



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

**DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 29 October 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, identity document and a valid driver's license (where applicable) which need **not** to be certified when applying for a post. Original/certified copies must be produced by only shortlisted candidates during the interview date. All required information on Form Z83 must be provided. Failure to complete or disclose all required information will automatically disqualify the applicant. All documents must be submitted in one email in a PDF format. The attachment/s, may not exceed 5mb. 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. A SAQA evaluation certificate must accompany foreign qualification/s. 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: SCIENTIST MANAGER GRADE A REF NO: 291021/03

BRANCH: PROVINCIAL COORDINATION AND INTERNATIONAL COOPERATION: EASTERN CAPE

SALARY: R 898 569 per annum (All-inclusive OSD salary package)

CENTRE: East London

REQUIREMENTS: A MSc Degree or relevant qualification. Six (6) years post qualification in Natural Scientific experience. Compulsory registration with SACNASP as a professional Natural Scientist (Attach copies). Knowledge and experience in programme and project management. Knowledge and experience in Scientific methodologies and models, research and development. Computer – aided scientific applications. Knowledge of legal compliance, technical report writing and creating high performance culture. Professional judgement, data analysis and policy development. Scientific presentation monitoring. Strategic capability and leadership. Decision making, team leadership and creativity. Financial management, customer focus and responsiveness. Networking, planning, organizing and execution. Conflict, people and change management. Problem solving and analysis. Good communication skills both (verbal and written).

DUTIES: Ensure the development and implementation of policies, systems, procedures and scientific protocols. Review and recommend/ approve scientific projects. Facilitate the setting of scientific standards, specifications and service levels according to organisational objectives to ensure optimum operational availability. Monitor scientific efficiencies according to ensure validity and adherence to organizational principles. Provide strategic leadership and direction. Align projects to Regional and National water resource strategic priorities, goals and objectives. Provide support and advice to various industries and stakeholders. Provide scientific support and expertise towards improved monitoring network (groundwater and water quality). Provide geohydrological expertise in the drafting and review of catchment management strategies, water allocation plan, water allocation reform programme etc. Develop and maintain relationships/collaborations with research organisations or bodies and assist with review of scientific research

proposals and various scientific documents/reports. Lead, coordinate, and develop scientific models and regulatory frameworks. Design scientific methodology for the analysis of scientific data. Implement and enhance the evaluation, monitoring and dissemination of data. Design and develop appropriate scientific models to generate information and knowledge. Formulate and evaluate proposals and compile reports and develop and customize scientific models. Research and development. Manage scientific research to improve expertise. Initiate groundwater resource studies, publish and present research findings (results). Lead, coordinate and conduct basic and applied research or knowledge applications in aspects related to hydrology, geohydrology, water quality and geographical information systems. Financial Management. Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management. Identify and manage specific value-added commercial components of programmes and programmes. Responsible for procurement of assets for the unit, effective management and control of those assets. People management. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of scientific services according to organisational needs and requirements and manage staff key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives. Governance, allocate, control, monitor and report on all resources. Compile risk logs and manages 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.

ENQUIRIES: Ms. T Fiko, Tel No: (043) 701 0341

APPLICATIONS: Eastern Cape (East London) Please email your application quoting the relevant reference number on the subject line to ECRecruitment@dws.gov.za For Attention: Ms. LT Malangabi.