



## water & sanitation

Department:  
Water and Sanitation  
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION  
CLOSING DATE: 27 June 2022

NOTE: Interested applicants must submit their applications for employment to the 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. All required information on the Z83 application form must be provided. Other related documentation such as copies of qualifications, identity document, drivers license etc need **not** to accompany the application when applying for a post as such documentation must only be produced by shortlisted candidates during the interview date. With reference to applicants bearing professional or occupational registration, fields provided in Part B of the Z83 must be completed as these fields are regarded as compulsory and such details must also be included in the applicants CV. Failure to complete or disclose all required information will automatically disqualify the applicant. 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 three (3) 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: SENIOR HUMAN RESOURCE PRACTITIONER: CONDITIONS OF SERVICE REF NO: 270622/05  
BRANCH: PROVINCIAL COORDINATION AND INTERNATIONAL COOPERATION: NORTH-WEST  
SALARY: R321 543 per annum (Salary level 8)  
CENTRE: MMABATHO

REQUIREMENTS: A National Diploma or Degree in Human Resources or relevant qualification. Three (3) to five (5) years experience in Human Resource Management matters. PERSAL certificates in Leave Administration and PERSAL Administration. A valid driver's licence. In depth knowledge of PERSAL system. Extensive knowledge of employee benefits. Knowledge of administrative procedures. Disciplinary knowledge of labour law. Knowledge. Knowledge of dispute resolution process. Knowledge of labour relation policies. Understanding of Social and Economic development issues. Basic Financial management and knowledge of PFMA. Knowledge Management. Problem solving Analysis. People and Diversity Management. Client Orientation and Customer Focus. Communication. Accountability and Ethical Conduct. Self-efficacy.

DUTIES: Maintenance of data base and raw relevant reports in relation to implementation of Human Resources Management policies. Facilitate implementation of Human Resource of Human Resource policies, strategies, procedures and practices on Administration of leave absence of in the public Service, Leave Auditing, Termination of Service (Pension Case Management System), Housing allowance, Long Service Recognition, Records Management (HR Registry), Recruitment and Selection. Provide Human Resource information and knowledge management services. Management and Supervision of own supervisees.

ENQUIRIES: MJ Ntwe. Tel No: (082) 657 4685

APPLICATIONS: North-West (Mmabatho) Please forward your application quoting the relevant reference number to the Regional Head: North-West, Department of Water and Sanitation, Private Bag X5, Mmabatho, 2735 and/or deliver at Mega City Shopping Centre, Corner Dr James Moroka Drive and Sekame Road, Unit 99 Ground Floor, For Attention Mr MJ Ntwe