

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 6 December 2024

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 DPSSA 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 DPSSA 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. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). 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. 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 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.

POST: DIRECTOR: HUMAN RESOURCE PERFORMANCE AND DEVELOPMENT MANAGEMENT REF NO: 061224/01

BRANCH: CORPORATE SUPPORT SERVICES DIR: HUMAN RESOURCE PERFORMANCE AND DEVELOPMENT MANAGEMENT

SALARY: R1 216 824 per annum (Level 13) (All-inclusive salary package)

CENTRE: Pretoria Head Office

REQUIREMENTS: An undergraduate qualification (NQF 7) in Economic and Management Sciences with majors in Human Resource Management and specialisation in Human Resource Development or Training and Development or relevant qualification. Five (5) to (10) ten years of experience at senior/middle managerial level in a Human Resource Development environment. The disclosure of a valid unexpired driver's license. Knowledge and experience in HRD policy development and implementation. Sound understanding of HRD policies and procedures. Knowledge of PMDS and Adult Education and training (AET). Insights on the enhancement and promotion of skills development. Understanding of legislative and policy frameworks governing the public sector. Knowledge of conflict management tools and methodologies. Good communication, presentation, report writing and networking skills. Understanding of programme and project management. Knowledge of financial, people management and empowerment practices.

DUTIES: Provide strategic leadership and business planning for the directorate. Facilitate the implementation of Human Resource Development strategy. Advocate for compliance and ensure adherence to operational and financial frameworks of practices, processes, standards and controls. Coordinate the implementation of performance management system. Provide awareness on performance management system department wide. Provision of skills training and development programmes. Develop training tools and effective mechanisms to identify and address the demands for priority skills supply over a specified term. Provision of internal bursary programme. Manage the awarded internal bursaries process. Manage the bursary program and report on bursaries.

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

APPLICATIONS: Pretoria (Head Office): Please email your application quoting the relevant reference number on the subject line to: Recruit43HO@dws.gov.za or hand deliver to: Delta Continental Building, Corner of Visagie and Bosman Street, Pretoria, 0001 or post to: Private Bag X350, Pretoria, 0001. For Attention: Recruitment and Selection Unit