



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 5 December 2025

NOTE: Interested applicants must submit their applications via the online link <https://erecruitment.dws.gov.za/> Other related documentation such as copies of qualifications, identity document, driver's 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 on the online Z83 must be completed as these fields are regarded as compulsory. 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 qualifications (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 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: BUSINESS MANAGEMENT REF NO: 051225/01

BRANCH: INFRASTRUCTURE MANAGEMENT DIR: CONSTRUCTION MANAGEMENT

SALARY: R1 266 714 per annum (Level 13) (All-inclusive salary package)

CENTRE: Pretoria Head Office

REQUIREMENTS: A relevant NQF Level 7 qualification in Business Management, Construction Management, Engineering, Built Environment, or a closely related field. A qualification that combines business studies with a built-environment discipline will be an added advantage. Five (5) years of experience at a middle/senior managerial level preferably within an infrastructure delivery environment, construction management, or a business-unit operational context. Demonstrable knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, public-sector procurement frameworks, financial management principles, and compliance requirements. Understanding of programme and project management methodologies, risk management, and performance management systems. Proven capability in strategic planning, operational oversight, organisational development, problem solving, stakeholder engagement, and leading multidisciplinary teams.

DUTIES: Lead the optimisation of the Construction Business Unit, ensuring the unit functions as a fully-fledged internal contractor with sound operational systems, financial discipline, and service standards. Oversee operational business management, including the development and implementation of business processes, service delivery models, financial monitoring tools, performance dashboards, and efficiency improvement mechanisms. Coordinate construction project risk management, including risk identification, mitigation planning, monitoring and reporting across all construction sites. Ensure effective management of Safety, Health, Environment, Risk, Security and Quality (SHERSQ) standards across construction operations in line with statutory requirements. Guide project development and technical coordination, ensuring that construction inputs, technical documentation, planning processes, and execution strategies align with departmental priorities. Lead corporate support service functions for the Construction Unit, including HR planning, skills development, contract administration, compliance processes, governance support, and administrative systems. Develop and maintain policies, SOPs and frameworks that support consistent delivery, accountability, and standardisation across the Unit. Drive business sustainability, including workload forecasting, cost recovery models, pricing of services, internal billing systems, expenditure controls, productivity optimisation, and long-term financial health of the unit. Identify and secure potential internal and external construction opportunities, including client engagement, business development activities, pipeline tracking, and improving the unit's competitiveness. Champion innovation and continuous improvement, introducing digital tools, modern construction management systems, and best practice methodologies to enhance efficiency and service delivery.

ENQUIRIES: Ms MM Maraka Tel No: (012) 336 7073

APPLICATIONS: All applications to be submitted online on the following link: <https://erecruitment.dws.gov.za/>