers and solve problems ●Ability to supervise and conduct staff assessments.

Duties: The incumbent's duties will, inter alia, include co-ordinating key administrative support services for the successful core business of the Chief Directorate, which entails: ●Administer human resources management, human resources development, employment equity plans, reports and draft submissions thereon, recruitment and selection, the Performance Management and Development System (PMDS) as well as personnel management which includes conditions of services ●Facilitate fair and transparent recruitment processes in accordance with laid down policies and procedures ●Finalise recruitment plans for the filling of posts ●Render support to line managers during the recruitment process ●Prepare and provide employment statistics or reports to the Director: Human Resources Management and line managers ●Ensure adherence to the effective implementation of Human Resources policies, Acts, regulations, guidelines, processes and procedures ●Contribute to the promotion of Human Resources best practices ●Provide expert advice on matters regarding recruitment and selection ●Facilitate development of Officers' performance agreements and conducting mid-term reviews and annual performance assessments ●Attend performance assessments moderating committee meetings to provide support and ensure that decisions are implemented ●Provide support to line managers to correct Officers' performance discrepancies ●Supervise and mentor other administration support staff members under his/her supervision.

Enquiries: Mr W. Nkabinde, tel. (012) 336 6776.

Assistant Director: Communication

●Salary: R 221,058 p.a. ●Centre: Bellville ●Ref. 11263/08

Requirements: ●A relevant three-year degree/diploma in Communication, Public Relations and/or Journalism or an equivalent three-year qualification ●A proven track record coupled with traceable experience in communication and media ●Advanced computer literacy (MS Office programmes; Word and Excel) and Internet ●A valid driver's licence (must attach certified copy). RECOMMENDATIONS: ●Excellent writing skills in order to write speeches, media plans, alerts and briefing notes for senior management ●Excellent communication, critical analysis and research skills as well as project management, planning and good organisational skills ●Interpersonal and customer relations skills.

Duties: ●Regional strategic management ●Events management ●Media and public relations ●Implement sectional/ components communication programmer ●Manage human/financial resources ●Plan and co-ordinate exhibitions and related activities ●Write articles for internal publications ●Link with internal and external strategic stakeholders.

Enquiries: Mr M. Rayi, tel. (021) 941 6110.

Chief Development Expert: Regional Bulk Infrastructure Grant

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/09

Requirements: ●A three-year appropriate degree/diploma plus a minimum of 3 years management experience ●Knowledge of relevant legislation within the water sector ●Policy and strategy development ●Conceptual and analytical thinking ●Project and programme management ●Decision making and problem solving ●A dynamic and innovative person with an average level of strategy facilitation, negotiation, presentation and public speaking skills as well as the capability to influence/interact with key stakeholders within the water sector ●An understanding of the business and budget planning framework of the RSA Government, including the understanding of relevant public service prescripts.

Duties: ●Co-ordinate with Head Office and Regional Teams (Water Resources, Institutional, Financial, Planning, Implementation, Legal, etc.) to ensure successful planning and implementation of the Regional Bulk Infrastructure Programme: Fast track integrated regional bulk planning and implementation processes to ensure that implementation targets are met ●Confirm the Governance and Inter-Governmental structures for service delivery in all regions ●Define and determine the roles and responsibilities of the different water sector role players within the Water Targets and Regional Bulk Programme implementation ●Respond to queries by water services management and stakeholders ●Ensure project implementation and financial management as well as co-ordination and planning ●Ensure the finalisation of project readiness studies (projects ready for implementation, Priority Projects not ready for implementation, future project nomination and prioritisation, ensuring alignment with other programmes) ●Co-ordination of project specific feasibility studies and implementation planning ●Compile monthly, quarterly and annual progress reports on the implementation of regional bulk infrastructure projects.

Enquiries: Mr D. van der Boon, tel. (012) 336 8357.

Unit Support Manager: Regional Bulk Infrastructure Grant

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/10

Requirements: ●A Senior Certificate with extensive appropriate public service experience of not less than 10 years or a post-Matric qualification with 5 years appropriate experience in goods and services, budget control, procurement and provisioning as well as personnel management ●Computer, good communication (verbal and written), good interpersonal and organisational skills ●Ability to work under pressure and outside normal office hours as well as the ability to operate in a team environment.

Duties: The incumbent's duties will be, among other things, to: ●Co-ordinate key administrative support services for the successful core business of the Regional Bulk Infrastructure Grant Unit, which entails: Co-ordination of all administration activities including personnel administration, information technology administration, office accommodation and equipment, payments of invoices, employee claims and travel and conference logistical arrangements. ●Facilitate a fair and transparent recruitment process in accordance with laid down policies and procedures ●Recommend ordering of equipment, renting of equipment and courier services as well as report monthly on equipment and stationary stock ●Develop and implement Workplace Skills Plans in consultation with all relevant stakeholders ●Attend Training Committee meetings and facilitate implementation of decisions thereof ●Co-ordinate attendance of in-service training courses and international study tours, conferences, seminars and workshops ●Prepare skills development quarterly and annual reports ●Facilitate the development of Officers' performance agreements and facilitate conducting of mid-term reviews and annual performance assessments ●Attend performance assessments moderating committee meetings to provide support and ensure that decisions are implemented thereof ●Provide support to line managers to correct Officers' performance discrepancies ●Supervise and mentor other administration support staff members under his/her supervision.

Enquiries: Mr D. van der Boon, tel. (012) 336 8357.

Assistant Director: Administration

●Salary: R 221,058 p.a. (Level 9) ●Centre: Mmabatho ●Ref. 11263/11

Requirements: ●A three-year qualification or Senior Certificate with 3 years appropriate experience ●A course in Record Management, Occupational Health and Safety and/or Contract Management and Security Management will serve as a recommendation ●Knowledge of records management ●Corporate travel ●Facilities management ●The Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) ●Treasury regulations ●The Public Service Act, 1994 (Act 103 of 1994) ●Public Service regulations ●Human resource policies ●Good communication (verbal and written) skills ●Organisational skills ●Good interpersonal skills ●Computer literacy ●A valid driver's licence.

Duties: ●Manage the transport section in the region which includes fleet management, subsidised vehicle management, travel management and provision of advice regarding travel management policies and activities ●Manage facilities in the region by assisting with the development and implementation of the housing policy ●Ensure that Health and Safety plans are in place ●Ensure that there is access control at the Office ●Manage building lease agreements for the Regional Offices and contract management of accommodation requests ●Provide records management for the region by ensuring the provision of effective and efficient registry duties ●The efficient and timely handling of incoming and outgoing mail ●The maintenance of the Departmental filing system ●Provide office reception services for the region ●Manage the cleaning contract and all telephone administration matters ●Supervise staff and oversee the work of subordinates ●Handle disciplinary actions as well as ensure training and development of subordinates.

Enquiries: Ms L. van Vuuren, tel. (018) 387 9500.

Environmental Officer (2 Posts)

●Salary: R 158,601 p.a. (plus benefits - based on proven years of experience)

●Centre: Durban (Mvoti WMA) ●Ref. 11263/14

Requirements: ●A relevant National diploma in Environmental Management and/or Natural Sciences ●Knowledge of water quality management as well as an understanding of prevailing principles of integrated water resource management and knowledge of catchment management are additional requirements ●Knowledge of the National Water Act, 1998 (Act 36 of 1998) ●Computer literacy as well as a valid Code EB driver's licence and sufficient driving experience are essential requirements ●Willingness to travel extensively and work irregular hours ●Good communication (verbal and written) skills ●Report writing skills ●The candidate may be required to write a test as part of the interview process.

Duties: ●Process Water use licence applications in a specific Water Management Area of the KwaZulu-Natal region ●Provide comments on environmental impact assessments (EIA's), environmental management plan (EMP) reports and rezoning applications in the region ●Support catchment management forums ●Liaise with stakeholders in the water sector and other Government Departments ●Conduct regular compliance monitoring at industries, local authorities, etc. ●Water quality monitoring in a management area and the investigation of pollution incidents.

Note: Short-listed candidates may be required to write a test as part of the interview process.

Enquiries: Ms R. Pillay, tel. (031) 336 2742.

SUPPLY CHAIN MANAGEMENT

Assistant Director: Supply Chain Management: Asset Management

●Salary: R 221,058 p.a. (Level 9) ●Centre: Bellville ●Ref. 11263/16

Requirements: ●A Bachelor's degree/diploma in Supply Chain and/or Logistical/Asset Management with 3 years relevant experience in Asset Management ●Knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA), policies and regulations in Supply Chain ●Knowledge of GAAP and GRAP ●Computer literacy in all MS Office packages ●Working experience in BAS and LOGIS ●Excellent communication (verbal and written) skills as well as interpersonal skills ●A valid driver's licence (must attach copy) ●Willingness to travel ●2 years supervisory experience.

Duties: ●Responsible for the management of assets strategy, budgeting and planning ●Manage asset acquisition as well as asset operation and maintenance ●Manage the asset register and asset disposals ●Develop policies on acquisitions, transfers, disposal, Amortisation and writing off of both fixed and movable assets ●Develop guidelines for the implementation of the Asset Management policy ●Ensure compliance with Asset Maintenance policy ●Ensure the optimum security of assets ●Ensure sound administration of asset acquisition and monitor asset acquisition in line with budget allocation ●Adhere to Asset operation in line with the Asset Management policy ●Monitor maintenance costs on assets ●Manage the tracking and recording of asset movement, categorisation of assets into fixed or non-fixed assets, reflection of asset on the register and managing annual asset verification ●Dispose of financially obsolete assets according to the policy and the recouping of assets or its value in settling employee debt to the Department ●Manage and coach staff and ensure relevant training and development of staff.

Enquiries: Mr G. Leak, tel. (021) 941 6007.

Assistant Director: Contract Management

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/15

Requirements: ●A recognised Bachelor's degree/diploma in Finance, Public Management, Logistics and/or Supply Chain Management ●5 years working experience in Supply Chain Management of which 2 years must be at Level 8 dealing with contract management ●Extensive Knowledge of the public sector procurement processes, rules and regulations ●Sound understanding of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA), PPPFA, Treasury Regulations and other related prescripts ●Supervisory skills ●Good communication (verbal and written) skills, interpersonal relations, analytical skills, ability to work under pressure and interpretation of policies ●Must be detail conscious ●Good computer literacy ●A valid Code B driver's licence.

Duties: ●The incumbent will be responsible to monitor and ensure compliance to the applicable regulatory framework (PFMA, PPPFA, etc.) ●Ensure compliance with the framework for Supply Chain Management ●Maintain a database of contracts, review existing DWA contracts for expiry as well as inform relevant project managers and users on contract renewal or new procurement processes to be followed ●Liaise and guide project managers on contract issues ●Review contract forms and documents ●Monitor BEE and SMME participation and produce monthly reports ●Maintain records of supplier/consultant performance ●Maintain record of contract expenditure ●Provide support to project managers with non-performance of suppliers/consultants ●Acquire and file away copies of contract close up reports on contracts awarded in the Department.

Enquiries: Ms E. Kgwadi, tel. (012) 336 7120.

Assistant Director: Supply Chain Management

●Salary: R 221,058 p.a. ●Centre: Nelspruit ●Ref. 11263/17

Requirements: ●A suitable B.Com degree or National diploma in Financial Management ●3 years experience in financial management ●1 year supervisory/managerial experience ●A valid Code B driver's licence ●Accounting, negotiation, meeting and presentation skills ●Computer literacy in MS Office software (Word, Excel, and PowerPoint) as well as Internet and GroupWise ●Communication (verbal and written) and personal skills ●Knowledge of Public Service Financial Management, Supply Chain Framework, the LOGIS System, Preferential Procurement Policy Framework, Departmental policies and procedures and project management.

Duties: ●Implement the procurement policy and procedures in the Department ●Compile monthly asset management reports ●Staff management functions and resources within the unit ●Develop and implement the asset management strategy ●Manage staff and ensure continuous capacitation of staff ●Safeguard assets ●Disposal of assets ●Respond to audit queries ●Develop and implement audit action plans relating to SCM and Asset Management.

Enquiries: Ms P. Nxumalo, tel. (013) 759 7341.

CORPORATE SERVICES

Deputy Director: Compliance Audit

●Salary: R 434,505 p.a. (all inclusive package - Level 11) ●Centre: Pretoria ●Ref. 11263/18

Requirements: ●An appropriate three-year degree/diploma with a major(s) in Auditing and/or Internal Auditing ●Registration and studying towards a relevant professional certification CIA, RGA or CA ●A minimum of 5 years experience in Internal/External Auditing ●A minimum of 3 years at supervisory level ●Sound knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999), Treasury Regulations and Generally Accepted Accounting Principles (GAAP) ●Good understanding of the Institute of Internal Auditors International standards for the Professional Practice of Internal Auditing ●Good interpersonal and communication (verbal and written) skills ●Analytical skills ●Ability to work independently and under pressure ●Willingness to travel as and when required ●A valid driver's licence ●Computer literacy ●Skills in the application of audit methodology and execution of audit procedures in accordance with the approved audit programme ●Ability to use own initiative ●Good team and leadership skills ●Problem solving skills ●A valid Code B driver's licence.

Duties: ●Review and appraise the soundness, adequacy and application of the accounting, financial and operational controls ●Ascertain the extent of compliance with established policies, procedures and applicable laws and regulations ●Recommend necessary improvements in the internal control systems ●Ascertain the extent to which the Departmental assets are accounted for and safeguarded ●Assist the Director in the development and implementation of a 3-year audit strategic plan ●Supervise and review compliance audits in accordance with the Internal Audit Strategic and Operational Plan in compliance with the Standards for Professional Practice of Internal Auditing ●Conduct reviews of assigned organisational and functional activities ●Evaluate the existence, adequacy and effectiveness of management controls ●Identify and report on control deficiencies relating to compliance with financial and operational policies and procedures ●Provide reports to top management and the Audit Committee ●Manage and motivate subordinates ●Perform ad hoc assignments/investigations as and when requested by management ●Take part in preliminary and closing meetings with the auditees ●Manage the Sub-Directorate: Budgets ●Build relationships with external auditors and other assurance providers ●Promote Governance and a culture of professionalism ●Attend audit committee meetings.

Enquiries: Mr D.J. Maitwa, tel. (012) 336 8382.

Assistant Director: Security Operations

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/19

Requirements: ●An appropriate Security Managers Certificate or diploma and a Private Security Industry Regulation Act, 2001 (Act 56 of 2001) Grade A Certificate ●3 years management and supervision experience ●Good communication (verbal and written) skills ●Computer literacy ●Strong leadership skills, good interpersonal relations and the ability to work under pressure ●A valid Code EB driver's licence.

Duties: ●Manage the total security operational function (personnel, documents, physical communication and computer) of the Department ●Draft an internal security policy, based on the MISS (Minimum Information Security Standards) and MPSS (Minimum Physical Security Standards) document and advise management on amendments thereon ●Advise management regarding the security risks ●Devise all security measures and procedures for the Department, based on the security policy ●Evaluate and improve the effectiveness of security measures and procedures ●Ensure the security training of all Officials ●Conduct a security awareness programme in the Department ●Monitor the extent of adherence and compliance to the security policy and measures (including that Officials with access to sensitive information are vetted) ●Initiate corrective/disciplinary steps in the case of non-adherence, in line with the policy on misconduct ●Liaise with the NIA (National Intelligence Agency) for advice, assistance and information regarding information security ●Liaise with SAPS regarding physical security needs and problems in order to ensure effective security.

Enquiries: Mr K. Rademeyer, tel. (012) 336 7672.

Assistant Director: Quality Assurance

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/20

Requirements: ●A recognised three-year tertiary qualification in Internal Auditing and/or Auditing ●Financial Accounting, Quality Management or Improvement programmes ●A minimum of 3-4 years experience in Internal Auditing ●Sound knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999), Treasury Regulations and Generally Accepted Accounting Principles (GAAP) ●Good understanding of the Institute of Internal Auditors International Standards for the Professional Practice of Internal Auditing ●Good interpersonal skills ●Communication (verbal and written) skills ●Analytical skills ●Ability to work independently and under pressure ●Willingness to travel as and when required ●A valid driver's licence ●Computer literacy ●Skills in the application of audit methodologies and execution of audit procedures in accordance with the approved audit programme ●Ability to identify and analyse risks during the execution of the audit ●Problem solving skills.

Duties: ●Ensure proper management of an Internal Audit Division so that audit assignments are professionally planned, executed and supervised in accordance with the SPPIA and general practice advisories as well as the as well as the PFMA and Treasury Regulations ●Review the quality of audits produced per the approved internal audit plan and ensure compliance with quality standards and relevant legislation ●Assist in developing, updating and monitoring a quality control strategy, action plan and applicable quality assurance checklists ●Link and report performance of staff in the Directorate to quality review results ●Assist in the preparation of the Directorate's internal and external quality review processes ●Provide reports to top management and audit committees ●Perform ad hoc assignments/investigations as and when required by management ●Take part in preliminary and closing meetings with auditees ●Manage the Sub-Directorate: Budgets ●Build relationships with external auditors and other assurance providers ●Promote Governance and a culture of professionalism.

Enquiries: Adv M. Kubheka, tel. (012) 336 8457.

Senior Vetting Investigator

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/21

Requirements: ●An appropriate three-year degree/diploma in the field of Social Sciences with relevant working experience ●Vetting Investigation course from the State Security Agency, Defence Intelligence or SAPS is highly recommended ●Good communication, interview and analytical skills ●Computer literacy ●A valid driver's licence.

Duties: ●Conduct vetting fieldwork investigations ●Provide inputs for the development and implementation of policies, guidelines, norms and standards in vetting investigations ●Ensure effective communication between the Department and the State Security Agency (SSA) and other related agencies ●Manage files related to vetting projects ●Develop, implement and maintain investigation operating procedures ●Conduct a vetting awareness programme in the Department ●Conduct continuous vetting within the Department, in order to ensure effective security and counter security breaches.

Enquiries: Mr M. Buys, tel. (012) 336 8321.

Closing Date: 2 December 2011

NOTE: Applications must be submitted on forms Z83, obtainable from any Public Service department, and should be accompanied by a comprehensive CV as well as certified copies of qualifications. For all posts, please forward your application, quoting the relevant reference number, to the address mentioned at each post. No faxed applications will be accepted. Note: If you have not heard from us within 6 weeks of the closing date, please accept that your application was unsuccessful. An indication by candidates in this regard will facilitate the processing of applications. If no suitable candidates from the unrepresented groups can be recruited, candidates from the represented groups will be considered. The successful applicant will be required to undergo standard Government security clearance procedures prior to permanent appointment.

NOTE: The interview process shall be in order of priority as follows: SMS posts, Finance, Supply Chain Management, Policy and Regulation, Regions, Corporate Services and National Water Resource Infrastructure (NWR) - Dates will be set after the process of screening and short-listing by various panels.

APPLICATIONS QUOTING THE POST REFERENCE NUMBER MUST BE FORWARDED TO THE RELEVANT ADDRESS FOR EACH CENTRE:

PRETORIA: The Department of Water Affairs, Private Bag X350, Pretoria, 0001 or hand-delivered at Room 714, Continental Building, Corner Visagie and Bosman Streets.

SMS Posts

Deputy Director-General: National Water Resource Infrastructure

FIVE-YEAR PERFORMANCE CONTRACT

•Salary: R 1,025,133 p.a. (all inclusive package - subject to the signing of a five-year performance agreement) •Centre: Pretoria •Ref. 11263/22

Requirements: •A relevant degree in Civil Engineering (e.g. B.Sc. degree) •8 - 10 years experience at Senior Management level •Civil Engineering experience with specialisation in Structural Engineering •Knowledge and understanding of Socio-economic issues •Knowledge and understanding of the Public Service Act, 1994 (Act 38 of 1994) and Regulations •Good knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and the Promotion of Access to Information Act, 2000 (Act 2 of 2000) (PAIA) •High-level project management experience •Experience within asset management as well as in large scale infrastructure development and management •Management consulting and stakeholder management experience (preferable) •Knowledge of business and management principles •Knowledge of scenario planning and infrastructure, including development, operations and maintenance •Strategic capability and leadership traits •Knowledge of strategic planning, resource allocation and human resources •Understanding of the value chain and its impact on demand management •Good communication, analytical thinking and development skills •Knowledge of policy and strategy development •Good interpersonal relations.

Duties: •Implement design and construct new national water resource infrastructure as well as refurbish existing infrastructure •Direct and oversee the co-ordination of the development of the Branch: National Water Resources Infrastructure to become fully effective •Contribute towards the Department's strategic management •Re-engineering and re-organisation of the Water Trading Account for implementation in the Water Trading Entity (WTE) •Contribute towards the transformation agenda of the State •Establish the National Water Resource Infrastructure (NWRRI) Branch/ WTE •Establish Water Resources Infrastructure, on and off budget projects.

Enquiries: Mr T. Balzer, tel. (012) 336 8744.

Chief Director / Regional Head: Mpumalanga (Nelspruit)

Chief Director / Regional Head: Northern Cape (Kimberley)

FIVE-YEAR PERFORMANCE CONTRACT

•Salary: R 830,502 p.a. (all inclusive package - subject to the signing of a five-year performance agreement) •Centre: Mpumalanga (Nelspruit) (1 Post) •Ref. 11263/23 •Centre: Northern Cape (Kimberley) (1 Post) •Ref. 11263/24 [Candidates must indicate which Centre they are applying for]

Requirements: •A post-graduate qualification in Management and/or Social Sciences with extensive experience at Senior Management level in an organisational and technical environment •Relevant extensive experience in the water sector and service delivery environments. **Competencies/Attributes:** •Good understanding of Government's service delivery initiatives •Ability to interact at both political and administrative level •Good understanding of the importance of inter-Governmental relations and Corporate Governance •Sound knowledge and understanding of the National Water Act, 1998 (Act 36 of 1998) and the Water Services Act, 1997 (Act 108 of 1997) •Strategic capability and leadership •Programme and project management •Financial management •Change management •Knowledge management •Service Delivery Innovation (SDI) •Problem solving and analysis •People management and empowerment •Client orientation and customer focus •Communication skills •Accountability and ethical conduct •Proficiency in MS Office software (Word, Excel and PowerPoint) •A valid driver's licence and the willingness to travel.

Duties: •Provide strategic guidance and leadership in the management of water service and water resources in the province to ensure sustainable and equitable water resource management •Ensure that the Department contributes to economic growth, rural development, food security and land reform through programmes such as Water Allocation, Reform, Support to Resource Poor Farmers, etc. •Provide guidance on strengthening of the Region's regulation of the water sector •Drive and champion sector collaboration and implementation of the Inter-Governmental Relations Framework Act, 2005 (Act 13 of 2005) •Drive the implementation of Government's programme of action at regional level •Ensure alignment of the Department's programmes with IDPs in the province in partnership with all role players •Ensure the provision of support to Local Government and other water management institutions •Manage financial and human resources •Monitor compliance with Departmental policies, regulations, norms and standards.

Enquiries: Ms T. Mbassa, tel. (012) 336 8723 / 4.

Director: Water Resource Pricing and Finance

•Salary: R 685,200 p.a. (all inclusive package - subject to the signing of a five-year performance agreement) •Centre: Pretoria •Ref. 11263/25

Requirements: •A B.Com degree with Economics and Accounting as major subjects or a post-graduate financial management qualification •5 years middle management experience in the interpretation of financial statements •This is a critical position and the incumbent will be expected to engage with Chief Executives of Water Boards, Catchment Management Agencies, Water Research Commission and TCTA and he/she should also be able to interact and represent DWA in Parliament on financial and economic issues •Knowledge and understanding of the National Water Act, 1998 (Act 36 of 1998) (NWA), the Water Services Act, 1997 (Act 108 of 1997) (WSA), the Public Finance Management Act, 1999 (Act 1 of 1999, as amended by Act 29 of 1999) (PFMA), the Municipal Finance Management Act, 2003 (Act 56 of 2003) (MFMA) and other relevant public finance legislation •Strategic capability and leadership •Programme and project management •Change management •Service Delivery Innovation (SDI) •Problem solving and analysis •People management and empowerment •Client orientation and customer focus •Good communication skills •A valid driver's licence.

Duties: •Support and oversee the financial planning, financing of WMIs and water boards as well as tariff determination processes as part of the business planning process •Develop a risk mitigation strategy for those institutions who are financially not viable •Provide support and capacity building as well as assistance to WMIs and water boards •Ensure effective communication between the Department, National Treasury and relevant institutions around financial compliance issues •Review the financial operations of WMIs and water boards according to their annual reports including NWRRA •Formulate, develop, maintain and oversee changes to the pricing strategy •Responsible for effective management of State guarantees •Ensure suitable restructuring of loans •Specialist input on a range of economic and social projects •Lead, manage and direct the team.

Enquiries: Ms P.D. Sigwaza, tel. (012) 336 6600.

Director: Institutional Establishment

•Salary: R 685,200 p.a. (all inclusive package - subject to the signing of a five-year performance agreement) •Centre: KwaZulu-Natal (Durban) / Eastern Cape (East London/King Williams Town) •Ref. 11263/26 [Candidates must indicate which Centre they are applying for]

Requirements: •A Bachelor of Science degree or equivalent qualification in a field relevant to Water Resource Management plus appropriate extensive experience in the water sector •Knowledge of water related legislation and policies preferably in water resource management •Appropriate experience in the establishment and management of water management institutions •Ability to develop policies and strategies in terms of key performance areas for the region •Good understanding of Integrated Water Resource Management and water use efficiency •Proven managerial and leadership abilities •Ability to interact at a high level •Excellent communication (verbal and written) skills • Good knowledge of management and financial skills •Good negotiation, problem solving, interpersonal and decision-making skills •Willingness to undergo competency assessments •Knowledge of project and programme management.

Duties: •It will be expected of the incumbent to provide leadership in the section •Advise top management and legislature, as well as relevant sector bodies, on policies and strategies relevant to the Department •Communicate effectively with various stakeholders in relevant sectors about Departmental programmes as well as collaborate involvement and participation •Ensure facilitation of the establishment of proto-Catchment Management Agencies (CMAs) and water user associations (WUAs) as well as transformation of irrigation boards or other water management institutions (WMIs) •Ensure the strategic planning and management of water resource activities in proto-CMAs and other WMIs •Ensure and oversee the promotion of inter-Governmental relations and good Governance principles •Liaise and ensure effective participation with external stakeholders •Manage and provide implementation plans for all water resource activities with the relevant region •Promote and manage water efficiency and Integrated Water Resource Management programmes •Co-ordinate and manage the development of the Catchment Management Strategy for each water management area.

Enquiries: Ms A. Masefeld, tel. (031) 336 2700 / Mr A. Starkey, tel. (043) 604 5414.

Director: Water Sector Support

•Salary: R 685,200 p.a. (all inclusive package - subject to the signing of a five-year performance agreement) •Centre: Durban •Ref. 11263/27

Requirements: •A relevant National diploma/degree with a minimum of 5 - 10 years appropriate experience •General management, presentation, negotiation, communication and interpersonal skills •Policy and strategy development skills •Knowledge of relevant Acts, project and programme management and Integrated Water Resource Management •A valid Code B driver's licence.

Duties: •Develop and share a vision and mission for the section •Promote team building within and beyond the section •Ensure adequate support to subordinates •Promote transformation within the section •Ensure the culture of innovation and performance •Develop and implement a performance improvement suggestion scheme •Advise top management, relevant Directorates and the legislature as well as relevant sector bodies on policies and strategies relevant to the Department •Communicate effectively with relevant stakeholders in the sector about the functions of the Directorate •Conduct strategic and business planning for the section •Participate as a key player in the Water Affairs function's strategic plan •Develop an expenditure forecast on a quarterly basis for the Directorate •Manage Human Resources within the section •Manage the development of individuals in subordinate positions •Ensure that HRD policies are applied to all staff members within the Directorate •Ensure effective development as well as implementation of policies and strategies for the Directorate's functions •Ensure the development and implementation of a financial strategy and budget responsibility for the Directorate •Oversee and ensure promotion of all inter-Governmental relations •Liaise with stakeholders for planning initiatives •Ensure the planning of interventions for poor performance.

Enquiries: Ms A. Masefeld, tel. (031) 336 2700.

Director: Sector Collaboration and Inter-Governmental Relations (IGR)

•Salary: R 685,200 p.a. (all inclusive package - subject to the signing of a five-year performance agreement) •Centre: Pretoria •Ref. 11263/29

Requirements: •A Bachelor's degree in Development Studies and/or Social Sciences or a post-graduate qualification in Management with extensive experience at Senior Management level in an organisational and technical environment •Relevant extensive experience in the water sector and service delivery environments. **Competencies/Attributes:** •Good understanding of Government's service delivery initiatives •Ability to interact at both political and administrative level •Good understanding of the importance of inter-Governmental relations and Corporate Governance •Sound knowledge and understanding of the National Water Act, 1998 (Act 36 of 1998) (NWA), the Water Services Act, 1997 (Act 108 of 1997) (WSA) •Strategic capability and leadership •Programme and project management •Financial management •Change management •Knowledge management •Service Delivery Innovation (SDI) •Problem solving and analysis •People management and empowerment •Client orientation and customer focus •Communication skills •Accountability and ethical conduct •Proficiency in MS Office software (Word, Excel and PowerPoint) •A valid driver's licence and the willingness to travel.

Duties: •Provide strategic guidance and leadership in the Directorate by facilitating and supporting inter-Governmental relations and collaborations in the water sector nationally and across provinces, including a culture of learning, exchange and sector advocacy •Support development of provincial sector plans and their alignment to the Provincial Growth Development Strategy •Promote partnerships between Government, public entities, private sector and civil society in order to meet water and sanitation targets •Promote sector response to the HIV/AIDS epidemic, gender mainstreaming, sustainability and enhancing integrated rural development programmes that maximise impacts on communities towards poverty eradication •Support SADC and Africa initiatives of addressing water and sanitation targets •Manage financial and human resources •Monitor compliance with Departmental policies, regulations, norms and standards.

Enquiries: Ms P. Makhanya, tel. (012) 336 8797 / 8.

Regional Project Manager: Water Supply Programme (2 Posts)

•Salary: R 685,200 p.a. (all inclusive package - Level 13) •Centre: Gauteng and Limpopo •Ref. 11263/63 [Candidates must indicate which Centre they are applying for]

Requirements: •A three-year appropriate degree/diploma or equivalent qualification •Minimum of 8 years management experience •Knowledge of relevant legislation within the water sector •Policy and strategy development •Conceptual and analytical thinking •Project and programme leadership management •Decision making and problem solving •Dynamic and innovative person with an advanced level of strategy facilitation, negotiation, presentation and public speaking skills as well as capability to influence or interact with key stakeholders within the water sector •Understanding of the business and budget planning framework of the South African Government, including the understanding of relevant public service prescripts.

Duties: •Identify and confirm the short, medium and long term interventions to ensure successful implementation of the water services regional bulk infrastructure programme •Confirm available funding and requirements in compliance with DORA •Develop motivations for human and financial resources from the relevant public and private stakeholders •Support Water Services Authorities to develop project plans and ensure that implementation takes place within the defined scopes and timeframes •Oversight of Regional Co-ordinating Teams (water resources, institutional, financial, planning, implementation, legal), i.e. regional co-ordination •Facilitate and co-ordinate the functions of all Departmental and Non-Departmental officials involved in the water services regional bulk infrastructure programme •Participate and give input into the integration process between the various programmes •Ensure alignment of the water services regional bulk infrastructure programme with other growth and development initiatives •Ensure that all business and social transformation imperatives are integrated into the water services regional bulk infrastructure programme •Provide leadership and management of the water services regional bulk infrastructure programme.

Enquiries: Ms L. Mokoena, tel. (012) 336 6574.

POLICY AND REGULATION

Chief Engineer (Grade A)

•Salary: R 617,946 (all inclusive package) •Centre: Pretoria •Ref. 11263/30

Requirements: •A B.Sc. degree in Chemical Engineering and/or Industrial Engineering •Registration with ECSA as a Professional Engineer and a minimum of 6 years post-qualification experience including experience in the IMP water management environment •A clear understanding of the DWA role and policy with respect to water resource management •Knowledge of National Water Act, 1998 (Act 36 of 1998), policies, strategies and guidelines •Sound knowledge of human resource policies and transformation objectives in the Public Service •Knowledge of the PFMA as it affects financial planning •Willingness to travel and work abnormal hours •A valid Code B driver's licence.

Duties: •The incumbent will be primarily responsible to provide strategic leadership and direction to the Sub-Directorate: Industry, Mining and Power Generation (IMP), DWA Regional Offices and the IMP sector with respect to the improvement and alteration of the IMP sectors various manufacturing, production and water intensive processes in order to reduce the water demand in the sector •Design and develop essential water use efficiency management programmes and plans which are put in place at high water consumption IMP sectors as follows •Identify water demand/conservation opportunities within the sector •Design and implement various management/engineering techniques with significant bearing in the improvement of water use efficiency •Design, monitor and evaluate performance systems for the IMP sector to facilitate and track sector performance in terms of water efficiency •Engage industry representative bodies to jointly develop regulatory/self regulatory mechanisms and measures to improve productive use of water •Ensure incorporation of Water Conservation and Water Demand Management (WCWDM) conditions into water use authorisation processes •Lead/Guide regional support programmes for the effective implementation and enforcement of WCWDM strategies, business plans and implementation plans through the development of WCWDM potential assessment studies in water management areas •Facilitate the roll-out of WCWDM improvement systems/measures/procedures such as manufacturing or process changes, closed loop water management systems, treatment of effluent to enhance recycling, reuse and compliance with sectoral determined targets/benchmarks as well as water use efficiency management practices •Effective management and performance in the implementation of IMP unit projects.

Enquiries: Mr P. Herbst, tel. (012) 336 7043.

Chief Engineer: Grade A-B

•Salary: R 617,946 – R 1,172,181 •Centre: Pretoria •Ref. 11263/31

Requirements: •An Engineering degree (B.Eng/B.Sc. Eng) or relevant qualification in Civil •Compulsory registration with ECSA as a Professional Engineer •6 years post-qualification experience required after registration with ECSA •A valid driver's licence •Pertinent experience within the field of hydrology and hydraulics •Service certificate if not employed by DWA •The position requires a strong candidate with sound leadership skills to function in a changing environment •The candidate should have project and contract management experience, planning and organising skills •Computer literacy and thorough knowledge of hydrological systems and software.

Duties: •Establish an effective National flow gauging network, instrumentation at gauging stations structures and sites, maintenance and operation of real time data networks •Design and management of national groundwater quantity and quality monitoring infrastructure networks •Develop staff (training) and other functions related to quality assurance, such as the preparation of instruction manuals and assessment or acceptance testing of new instrumentation •Design, operate and maintain monitoring, data transmission and data processing facilities •Manage and maintain asset register and develop asset management plan •Gather, transmit, control the quality of, and securely archive hydrological data and metadata •Plan, optimise and control the resources required for the National Hydrological Monitoring Infrastructure networks

Enquiries: Mr L.Z. Maswuma, tel. (012) 336 8784.

Scientist Manager (Grade A-B)

•Salary: R 532,464 – R 995,097 (based on proven years of experience) •Centre: Pretoria •Ref. 11263/32

Requirements: •A Master of Science (M.Sc.) degree or equivalent qualification •Compulsory registration with the SACNASP as a Professional Scientist (proof of registration must be attached) and a minimum of 6 years experience after initial B.Sc. (Hons) degree including experience in the water management environment •A clear understanding of the DWA role and policy with respect to water resource management •Knowledge of National Water Act, 1998 (Act 36 of 1998), policies, strategies and guidelines •Sound knowledge of human resource policies and transformation objectives in the Public Service •Knowledge of the PFMA as it affects financial planning •Willingness to travel and work abnormal hours •A valid Code B driver's licence.

Duties: •The incumbent will be primarily responsible to provide strategic leadership and direction to the Sub-Directorate: Water Management Institutions and Local Government (WMI&LG), DWA Regional Offices and the WMI&LG sector with respect to the improvement of the sector's efficient use of water, e.g. reduction in water losses and non-revenue water in order to reduce the water demand in the sector •Design and develop essential water use efficiency management programmes and plans to be put in place in the WMI&LG sector as follows: identify water demand/conservation opportunities within the sector; design and implement various management/engineering techniques with significant bearing in the improvement of water use efficiency; and design monitoring and evaluation performance systems for the WMI&LG sector to facilitate and track sector performance in terms of water efficiency. •Engage sector representative bodies to jointly develop regulatory mechanisms and measures to improve the efficient use of water; ensure incorporation of Water Conservation and Water Demand Management (WCWDM) conditions into water use authorisations processes; guide regional support programmes for the effective implementation and enforcement of WCWDM strategies, business plans and implementation plans through the development of WCWDM potential assessment studies in water management areas; facilitate the roll-out of WCWDM improvement systems/measures/procedures and compliance with sectoral determined targets/benchmarks and water use efficiency management practices; and effective management and performance in the implementation of the WMI&LG Sub-Directorate's projects.

Enquiries: Mr P. Herbst, tel. (012) 336 7043.

Engineer (Production) Grade A-C

Directorate: Hydrological Service, Sub-Directorate: Hydrological Information, Section: Flood Studies

•Salary: R 421,497 - R 646,170 •Centre: Pretoria •Ref. 11263/33

Requirements: •A Civil Engineering (B.Tech Eng [Civ] and/or B.Sc. Eng [Civ]) degree with subjects in Flood hydrology, Hydraulics and/or Statistical Analysis or an equivalent qualification •Registration as Professional Engineer with ECSA •3 years post-qualification engineering experience in the field of flood hydrology •Service certificate of the experience gained from previous companies if it is not DWA. **RECOMMENDATIONS:** •A post-graduate qualification in the field of Flood Hydrology and/or Hydraulics •Other subjects in the field of Hydrology •Skilled in MS Word and Excel •Willingness to take part in extensive in-service training programmes •Willingness to travel extensively, do field work and work irregular hours •Strong communication skills •Technical report writing skills •A valid Code B driver's licence.

Duties: •Supervise the engineering group within Flood Studies •Perform flood frequency analyses •Train and direct junior engineers and flood hydrologists •Carry out flood surveys and use indirect hydraulic methods to determine flood magnitudes •Compile flood information; evaluate the quality of historical data •Assist other groups to improve hydrological data •Provide input to flood gauging network planning •Research and development in the field of flood hydrology.

Enquiries: Mr D. van der Spuy, tel. (012) 336 7871.

Scientist Production (Grade A-C)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/37

Requirements: •A Science degree (B.Sc. Hons) or equivalent qualification with at least one of the following subjects on third-year level: Hydrology, Statistics, Mathematics, Applied Mathematics, Computer Science and/or Physics •Compulsory registration with the SACNASP as a Professional Scientist •3 years post-qualification experience •A valid Code B driver's licence •Willingness to undertake field trips away from home and work irregular hours •Computer literacy •Willingness to partake in extensive in-service training programmes •Good communication (verbal and written) skills •Practical experience in hydrological data monitoring, processing and evaluation will serve as a strong recommendation •Knowledge of and experience in Information Systems application will serve as an advantage.

Duties: •Provide scientific support and inputs towards the planning, development and implementation of processes for the quality management of hydrological data •Analyse, evaluate and interpret hydrological and related data •Contribute towards the development and implementation of data quality and auditing standards •Undertake field visits to gauging sites in liaison with regional offices to ensure conformance to set standards •Ensure that data and information products satisfy customer needs and expectations •Inspection reports •General office and administrative duties.

Enquiries: Mr L.Z. Maswuma, tel. (012) 336 7925.

Scientist Production (Grade A-C) (4 Posts)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/39

Requirements: •An applicable four-year B.Sc. (Hons) degree in Hydrology or other subjects in the field of Hydrology and/or Hydraulics •Compulsory registration with SACNASP as a Professional Scientist •3 years post-qualification experience •Pertinent experience in the field of Hydrology •Knowledge of Hydrology and Statistical analysis •3-5 years proven analytical experience in the field of Surface Water Hydrology will serve as an advantage •Knowledge of and practical experience in the application of the Water Resources Systems Models and rainfall and flow gap filling models •Skilled in MS Word, Excel and PowerPoint •Service certificate if not employed by DWA.

Duties: •Perform hydrological assessments •Evaluate and improve the quality of historical data •Improve hydrological time series data •Develop information products and provide statistical and hydrological information •Provide input to stream flow gauging network planning •Communication with and assistance with training of regional personnel •Inspection and assessment of gauging stations •Partake in training of junior hydrologists •Research and development in related hydrological fields •Assist in day-to-day general management and supervisory functions.

Enquiries: Mr H. Wolfaardt, tel. (012) 336 8784.

Scientist Production (Grade A-C) (2 Posts)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/34

Requirements: •An appropriate recognised B.Sc. (Hons) degree in Earth Sciences majoring in Hydrology and/or Statistics OR a B.Sc. degree with adequate experience in managing water resources information generation, evaluation and dissemination •Compulsory registration with SACNASP as Professional Scientist •3 years post-qualification experience •Appropriate training and experience in climate change monitoring and network requirements •Knowledge and experience in Information Systems application •Progressive management, negotiation and leadership qualities •Sound knowledge of hydrological processes and monitoring as well as experience in data quality management •A valid Code B driver's licence will serve as a requirement with experience in hydrological field work as an advantage.

Duties: •The incumbent will provide scientific support and inputs to the planning and implementation processes for a climate change monitoring network and setting of standards for climate change monitoring and related instrumentation •Provide statistical analysis and recommendations on various types of hydrological data sets including directive inputs in terms of climate change monitoring results •Contribute towards the development of data quality and auditing standards and the implementation of these standards •Understand customer needs and expectations and ensure that data and information satisfy these needs •Provide training in the methods and tools of climate change monitoring and quality management of hydrological data •Undertake regular field visits to gauging sites in liaison with regional offices to ensure conformance to set standards.

Enquiries: Mr H. Wolfaardt, tel. (012) 336 8784.

Scientist Production (Grade A-C) (2 Posts)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/35

Requirements: •An appropriate B.Sc. (Hons) degree or equivalent four-year degree majoring in Numerical Sciences and/or Hydrology (with a Numerical subject on at least second-year level) •Compulsory registration with SACNASP •3 years post-qualification experience •Pertinent experience in the field of Hydrology •Expert knowledge of and experience in the principles of hydrological data processing and procedures •Expert knowledge of and appropriate experience in the application of the Hydrological data processing, archiving and analysis suite of software •Ability to provide appropriate training to internal and external hydrological data users in hydrological data processing principles as used in Hydrostra •Computer literacy. **Managerial Requirements:** •Experience in supervision and management of personnel, consultants and other service providers •Knowledge of and experience in budgeting and budget control •Ability to draft and successfully manage business plans and terms of references •Excellent communication (verbal and written), negotiation and facilitation skills •Ability to compile clear and concise reports. **RECOMMENDATIONS:** •Proven extensive hands-on experience and skills in the application of the Hydrostra hydrological data processing, archiving and analysis suite of software •Willingness to undertake field trips away from home and work irregular hours •A valid Code B driver's licence.

Duties: •The incumbent will manage the activities, personnel, service providers and budget of the Hydrostra IT and Technical Support Group and liaise with stakeholders which will include the following duties: •Compile and update Hydrostra Master Business Plan •Ensure Hydrostra maintenance, data security and availability to Head Office and regional offices via Citrix •Improve and develop new programmes, methods and reports for data availability as per customer requests •Develop, publish and maintain Hydrostra and hydrological information products on the Internet •Address and/or manage requests for specialised data •Render a training and support service to the regions in all Hydrostra functions •Transfer knowledge and skills from consultants to DWA personnel •Draft and manage SLAs with Professional Services Providers •Manage DWA personnel and consultants •Plan, manage and control budget •Represent the Directorate on internal and external forums.

Enquiries: Mr L.Z. Maswuma, tel. (012) 336 8784.

Scientist Production (Grade A-C) (6 Posts)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/36

Requirements: •A four-year qualification (B.Sc. Hons) in Natural Sciences in Geo-hydrology/Hydrology •Compulsory registration with SACNASP as Professional Scientist •3 years post-qualification experience •Extensive experience in the use of hydrological databases, as well as the provision of training in hydrological data management •A proven capability in analytical thinking and solution finding •Excellent communication (verbal and written) skills in English •Computer literacy (extensive knowledge of MS Office) •A valid Code B driver's licence and the willingness to travel extensively. **Recommendations:** •Experience in the field of groundwater monitoring and/or management •Knowledge of geo-hydrological exploration and assessment methodologies •Proven ability to enrich herself/himself of knowledge •Proven knowledge, understanding and use of specialised software applications in the field of groundwater •Experience in processes and procedures with regards to User Acceptance Testing of applications.

Duties: •Manage the training of data capturing and processing groups working on the National Groundwater Archive (NCA) at National level and in the Regions •Determine and assess hydrological information training needs •Develop a training approach and framework, develop/update guidelines, manuals and presentations for the capturing, processing, administration and dissemination of hydrological data and information •Develop optimal training schedules •Present training and refresher courses as required •Provide basic training in other relevant DWA databases and/or information systems to both internal and external users •Monitor and evaluate the outcomes of training provided •Revise the training approach as required to ensure effective training and development of hydrological information system users •Research into the latest training methods and technology, i.e. electronic training media; develop or adapt training material to suit electronic training media •Provide inputs and advise on the needs and requirements for updates to groundwater information systems.

Enquiries: Dr van Wyk, tel. (012) 336 8121.

Scientist Production (Grade A-C) Flood Studies (2 Posts)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/38

Requirements: •An applicable four-year B.Sc. (Hons) degree in Hydrology in the Flood Frequency A field of study analyses, supported by at least Statistics or third-year level •Compulsory registration with SACNASP as Professional Scientist •3 years post-qualification experience •Computer literacy. **Recommendations:** •Other subjects in the field of Hydrology and/or Hydraulics •Skilled in MS Word and Excel •Willingness to take part in extensive in-service training programmes •Willingness to travel extensively, do field work and work irregular hours •Strong communication skills •Technical report writing skills •A valid Code B driver's licence.

Duties: •Perform flood frequency analyses •Assist with flood surveys and assist in compiling flood documentation •Assist with improvement of hydrological data •Assist with inspection and evaluation of field conditions.

Enquiries: Mr D. van der Spuy, tel. (012) 336 7871.

Scientist Production (Grade A-C) (4 Posts)

•Salary: R 363,192 - R 556,788 •Centre: Pretoria •Ref. 11263/40

Requirements: •An applicable four-year B.Sc. (Hons) degree in Hydrology or relevant qualification supported by at least Statistics, Mathematics, Applied Mathematics, Computer Science and/or Physics on third-year level •Compulsory registration with SACNASP as a Professional Scientist •3 years post-qualification experience •Expert knowledge in all calibration programmes applied and operational procedures followed in the calibration section •Proven ability to train staff in the regions and at Head Office in calibration methods and database skills •Proven knowledge and understanding of hydrological processes •Computer literacy, including MS Power Point, Excel and Word •Service Certificate if not employed by DWA •A valid Code B driver's licence.

Duties: •The incumbent will assist junior staff in the section that performs routine calibrations of gauging structures and flood sections •Audit such calibrations performed by Head Office and regional staff •Review calibration, evaluation, inspection and auditing reports of junior personnel •Support gauging network management by compiling standards and norms and ensuring implementation thereof •Communication with clients and assistance with the calibration training of Head Office and regional personnel •Supervise the inspection and evaluation of gauging structures and sites during field visits •Assessing survey plans of gauging structures and flood sections for correctness •Analyse and interpret hydrological and related data •Research and development in related hydrological fields, i.e. model studies at the Hydraulics Laboratory.

Enquiries: Mr B. du Plessis, tel. (012) 336 7890.

Control Engineering Technician (Production) Grade A (Civil)

•Salary: R 261,918 •Centre: Pretoria •Ref. 11263/41

Requirements: •A National diploma in Civil Engineering or relevant qualification •6 years post-qualification technical experience •Compulsory registration with ECSA as a Professional Engineering Technician.

Duties: •Manage training of Industrial Technicians in the field of Hydrometry •Work in close collaboration with existing structures in the training field •Provision technical advice and support to Regions regarding calibration of gauging structures and technical information •Develop procedure manuals for the installation, operation and maintenance of hydrological measuring equipment and real time data systems •Work in collaboration with Hydrological Regional Offices regarding hydrological data collection and dissemination •Conduct inspections, surveys, current gauging, repair and maintenance of equipment at hydrological gauging stations and real time data transmission systems •Financial management •Project management •Training in the use of hydrometric processes to local and international technicians.

Enquiries: Ms T. Dlamini, tel. (012) 336 7889.

Engineering Technician (Grade A-C) (Civil) (3 Posts)

•Salary: R 181,344 – R 235,998 •Centre: Pretoria •Ref. 11263/42

Requirements: •A National diploma in Civil Engineering with appropriate experience •Registration with ECSA as Professional Technician •3 years post-qualification technical experience •A valid driver's licence.

Duties: •Assist in the management and practices with regard to Hydrometric Instrumentation for real time data transmission and collection of Hydrological data •Assist in the management and the research and design of Data Collection Platforms •Provision technical advice on the optimal use of Hydrological Instrumentation •Develop procedure manuals for the installation, operation and maintenance of real time data systems •Work in collaboration with Hydrological Regional Offices to ensure optimum real time data transmission operations •Conduct inspections, troubleshooting, repairs and maintenance of real time data transmission systems •Financial management •Project management •Training in the use of hydrological instruments to local and international technicians and hydrologists.

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POLICY AND REGULATION

Engineer Production (Grade A-C) Systems Operation (3 Posts)

●Salary: R 421,497 – R 646,170 (based on proven years of experience) ●Centre: Pretoria ●Ref. 11263/64

Requirements: ●An Engineering degree (B. Eng./B.Sc. Eng) or relevant qualification ●Three years post-qualification engineering experience ●A valid driver's licence ●Compulsory registration with ECSA as a Professional Engineer ●Good communication (verbal and written) skills ●Report writing and reviewing skills ●Project, financial, time and interpersonal management skills ●Expertise in water resources analysis/operations ●Knowledge of hydraulic and water resources yield/planning modeling ●Ability to relate with multi-disciplinary teams ●It will be an advantage to have a post-graduate qualification in Water Resources Systems, Engineering, Project Management, Business Administration, Policy Analysis and Strategy Development ●Negotiation skills ●Knowledge of the National Water Act, 1998.

Duties: ●Evaluate strategic water resources operational challenges ●Develop water resources operating rules, protocols and assessment tools ●Conceptualise and test water resources management scenarios in order to provide timely water resources management decision support ●Undertake social-economical and Environmental Impact Assessments ●Building capacity and mentoring young water resources engineers/analysts.

Enquiries: Dr B. Mwaka, tel. (012) 336 8188.

Engineer Production (Grade A-C) (4 Posts)

●Salary: R 421,497 – R 646,170 p.a. ●Centre: Pretoria ●Ref. 11263/65

Requirements: ● A recognised four-year Bachelor's degree in Engineering or equivalent qualification as prescribed in the Engineering Professions Act, 2000 (Act 46 of 2000) plus appropriate water resource engineering experience according to the level of appointment ●Registration or the ability to register with the Engineering Council of South Africa as a Professional Engineer ●Additional studies in one or more of the following fields: Hydrology, Project Management, Engineering Economics, Environment, Social Aspects and Law will serve as a recommendation ●Experience in water resource management is essential ●Computer literacy ●Outstanding writing and communication skills and exposure to soft engineering, i.e. engagement with interest and affected parties regarding project investigations ●Ability to relate with associated professional fields in a multi-disciplinary team.

Duties: ●The Engineers will work under the direct control of a Chief Engineer and will form part of a project team that would be involved in the optimisation and planning of water resources utilisation and development in South Africa through the evaluation of various options ●The incumbent will be responsible for the identification of available water resources and development needs through multi-disciplinary basic studies, Conceptualisation of possible solutions to meet water demands and evaluation of associated social, economic and environmental impacts ●Involvement in the development of water management strategies, comparative analysis, optimisation and reporting of feasibility investigation of possible water resource development ●Preparation of inputs for decision-making regarding the selection, appointment and control of professional service providers.

Enquiries: Mr L.S. Mabuda, tel. (012) 336 8477.

Engineer Production (Grade A-C) (7 Posts)

●Salary: R 421,497 – R 646,170 p.a. (all inclusive package)

●Centre: Pretoria ●Ref. 11263/66

Requirements: ●A recognised four-year Bachelor's degree in Civil Engineering or equivalent qualification as prescribed in the Engineering Professions Act, 2000 (Act 46 of 2000) plus appropriate experience ●Registration with the Engineering Council of South Africa as a Professional Engineer (PrEng) ●Computer proficiency ●Good writing and communication skills ●Experience in Planning of Water Resources Management and/or Development Projects ●Ability to relate with associated professional fields in a multi-disciplinary team ●Additional studies or experience in Water Resources Engineering, Water Resource Systems Analysis, Water Resource Management, Hydrology, Geohydrology, Water Quality, Project Management, Engineering Economics, Environment and Law are recommended ●Experience in Water Resource Planning related aspects, such as Economic and Environmental Impact Assessments of projects, financing, institutional aspects, negotiation and high level communication.

Duties: ●The Deputy Chief Engineer will be responsible for the optimisation and planning of water resource utilisation and development in South Africa through the evaluation of various management/development options ●The incumbent will be responsible for the identification of available water resources and development needs through multi-disciplinary studies at appropriate levels of detail ●Involvement in the development of water management strategies ●Conceptualisation of possible solutions to meet water demands and evaluation of associated social, economic and environmental impacts ●Analyse and arrange financing, legal and institutional aspects for water resource projects ●Co-ordination and processing of inputs from a wide range of disciplines ●Comparative analysis, optimisation and reporting of feasibility investigations of possible water resource development ●Selection, appointment and control of professional service providers ●Capacity building and mentoring of young engineers ●Efficient and effective management of water resources studies/projects within the constraint of available resources and time ●Liaise with other organisations and parties on water resource related matters (at local, regional, national and international level).

Enquiries: Mr L.S. Mabuda, tel. (012) 336 8477.

Scientist (Production) Grade A–C

●Salary: R 363, 192 – R 556, 788 p.a. (based on proven years of experience) ●Centre: Pretoria ●Ref. 11263/68

Requirements: ● A.B.Sc. degree (Hons) or equivalent qualification ●Compulsory registration with the SACNASP as professional (proof of registration must be provided) ●3 years post-qualification experience required ●Willingness to travel and work abnormal hours ●A valid Code B driver's licence.

Duties: ●Participate in the development of water use efficiency standards, benchmarks and key performance indicators for water service institutions ●Provide regional office support in the monitoring, development and implementation of water use efficiency programmes in the 19 water management areas in support of catchment management agencies ●Conduct relevant research projects to determine water use efficiency devices that could be promoted as part of national standards and specifications for housing and related developments where water use efficiency is of importance ●Facilitate the establishment of the regional and national water use efficiency committee of relevant stakeholders and role-players to support and increase water conservation and demand management initiatives to reduce water losses, wastage and in-efficient use amongst water services sectors ●Integrate socio-economic concerns with environmental and ecological priorities.

Enquiries: Mr P.J. Herbst, tel. (012) 336 7194.

Scientist (Production) Grade A–C

●Salary: R 363, 192 – R 556, 788 p.a. (based on proven years of experience) ●Centre: Pretoria ●Ref. 11263/67

Requirements: ●A.B.Sc. degree (Hons) or equivalent qualification ●Compulsory registration with the SACNASP as a professional (proof of registration must be provided) ●3 years post-qualification experience required ●Willingness to travel and work abnormal hours ●A valid Code B driver's licence.

Duties: ●Support the Directorate, DWA Regional Offices and all Domestic Sectors with respect to the implementation of Water Conservation and Water Demand Management programmes, strategies, business plans and projects ●Manage projects aimed at the assessment of Water Conservation and Water Demand Management within the various water service institutions and development of local, regional and national scale ●Water Conservation and Water Demand Management action plans for implementation by the water use sector ●Effectively implement and enforce WC/WDM strategies, business plans and implementation plans developed as part of WC/WDM potential assessment studies ●Facilitate the operationalisation of the Water Use Efficiency Information System and the website on water use efficiency and ensure that it gains national status and keeps up with trends in water use efficiency within the domestic sector ●Support the development and facilitate the provision of appropriate training manuals and courses to relevant stakeholders within the domestic sector ●Conduct suitable research to improve the functions of strategic committees and commission joint projects and initiatives with other Directorates.

Enquiries: Mr P.J. Herbst, tel. (012) 336 7194.

Engineering Technician (2 Posts)

Water Use Production Grade A–C

●Salary: R 181,344 – R 235,998 p.a. (based on proven years of experience) ●Centre: Pretoria ●Ref. 11263/70

Requirements: ●A B. Tech degree in Agriculture Engineering specialising in Irrigation or Civil Engineering specialising in Water ●Compulsory registration with the Engineering Council of South Africa as a professional (proof of registration must be provided) ●3 years post-qualification experience required ●Willingness to travel and work abnormal hours ●A valid Code B driver's licence.

Duties: ●Develop irrigation agriculture water loss control, water use efficiency and productivity improvement programmes from sources, i.e. dams, groundwater to root zone applications, i.e. on farm at all irrigation schemes in the country ●Ensure effective implementation and compliance with good water management practices such as measurement of all water supply, distribution and use, submission of water use efficiency accounting reports preferably using the Water Administration System, on farm practices, i.e. soil water moisture content measurement, scheduling of irrigation and sound operation and maintenance of irrigation systems to achieve optimum efficiency levels ●Work together with an organised agriculture fraternity, i.e. Provincial Department of Agriculture and Committee for Co-ordination of Agriculture Water (CCAW), Agriculture Extension Offices and Farmers Organisations ●Conduct Water Use Efficiency Assessments and Audits of Irrigation Schemes to ascertain the nature and scale of water losses, inefficient use, causes of water losses and inefficient water use ●Formulate remedial measures to cut down on water losses, improve efficiency and productivity in the use of water ●Support the DWA Directorate: WUE, DWA Regional Offices and Irrigation Schemes, i.e. Water User Associations, Irrigation Board and Government Water Schemes projects with respect to the development, implementation and monitoring and evaluation of Water Conservation and Water Demand Management programmes, strategies, business plans and project implementation action plans ●Use SAPWAT, WARMS, WAS and other suit of irrigation tools and models developed by DWA, WRC, ICID, ARC and SASRI, i.e. CropWat, ACRU, My Caneism, etc. to assess and optimise irrigation systems at farm and scheme levels ●Undertake water use efficiency, improve projects, develop water use efficiency benchmarks and programmes to assist the irrigation agriculture sector to use water within acceptable irrigation water use benchmarks ●Effectively implement and enforce WC/WDM targets, strategies, business plans and implementation plans developed as part of WC/WDM potential assessment studies ●Support the development and facilitate the provision of appropriate training manuals and courses to relevant stakeholders within the irrigation agriculture sector ●Conduct suitable water use efficiency research to inform and improve the national status of WC/WDM in the Irrigation Agriculture Sector.

Enquiries: Mr T. Masike, tel. (012) 336 6793.

Engineering Technician (Grade A–C) (2 Posts)

●Salary: R 181,344 – R 235,998 p.a. (based on proven years of experience)

●Centre: Pretoria ●Ref. 11263/71

Requirements: ●Three-year degree in Civil Engineering or equivalent qualification ●Compulsory registration with the ECSA as a professional (proof of registration must be provided) ●3 years post-qualification experience required ●Willingness to travel and work irregular hours ●A valid Code B driver's licence ●Understanding of various industrial processes and appropriate experience in the use of continuous improvement techniques like pinch analysis, life cycle assessment, cleaner production technologies in optimising water use within process operations ●Technical design and analysis knowledge ●Project management skills ●Research and development skills ●Computer literacy, including knowledge of computer -aided engineering applications ●Knowledge of legal compliance ●Professional judgment ●Technical report writing ●Excellent networking and communication skills ●Problem solving and analysis skills ●Dynamic and innovative person with presentation and public speaking skills ●Capability to influence/interact with key stakeholders within the water sector ●People management skills ●Planning and organising ●Customer focus and responsiveness ●Knowledge of the Water Act, 1998 as well as relevant legislation and regulations.

Duties: ●Evaluate and provide inputs to the Integrated Waste and Water Management Plans (IWWMP) or Water Conservation Plans submitted by IMP users to promote conservation and efficient utilisation of water through authorisation processes ●Evaluate existing sector strategies, guidelines and procedures to incorporate new technologies and internationally accepted best management practices ●Participate in the water use authorisation process to ensure incorporation of Water conservation Conditions as part of water use licences ●Liaise with relevant industry representative bodies to develop joint regulatory measures such as water use efficiency benchmarks, best management practices, water use efficiency targets and overall measures to improve productive use of water in the sector ●Compile, provide and consolidate the IMP sub-unit's inputs to the Directorates business plans, quarterly reports, project management reports and other strategic reports ●Provide support to the management of the Water Use Efficiency System as well as the website, ensuring that it provides accurate data and status regarding the IMP sector's water use efficiency levels ●Participate in sector specific water related research and development studies to keep up with new technologies and procedures in the field of water conservation and to improve expertise within the directorate ●Drive the implementation of the business developed for the IMP sector as part of the potential assessment for WC/WDM in the Water Management Areas ●Provide inputs into budgeting processes and manage contracts ●Lead and manage consultants that are involved in some of the studies/projects within the unit.

Enquiries: Mr P. Herbst, tel. (012) 336 7043.

Assistant Director: Water Use Efficiency (Education and Awareness)

●Salary: R 221,058 p.a. (Level 9) ●Centre: Pretoria ●Ref. 11263/69

Requirements: ●A recognised three-year tertiary qualification in Social Sciences, Communication or an equivalent qualification ●5 years working experience in communication and the social development sector ●Appropriate experience in water conservation and water demand management as well as sound knowledge of water resource management ●Computer literacy ●A valid Code B driver's licence.

Duties: ●Lead research on and analysis of people with understanding and perception regarding Water Conservation and Water Demand Management, including research analysis that monitors the impact of Water Conservation and Water Demand Management ●Develop research initiatives to identify consumer needs ●Assist with the establishment of various national, regional and local co-ordinating committees ●Facilitate programmes on how to integrate various water conservation and water demand management campaigns, establishing networking systems and monitoring the establishment of various campaigns by different water sector institutions, including other Government departments, public institutions, private institutions, non-governmental organisations, community-based organisations and international organisations ●Assist with the establishment and management of strategic international partnership with emphasis on SADC and Africa to facilitate networking and collaboration in Water Conservation and Water Demand Management education and awareness programmes ●Engage relevant stakeholders on suitable incentive schemes towards water conservation and water demand management ●Assist with the development and implementation of a Water Conservation and Water Demand management training programmes.

Enquiries: Ms N. Breakfast, tel. (012) 336 7127.

CORPORATE SERVICES

Deputy Director: Internal Communications

●Salary: R 434,505 (all inclusive package - Level 11) ●Centre: Pretoria ●Ref. 11263/72

Requirements: ●An appropriate three-year degree or National diploma in Communications, Journalism, Marketing and Public Relations ●Understanding of appropriate work plans, logistical framework and Departmental strategy ●A valid driver's licence ●Excellent knowledge of Public Relations, Corporate Communications and Internal communication ●Experience in communications strategy development and execution ●Project and events management ●Management of personnel ●Strong administrative, financial and human resource management ●Good working knowledge of Government Communications ●Ability to work under pressure and willingness to travel and work long hours.

Duties: ●Manage all aspects of Communications and marketing of different branches in terms of framework of its legislation by developing and implementing communications strategies with the managers of different components in the Department ●Manage the initiation, design, monitoring and evaluation of communications and marketing campaigns and projects ●Build and maintain effective communication links with stakeholders of different branches ●Provide communication advice across all the branches ●Advise and assist with internal communication activities across different branches ●Write and design articles for internal and external publications ●Ensure effective and efficient administrative and financial management of all branches in communications ●Develop, build and maintain public and private partnerships with stakeholders in the different sectors relating to branch communication officers and ensure their involvement in other components of the Department.

Enquiries: Mr M. Nyathi, tel. (012) 336 8268.

Deputy Director: Corporate Services

●Salary: R 434,505 p.a. (all inclusive package) ●Centre: Hartbeespoort ●Ref. 11263/73

Requirements: ●A four-year Bachelor's degree in Human Resource Management or Public management or equivalent qualification plus appropriate experience in a Generalist HR environment ●In-depth knowledge of all aspects of HR ●A valid driver's licence ●Good communication (verbal and written) skills ●Good customer relations ●Co-ordination and planning skills ●Knowledge of Human Resource Prescripts and interpretation thereof.

Duties: ●The incumbent will render Generalist HR consulting services to the Area Offices (Hartbeespoort, Groblersdal and Tzaneen) ●Provide HR interventions in the following fields: Recruitment and selection, HR Administration, Performance Management, Organisational Development, Learning and Development, Employee Relations, HR Transactions and Business Process Improvement Methods ●Contribute to the development and accomplishment of Departmental business plans and objectives ●Act as an employee advocate and change champion ●Continually assess the effectiveness of HR, the OHS Act, COIDA and IT.

Enquiries: Mr M.R. Williams, tel. (012) 200 9001.

Closing Date: 2 December 2011

NOTE: Applications must be submitted on forms Z83, obtainable from any Public Service department, and should be accompanied by a comprehensive CV as well as certified copies of qualifications. For all posts, please forward your application, quoting the relevant reference number, to the address mentioned at each post. No faxed applications will be accepted. Note: If you have not heard from us within 6 weeks of the closing date, please accept that your application was unsuccessful. An indication by candidates in this regard will facilitate the processing of applications. If no suitable candidates from the unrepresented groups can be recruited, candidates from the represented groups will be considered. The successful applicant will be required to undergo standard Government security clearance procedures prior to permanent appointment.

NOTE: The interview process shall be in order of priority as follows: SMS posts, Finance, Supply Chain Management, Policy and Regulation, Regions, Corporate Services and National Water Resource Infrastructure (NWRI) - Dates will be set after the process of screening and short-listing by various panels.

APPLICATIONS QUOTING THE POST REFERENCE NUMBER MUST BE FORWARDED TO THE RELEVANT ADDRESS FOR EACH CENTRE:

PRETORIA: The Department of Water Affairs, Private Bag X350, Pretoria, 0001 or hand-delivered at Room 714, Continental Building, Corner Visagie and Bosman Streets. FOR ATTENTION: Ms T. Bapela.

HARTBESPOORT, TZANEEN AND GROBLERSDAL AREA OFFICE: The Director Northern Operations, NWRI- Branch, Private Bag X352, Hartbeespoort, 0216. FOR ATTENTION: Mr M.R. Williams.