



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 06 May 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: SPECIALIST SCIENTIST PRODUCTION GRADE A REF NO: 060526/01

BRANCH: REGULATIONS COMPLIANCE AND ENFORCEMENT DIR: WATER ABSTRACTION AND INSTREAM IMPACTS SD: TECHNICAL COORDINATION AND SUPPORT

CENTRE: Pretoria Head Office

SALARY: R1 509 819 per annum (All-inclusive OSD salary package)

REQUIREMENTS: PhD in Hydrology, Environmental Science, Water Resource Management, or a related field of science. Ten (10) years relevant scientific experience in water resource management or related scientific field after BSc Degree qualification. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a professional in an appropriate field of practice. The disclosure of a valid unexpired driver's licence. Knowledge of the legal compliance to the National Water Act, 36 of 1998 and other specific environmental management related legislations. Understanding of programme and project management. Understanding of scientific methodologies and models. Knowledge in research and development. Knowledge in computer-aided scientific applications. Technical report writing and data analysis. Networking, planning and organising. Conflict, people and change management. Capacity building and facilitation skills. Good communication skills both (verbal and written). Problem solving and analysis.

DUTIES: Provide scientific support in the regulation and management of instream water impacts. Conduct technical assessments of water use licence applications. Provide technical inputs into Records of Decisions for environmental authorisation applications. Evaluate hydrological data and determine impacts on water resources. Develop and review resource protection measures, including ecological reserve requirements. Support compliance monitoring and enforcement initiatives. Participate in policy development and implementation within the Directorate. Liaise with stakeholders, including government entities, Water Research Commission, academic and other research Institutions, consultants, and water users. Supervise and mentor junior officials. Compile technical reports and provide recommendations for decision-making. Development of guidelines and protocols for Instream Water Impacts and ensure their implementation. Lead, coordinate, and develop scientific models and regulatory frameworks. Capacity building of internal and external stakeholders. Conduct and participate in research initiatives. Provide specialised scientific and technical expertise in support of the Department during Water Tribunal proceedings and/or any litigation related processes.

ENQUIRIES: Mr N Ndubane, Tel No: (012) 336 8851

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