



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

**DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 05 June 2026**

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. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. 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: 050626/02

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

BRANCH: INFRASTRUCTURE MANAGEMENT DIR: CONSTRUCTION MANAGEMENT

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

CENTRE: Pretoria Head Office

REQUIREMENTS: A Bachelor's Degree or Advanced Diploma (NQF Level 7) qualification in Business Management or Civil Engineering. A post graduate qualification in Business Management or Engineering Management or MBA will serve as an added advantage. A minimum of five (5) years' experience at middle/senior management level preferably within an infrastructure delivery environment. A Nyukela Public Service SMS Pre-entry certificate. Demonstrable knowledge of PFMA, PPPFA, CIDB and SCM legislation. Demonstrate experience in procurement management, infrastructure /construction business development. Experience in stakeholder and relationship management. Demonstrated experience in marketing and customer/client management. Exposure and skills in negotiation and networking. Experience of infrastructure delivery management. Exposure to the construction industry norms and practices. Programme and Project Management and financial management. Risk management, and business performance management systems. Presentation and report writing skills. People management and empowerment.

DUTIES: Provide strategic leadership and direction for business development and growth initiatives within the Departmental Construction Unit. Oversee the development and implementation of marketing, branding and positioning strategies for the Construction Unit. Direct and oversee the preparation, review and submission of bids, tenders and proposals. Monitor industry trends, infrastructure programmes and legislative developments to inform strategic decision-making to benefit the Departmental Construction Unit. Provide strategic oversight on stakeholder engagement, negotiations and partnership management. Oversee the development and management of the Directorate's strategic plans, operational plans and budget. Lead and manage human resources within the Directorate, including performance management, skills development and transformation initiatives. Manage and improve strategic relationships between the Construction Units with its clients and other industry stakeholders. Lead the identification, evaluation and acquisition of construction business opportunities. Ensure compliance with applicable legislation, organisational policies and governance frameworks in all business development activities. Monitor and evaluate business development performance and implement continuous improvement initiatives.

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/>