



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE: 3 February 2023

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 (with full particulars of the applicants' training, qualifications, competencies, knowledge & experience). 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 in line with DPSA circular 19 of 2022. 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 (only when shortlisted). 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 (only when shortlisted). 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: DIRECTOR: ORGANISATIONAL PERFORMANCE MONITORING REF NO. 030223/01

BRANCH: CORPORATE MANAGEMENT CD: CORPORATE PLANNING & ORGANISATIONAL PERFORMANCE

SALARY : R1 105 383 per annum (Level 13) (All-inclusive SMS salary package)

CENTRE : Pretoria Head Office

REQUIREMENTS: A B Degree or relevant qualification at NQF level 7 qualification in Public Administration / Public Management / Business Administration. Five (5) to ten (10) years experience in related environment. Five (5) years must be at middle or senior management level. Policy implementation. Project and programme management. Skills development planning. Problem solving and analysis. People and diversity management. Client orientation and customer focus. Communication/Interpersonal skills. Accountability and ethical conduct.

DUTIES: Coordination of monitoring and evaluation. Develop departmental guidelines for monitoring and evaluation. Develop departmental monitoring and evaluation tools. Develop and publicise the department's monitoring and evaluation calendar. Convene performance information review sessions. Obtain approvals from the relevant delegated authority. Submit departmental reports as regulated. The co-ordination and consolidating of performance information reports. Produce analysis report of the department's monthly quarterly and annual performance. Identify samples from reported performance. Conduct site visits on samples to assess if field data complements reported performance. Produce analysis report on the alignment of performance report with field data. Develop departmental medium term evaluation plan. Conduct evaluations based on the departmental plan. Develop lessons for strengthening the department's performance and decision making. Coordinate the institutionalization of evaluations in the department.

ENQUIRIES: Ms B Manyakanyaka, Tel No. 012 336 7724

APPLICATIONS : Head Office (Pretoria): Please forward your application quoting the relevant reference number to the Department of Water and Sanitation, Private Bag X350, Pretoria, 0001 or hand deliver to Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria. For Attention : Planning, Recruitment & Selection Unit.