



## water & sanitation

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

DEPARTMENT OF WATER AND SANITATION  
CLOSING DATE: 23 June 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 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: TRANSFORMATION MANAGEMENT: REF NO: 230625/01

BRANCH: PROVINCIAL AND ENTITY GOVERNANCE AND INTERNATIONAL COOPERATION CD: IGR SECTOR TRANSFORMATION AND PROVINCIAL GOVERNANCE DIR: TRANSFORMATION MANAGEMENT

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

CENTRE: Pretoria Head Office

REQUIREMENTS: A relevant undergraduate qualification (NQF level 7) in Social Sciences/ Gender Studies/ Youth Studies/ Psychology/ Social Work as recognized by SAQA. Five (5) years experience at middle / senior managerial level. The disclosure of a valid unexpired driver's license. Strong experience in diversity management (Gender, youth, persons with disability transformation). Knowledge and understanding of PPFMA, BBBEE, Basic Conditions of Employment Act, Public Service Act, and other legislation related to transformation. Knowledge of Gender Equity and Women Employment Programme, Promotion of the rights of people with disabilities, mainstreaming and implementation of youth developmental programmes and job access strategy. Understanding of leadership and motivation to guide team members in making consistent progress. Stakeholder engagement and management. Independence and attention to detail. Excellent verbal and written communication. Strategic capability and leadership. Change management and innovation. Knowledge management, problem solving and analysis. Programme and project management. Financial management, and service delivery innovation. Client orientation and customer focus. Accountability and ethical conduct.

DUTIES: Manage and guide the development of disability policies and strategies and implementation in collaboration with relevant departments, sector partners and experts. Maintain governance structures with internal and external stakeholder to enhance collaboration on disability mainstreaming. Monitor and evaluate the impact of existing policies and programmes. Oversee implementation and application of gender policies and strategies. Develop policies and strategies coordinate and mainstream issues pertaining to gender transformation. Aligning strategic plan objectives to ensure that all programs in the strategic plan address the mainstreaming of gender, in terms of legislation, regulations, and departmental policies. Coordinate programmes and monitor and evaluate coherence to respective NSP on GBVF pillars and the Gender Responsive Planning, Budgeting, Monitoring and Evaluation and Auditing Framework. Manage and guide the coordination of social and economic empowerment programs. Develop and review the framework for social and economic empowerment. Oversee the design and planning of empowerment programs to address identified social and economic needs. Programme management on the implementation of the National Youth Strategy. Oversee the development and harmonization of youth policies, review and define strategies for youth mainstreaming within the water sector. Aligning Strategic plan objectives to ensure that all programs in the strategic plan address the

mainstreaming of youth in terms of legislation, regulations, policies and departmental. Direct strategic planning and business operations for the directorate.

ENQUIRIES: Ms Petunia Ramunenyiwa Tel No. (012) 336 8065

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