



## water & sanitation

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

DEPARTMENT OF WATER AND SANITATION  
CLOSING DATE: 19 September 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: CHIEF EXECUTIVE OFFICER: PONGOLA-UMZIMKULU CATCHMENT MANAGEMENT AGENCY REF NO: PUCMA 05

(Re-advertisement, applicants who have previously applied must re-apply)

SALARY: R1 494 900 per annum (Level 14) (All-inclusive salary package) Five-year performance-based contract)

CENTRE: Durban

REQUIREMENTS: A minimum Degree / Higher / Advanced Diploma in Science / Engineering (NQF Level 7) or equivalent. A post qualification (NQF level 8) in Administration / Science / Engineering or relevant. Related professional or an MBA or relevant master's degree will be an added advantage. Minimum of ten (10) years relevant experience in the Water Sector is essential. Five (5) years of which must be at a Senior Management / Executive level. Facilitation, communication, senior management program, stakeholder engagement/ public participation process courses, water resources management. Knowledge of Integrated Water Resources Management, National Water Management Act, Public service administration processes, High level Financial Management and Corporate Governance. Skills required Organisational Management, Conflict Resolution, Strategic View, People Management and Leadership, Financial Management and Planning. Attitudes required, openness and transparency. Open to take advice and to learn from colleagues. Objectivity in the management of the Agency's affairs. May be required to travel extensively. May be required to plan and travel at short notice. May be subjected to extended working hours. May be required to provide information to the Governing Board and respond to Ministerial queries at any given time.

DUTIES: Facilitate and ensure the development/review of the Pongola-Umzimkulu Catchment Management Agency (PUCMA). Oversee the development and implementation of a 5-year strategic plan of the PUCMA. Oversee the development and implementation of the PUCMA's Annual Performance Plan. Oversee the submission and reporting of Annual Reports and Quarterly Reports. Prepare and present the PUCMA reports to the Department of Water and Sanitation, Parliamentary Committees, and the Governing Board. Coordinate the development of a comprehensive Corporate Plan. Oversee the performance and service delivery of the PUCMA. Oversee the coordination of the Governing Board, Risk-, EXCO- and Audit Committee sittings. Approval of agendas, minutes, and reports of the committees before distribution. Oversee the work of the committees. Recommendation of internal and external policies & procedures documentation to the Governing Board and PUCMA committees for approval. Oversee the effective coordination of stakeholder participation and empowerment strategies. Signing and approval of Memoranda of Agreement (MOA's) and Memoranda of Understanding (MOU's) related to external parties. Approval of the PUCMA contract of employment for candidates. Oversee the championing of transformation of water resource management within the Pongola-Umzimkulu Water Management Area. Will be responsible for the appointment of bid committees,

approval of bid specifications, review recommendations from the bid adjudication committees and approve for the appointment of successful bidders in line with the PUCMA delegation of authority. Oversee the effective implementation and maintenance of all administrative, financial, and technical support systems for the delivery of water resource management services. Establish and maintain sound project management systems. Ensure that the PUCMA finance and procurement processes are managed in line with the PFMA, PPPFA, National Treasury and other relevant regulations. Oversee the proper management of the PUCMA assets and physical resources. Supervise and manage executives and all direct reporting employees. Sign performance agreements and review performance of the executives and all the direct reporting employees.

ENQUIRIES: Mr Conrad Greve, Tel No: 012 336 8402

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