



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION

CLOSING DATE: **17 October 2025** TIME: **00:00**

Note: Interested applicants must submit their applications for employment to the email address specified below (all documents must be submitted in **one** in PDF attachment/s, **size not exceeding 10mb**) Subject title on the email must indicate the **reference number** of the post. Applicants should forward applications to the correct email address of the post as incorrect emailed applications will not be considered. Applications must be submitted using the newly implemented Z83 form obtainable on the Department of Water and Sanitation 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, 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. 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. The successful candidates will be appointed on Standard Contract in terms of section 76 of the National Water Act, Act 36 of 1998.

DEPUTY DIRECTOR: SAFETY, HEALTH & ENVIRONMENTAL
CHIEF DIRECTORATE: CONSTRUCTION MANAGEMENT
DIRECTORATE: CONSTRUCTION MANAGEMENT SUPPORT
SALARY: R896 436.00 total package per annum (Level (11)
CENTRE: PRETORIA HEAD OFFICE

Ref No: 17102025/CM01

REQUIREMENTS: A three-year degree in Natural Sciences/Engineering or equivalent plus 8 years post qualification experience in Safety, Health, Environmental Management and Quality or similar. Working knowledge and experience in construction safety, health and environment. Good communication skills, Stakeholder management and liaison. Extensive knowledge OHS Act, NEMA and related legislations. Good working knowledge of spreadsheets and presentations. Registration with the SACPCMP as Construction Health and Safety Officer/Manager or registration with SACNP or ECSA will be an added advantage. A disclosure of valid and unexpired driver's licence.

DUTIES: Ensure that comprehensive health, safety, and environmental (SHE) programs are effectively implemented across all construction sites. Monitor site compliance with all applicable SHE legislation and ensure alignment with organizational objectives. Provide expert OHS and environmental advisory support to all levels of management within the Construction Units. Ensure management is informed and compliant with statutory and policy requirements. Conduct training needs analysis related to health, safety, and the environment. Coordinate and facilitate relevant SHE training interventions to build capacity and enhance compliance. Plan and conduct internal OHS and environmental audits. Investigate incidents of non-compliance, near misses, and safety/environmental incidents, ensuring appropriate corrective and preventive actions are implemented and documented. Develop, implement, and maintain effective OHS and environmental management systems, frameworks, and processes to promote a culture of safety and continuous improvement across all construction operations. Coordinate site medical surveillance programs in accordance with regulatory requirements. Ensure accurate recordkeeping and that health records are maintained in compliance with confidentiality and site regulations. Provide informed recommendations for the development, review, and improvement of SHE policies and guidelines in alignment with legislative changes and organizational needs. Facilitate effective communication and coordination among internal and external stakeholders regarding SHE matters. Promote a proactive safety culture through continuous engagement and consultation. Oversee both internal and external audit functions related to safety, health, and environmental compliance. Ensure audit findings are addressed and reported to relevant stakeholders. Support and collaborate in the implementation of environmental management programs as

outlined in the Environmental Management Programme Report (EMPr) and other environmental authorisations applicable to the site. Ensure that all environmental and safety-related incidents and near misses are promptly reported, thoroughly investigated, and properly documented with appropriate corrective actions implemented. Guide and advise management on the development, integration, and continuous improvement of SHE management systems across all Construction Units.

NOTE: The successful candidates will be appointed on a Standard contract in terms of Conditions of Service for staff appointed in terms of section 76 of the National Water Act, 1998 (Act No.36 of 1998).

ENQUIRIES: Mr Letuka Mokoena, Tel (012) 336 8453

APPLICATIONS: Applications should be sent to email address provided below quoting the relevant reference number. emailed to recruitmentcmngt@dws.gov.za

FOR ATTENTION: Recruitment Office.