

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 19 March 2021

Note: Interested applicants must submit their applications for employment to the e-mail address specified on each post. **Applications must be submitted using the newly implemented Z83** form obtainable on the Department of Water and Sanitation's website, under career opportunities or the DPSA website, under vacancies in the Public Service (point 4) and should be accompanied by a comprehensive CV as well as copies of qualifications and Identity document (all documents must be submitted in **one** email in a PDF format. The attachment/s, may not **exceeding 10mb**) Subject title on the email must clearly display the **reference number** of the post applied for. Applicants should forward applications to the correct email address of the post as wrong emailed applications will not be considered. No late, applications will be accepted. Original/certified copies must be produced by only shortlisted candidates during the interview date. A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. A pre-entry certificate obtained from the National School of Government (NSG) is required for all SMS applicants. Candidates will be required to complete a financial disclosure form and undergo a security clearance. Foreigners or dual citizenship holders must provide a police clearance certificate from country of origin. The Department of Water Sanitation is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Correspondence will be limited to short-listed candidates only. If you do not hear from us within two (2) months of this advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill these positions. Women and persons with disabilities are encouraged to apply and preference will be given to the EE Targets.

POST: ASSISTANT DIRECTOR: TALENT MANAGEMENT REF NO.190321/13

BRANCH: NWRI: NORTHERN OPERATIONS

SALARY: R376 596 per annum, Level 09

CENTRE: HARTBEESSPOORT

REQUIREMENTS: A National Diploma or Degree in Human Resources Management / Development. Three (3) to five (5) years' experience in a Human Resources Development Environment in Junior Management. A valid driver's licence (Attach a copy). Knowledge of SAQA, NQF and the Skills Development Act.

DUTIES: Manage bursary administration. Ensure training administration (short courses, seminars and other special programmes) is done. Participate in the development, implementation and monitoring of Talent Management Policies. Identify training needs and the drawing up of a training plan for cluster employees. Compile a Workplace Skills Plan for the region. Facilitate and present courses and /or information. Evaluate the impact of training on employees. Facilitate employee development. Give career development advice to individuals and line management. Design and implement talent management special programmes, such as internships, ABET and experiential learning. Advise the line function on Talent Management Policies and activities. Manage and ensure implementation of Performance Management Development System (PMDS). Market bursaries in the Area offices. Attend meetings pertaining to Talent Management.

ENQUIRIES: Mr S Murunzi, Tel No 012 200 9000

APPLICATIONS: Hartbeespoort: Please email your application quoting the relevant reference number to HBPrecruitment@dws.gov.za For attention: Mr. S Murunzi