



## water & sanitation

Department:  
Water and Sanitation  
**REPUBLIC OF SOUTH AFRICA**

DEPARTMENT OF WATER AND SANITATION  
CLOSING DATE: 4 February 2022

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: CHIEF DIRECTOR: INTERNAL AUDIT REF NO: 040222/03  
BRANCH: OFFICE OF THE DIRECTOR-GENERAL CD: INTERNAL AUDIT  
SALARY: R1 251 183 per annum (LEVEL 14) (All-inclusive salary package)  
CENTRE: Pretoria Head office

**REQUIREMENTS:** An appropriate recognised Bachelor's degree (NQF 7) in Auditing/ Risk Management/ Management Accounting fields. Eight (8) to Ten (10) years' experience in Internal Auditing of which 5 years must be at a Senior Managerial level. Possession of either one or more of the following Professional Certifications: Chartered Accountant (CA); Certified Internal Audit (CIA); Performing an Effective Quality Assessment (PEQA); Certified Government Auditing Professional (CCSA); Certified Information System Auditor (CISA); Information Systems Audit Professional [ISAP (SA)] and Certified Fraud Examiner (CFE) will be an added advantage. A valid drivers license (Attach a copy). Knowledge of the Standards for the Professional Practice of Internal Audit and the Code of Ethics developed by the Institute of Internal Audit. Extensive knowledge of internal auditing (Compliance/Operational, Information Systems Audit, Performance and Forensic Audits), Governance, Risk management, Public Finance Management Act and Treasury Regulations. Understanding and knowledge of accounting and other relevant principles (IFRS/GAAP/GRAP). Proven strategic, financial management and leadership capabilities. Good communication (both verbal and report writing), planning, problem solving, sound research, negotiation, analytical, auditing and presentation skills. Ability to apply policies, gather and analyse information and must be willing to travel extensively work under pressure and work long/irregular hours.

**DUTIES:** Lead the Internal Audit Function. Provide management and Audit Committee support on the facilitation and coordination of internal audit services within the Department. Develop a three-year risk-based strategic internal audit plan and risk-based annual internal audit plan. Develop communication strategy of the plans. Manage the identification and evaluation of organisation's audit risk areas. Manage and coordinate planning and execution of internal audits (Compliance/Operational, Information Systems, Performance and Forensic Audits). Develop and deliver a disciplined approach of evaluating and improving the effectiveness of the Department's controls, governance and risk management

processes. Identify audit gaps and provide corrective measures. Manage the performance of audit procedures, including identifying and defining issues, develop criteria, reviewing and analysing evidence, and documenting client processes and procedures. Manage the implementation of the approved operational and strategic plans, policies and procedures and internal audit guidelines and provide advice to internal audit staff on the implementation of approved functional plans. Ensure the alignment of processes and procedure with the business plan of the function. Monitor adherence to internal audit standards and procedure. Communicate the results of audit and consulting projects via written reports and oral presentation on a timely basis to management and the Audit and Risk Committees. Perform investigations and ad-hoc audits as and when requested by management. Prepare audit reports. Facilitate the Audit Committee functions.

ENQUIRIES: Mr. C Greve Tel No. (012) 336 8402

NOTE: Preference will be given to Females and persons with disabilities

APPLICATIONS: Head Office (Pretoria) Please email your application quoting the relevant reference number on the subject line to [Recruitment.DDG@dws.gov.za](mailto:Recruitment.DDG@dws.gov.za) For Attention: Dr. M Ramsing