



## water & sanitation

Department:  
Water and Sanitation  
REPUBLIC OF SOUTH AFRICA

### DEPARTMENT OF WATER AND SANITATION

CLOSING DATE: 21 May 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 pertaining to Senior Management Services (SMS) posts will be subjected to a technical and competency assessment and a pre-entry certificate obtained from the National School of Government is required prior to the appointment. (Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. The link for the completion of the course for the certificate for the pre-entry into SMS can be found on <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. 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: ORGANISATIONAL DESIGN REF NO: 210521/05

BRANCH: CORPORATE SUPPORT SERVICES DIR: ORGANISATIONAL DEVELOPMENT

SALARY: R 470 040 PER ANNUM, (LEVEL 10)

CENTRE: HEAD OFFICE, (PRETORIA)

REQUIREMENTS: A National Diploma or Degree in Organisational Development/ Management Services/ Operations Management or relevant. Three (3) years management experience in Organisational Development. Basic knowledge of policy development, implementation and organisational design. Disciplinary knowledge in HR information. Understanding of Government legislation. Knowledge in financial management and PFMA. Knowledge of analytical procedures. Knowledge and understanding of techniques and procedures for the planning and execution of operations. Experience in programme and project management. Knowledge of relationship management. Problem solving, analysis, people, diversity management, client orientation and customer focus skills. Excellent communication skills. Accountability and ethical conduct.

DUTIES: Develop job profiles. Implement organisational design policies. Develop organisational structures. Conduct job evaluations and implement organisational design systems. Ability to advise Senior Management on all of the above matters including interpretation and application.

ENQUIRIES: Mr. R Neduvhuledza, Tel No. 012 336 7968.

APPLICATIONS: Head Office (Pretoria): Please email your applications quoting the relevant reference number to [recruitment@dws.gov.za](mailto:recruitment@dws.gov.za)