



## DEPARTMENT OF WATER AND SANITATION

- APPLICATIONS** : Centre: Western Cape (Bellville): Please forward your applications quoting the relevant reference number to The Regional Head: Western Cape, Department of Water and Sanitation, Private Bag X16, Sanlamhof, 7532 or hand deliver to Sigma Building, 3 Blanckenberg Road, and Bellville. For attention: Mr B Saki.
- CLOSING DATE** : 17 August 2018 TIME: 16h00
- POST** : SCIENTIST MANAGER GRADE A REF NO: 170818/04
- BRANCH** : OPERATIONAL INTEGRATION: WESTERN CAPE, SD: RESOURCE PROTECTION
- SALARY** : R 854 154 per annum, (All inclusive OSD salary package)
- CENTRE** : Western Cape Provincial Office: Bellville
- REQUIREMENTS** : A MSc degree or relevant qualification. Six (6) years post qualification Natural Scientific experience. Compulsory registration with SACNASP as a Professional Natural Scientist(Proof of registration must be attached). Experience on RDM tools. Experience in water resource management. Scientific methodologies and models. Research and development. Knowledge of legal compliance and scientific presentation. Practical knowledge in data analysis, professional judgment and scientific mentoring. Policy analysis and implementation specific to CM. Strategic capability and leadership. Programme and project management. Knowledge of Financial management, Change management, problem solving and analysis skills. Knowledge management, people management, empowerment, client orientation, customers focus and communication skills. Conflict management, accountability and good ethical skills. A valid driver's license (certified copy must be attached).
- DUTIES** : Review and recommend / approve scientific projects. Facilitate the setting of scientific standards, specifications and service levels according to organizational objectives to ensure optimum operational service. Monitor scientific efficiencies according to organizational goals. Facilitate the compilation of innovation proposals to optimize limited resources in achieving increased levels of compliance within industry. Monitor compliance of the RQO's set for significant water resource. Manage and coordinate Western Cape Freshwater Ecosystems which include rivers through River Eco-status Monitoring Programme (REMP), Wetlands and Estuaries. Standard operating procedures to enable other CM units to monitor compliance to the Reserve and Class in the water use authorisations. Business process design to facilitate data flow from water quality monitoring programmes to compliance monitoring and data flow for further action (enforcement, CMS, authorisation or Ecosystem services). PESTLE evaluation and identification of projects specific to RDM RQO's to address identified weaknesses and risks. Align project to organizational strategies. Provide support and advice to the stakeholders. Review scientific documents. Design scientific methodology for the analysis of scientific data. Ratify the evaluation, monitoring and dissemination of data. Design and develop appropriate scientific models to generate information and knowledge. Formulate and evaluate proposal and compile reports. Develop and customize scientific models. Manage and guide

scientific research to improve expertise. Develop guidelines according to research results. Publish and present research findings (results). Lead, coordinate and conduct basic and applied research or knowledge application. Facilitate and monitor inspections measuring compliance to RQOs and ensure it is done according to prescribed Standard Operating Procedures (SOP). Ensure that inspection/ audit report is done according to standard inspection template. Allocate, control, monitor and report on all resources. Compile risk logs and manage significant risk according to sound risk management practice and organizational requirements. Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. Facilitate and liaise with structures/stakeholders on scientific matters. Ensure the availability and management of funds to meet the MTEF objectives within the scientific environment/services. Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives. Manage the commercial value add of the discipline-related programmes and projects. Facilitate the compilation innovation proposals to ensure validity and adherence to organizational principles. Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements. Manage personnel key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

**ENQUIRIES**

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Ms Z Bila-Mupariwa, Tel No: 021 941 6089