



## water & sanitation

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

DEPARTMENT OF WATER AND SANITATION  
CLOSING DATE: 6 February 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: ASSISTANT DIRECTOR SANITATION: WATER AND SANITATION SERVICES SUPPORT REF NO: 060226/05

BRANCH: WATER AND SANITATION SERVICES MANAGEMENT FS CD: PROVINCIAL OPERATIONS FREE STATE PROVINCIAL OPERATIONS OFFICE DIR: WATER & SANITATION SERVICES SUPPORT

CENTRE: Bloemfontein

SALARY: R582 444 per annum (Level 10)

REQUIREMENTS: A relevant NQF 6 qualification in Development studies/Public administration /Social Science / Built environment. The disclosure of a valid unexpired driver's license (candidates should be able to drive), Computer proficiency. Three (3) years technical and social experience specifically on Sanitation. Project Management will serve as an added advantage. Knowledge of business and management principles. Knowledge of strategic planning, resource allocation and human resources. Knowledge of Public Service Act, Regulations and Public Finance Management Act. Sound knowledge of Project, Programme, Financial and Change Management.

DUTIES: Provide input into strategic and business planning of the section. Ensure that programmes are in line with sanitation regulations, norms and standards. Co-ordinate and oversee sanitation programmes implementation in all sectors. Regular reporting on programme achievements. Ensure that inputs, buy-in and collaboration by all stakeholders into sanitation programmes are made. Establish and maintain provincial relations with all stakeholders. Incorporate provincial inputs into National Policy and Strategies. Promote a culture of learning and exchange of information (Sector Advocacy) and promotion of Hygiene. Ensure that cross cutting issues such as gender and disability are incorporated into sanitation initiatives. Engage the public on implementation of Infrastructure projects and is also expected to do monitoring and evaluation of sanitation programmes. Appraisal of Sanitation Business Plans for presentation and ratification to the Regional Appraisal Committee. Ensure inputs into water services and integrated development plans. Participate in the development of Integrated Development Plans (IDP) and Water Services Development Plans (WSDP) and ensure alignment of National and Provincial priorities in such plans.

ENQUIRIES: Ms Z Xokozela Tel no. 051 405 9000

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