



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 19 May 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. For posts requiring a drivers license, annotate such details on 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. Faxed or emailed applications will not be considered. 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.

ERRATUM TO WITHDRAW: DEPARTMENT OF WATER AND SANITATION: PRETORIA (HEAD OFFICE): Kindly note that the following posts were advertised in Public Service Vacancy Circular 13 dated 07 April 2023, Assistant Director: Billing Operations (X2 Posts) Ref No:020523/04, the posts have been withdrawn.

POST: DIRECTOR: ORGANISATIONAL DEVELOPMENT REF NO: 190523/01
CHIEF DIRECTORATE: CORPORATE PLANNING AND ORGANISATIONAL PERFORMANCE
SALARY: R1 105 383 per annum (All-inclusive package) (Level 13)
CENTRE: Pretoria Head Office

REQUIREMENTS: NQF level 7 qualification in Organisational Development or relevant. At least (6) six – (10) ten years' experience in Organisational Development environment of which (5) five years should be at middle / senior managerial level • Knowledge and experience in organisational design principles • Knowledge and experience in Re-engineering processes • Knowledge of policy development and implementation. • Knowledge of HR information. • Knowledge and understanding of all the relevant legislation including PSA, PFMA, PSR, etc. • Good communication, presentations, and networking skills • Knowledge of techniques and procedures for the planning and execution of organisational design operations. • Knowledge of Labour relations processes • Strategic capability and leadership • Excellent communication (verbal and written) skills • Programme and project management skills • Excellent change and knowledge management skills • Improve service delivery and innovation • Good problem solving and analysis • Good people management and empowerment • Client orientation and customer focus • Ensure accountability and ethical conduct

DUTIES: The provision of organizational behavioral services by devising and implementing appropriate OD interventions and change management strategies. Review, align and maintain OD related systems, practices, and procedures. Devise strategic interventions relating to organisation design. The maintenance of organizational development information. The management of human and financial resources in the OD directorate.

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

APPLICATIONS: Pretoria (Head Office): 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 and Selection Unit.