



## water & sanitation

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

DEPARTMENT OF WATER AND SANITATION  
CLOSING DATE: 30 September 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 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. 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: SCIENTIST MANAGER GRADE A REF NO. 300924/01

BRANCH: PROVINCIAL OPERATIONS: EASTERN CAPE DIR: WATER RESOURCES MANAGEMENT SUPPORT  
SD: HYDROLOGICAL SERVICES

SALARY: R1 042 170 (All-inclusive OSD salary package)

CENTRE: Cradock

REQUIREMENTS: An MSc Degree in Hydrology / Geohydrology / Ecohydrological Sciences. Six (6) years post qualification (BSc) natural sciences experience required. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Proven knowledge and understanding of hydrological processes. Experience on RDM tools. Experience in Integrated water resource management. Knowledge of Scientific methodologies and models. Research and development. Knowledge of legal compliance. Scientific presentation. Data analysis. Technical report writing. Business processes to ensure data flow. Professional judgement. Scientific mentoring. Policy analysis and implementation specific to CM. Strategic capability and Leadership. Programme and Project Management. Financial Management. Change Management. Problem solving and analysis. Knowledge management. People Management and Empowerment. Client Orientation and Customer Focus. Good Communication and computer skills. Planning and organization. Willingness to travel long distances and work away from home when needed. Conflict management. Accountability and ethical conduct.

DUTIES: Ensure the development and implementation of policies, systems, and procedures. Review and recommend/approve scientific projects; Facilitate the setting of scientific standards, specifications, and service levels according to organizational objectives to ensure optimum operational service; Monitor scientific efficiencies according to organizational goals; and facilitate the compilation of innovation proposals to optimize limited resources in achieving increased levels of compliance within industry. Monitor compliance of the RQO's set. Provide support and advice to the stakeholder. Review scientific documents. Lead, coordinate, and develop scientific models and regulatory frameworks. Design scientific methodology for the analysis of scientific data; Ratify the evaluation, monitoring and dissemination of data; Design and develop appropriate scientific models to generate information and knowledge; Formulate and evaluate proposals and compile reports; and develop and customize scientific models. Ensure the

development, implementation and maintenance of databases. Manage and supervise personnel and other activities. Manage day to day hydrometry investigations, quality of data, planning of data collection, processing of data and calibration for the hydrological network within the Eastern Cape. Ensure effective, efficient and accurate data quality management. Disaster management and coordination. Manage and guide scientific research to improve expertise. Develop guidelines according to research-to-research results. Publish and present research findings (results); and Lead, co-ordinate and conduct basic and applied research or knowledge application. Allocate, control, monitor and report on all resources. Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements. Manage and implement knowledge sharing initiatives e.g., short term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment. Continuously, monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives. Financial Management. Ensure the availability and management of funds to meet the MTEF objectives within the scientific environment/ services. Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles; Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management. People management. Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of hydrological services according to organizational needs and requirements. Ensure updating of hydstra database. Data and information dissemination to stakeholders.

ENQUIRIES: Ms B Kama, Tel (043) 701 0366

APPLICATIONS: Eastern Cape(Cradock): Please email your application quoting the relevant reference number to [ECRecruit@dws.gov.za](mailto:ECRecruit@dws.gov.za) or hand deliver at the 2 Hargreaves Avenue, Old SABC Building, King William's Town 5600 or post to Private Bag X 7485 King Williams Town 5600 For Attention: Ms PN Tshevu Tel (043) 604 5372