



## 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: DEPUTY DIRECTOR: WATER SERVICES POLICY RESEARCH AND EVALUATION REF NO: 060526/03  
BRANCH: WATER AND SANITATION SERVICES MANAGEMENT DIR: WATER SERVICES POLICY RESEARCH AND EVALUATION

SALARY: R1 059 105 per annum (Level 12) (All-inclusive salary package)

CENTRE: Pretoria Head Office

REQUIREMENTS: A Bachelor's degree (NQF level 7) in Public Policy, Social Science, Development Studies, Public Administration, or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in the water and sanitation sector policy development and strategy. Knowledge and experience in policy and strategy development and implementation. Knowledge and understanding of all the relevant legislation including Water Act, PFMA, etc. Knowledge in assessment of the sector performance on water and sanitation policies Knowledge and understanding of government planning frameworks and timelines. Knowledge in supporting legislative reviews, analysis and advise on amendments. Good communication skills both (verbal and written). Understanding of strategic capacity and leadership. Knowledge in programme and project management. Understanding of financial, change and knowledge management. Service delivery and innovation. Problem solving and analysis. People management and empowerment. Client orientation and customer focus. Accountability and ethical conduct.

DUTIES: Facilitate the development of water services policy and strategy and related processes. Facilitate consultations and workshops with stakeholders (internal and external) during policy and strategy formulation. Conduct periodic review of the water services strategy considering identified areas for review. Monitor implementation of current water services strategies to identify gaps and improvement areas. Conduct policy research to inform evidence-based policy making. Prepare SEIAS phase 1 (initial assessment) and phase 2 (full assessment) reports for proposed policies, strategies and regulations. Develop and review Social Economic Impact Assessment System (SEIAS) reports on policy strategy and regulation. Facilitate the development of legislation, operational policies, and strategies. Provide technical input into drafting of water sector legislation and operational guidelines. Manage human resources, financial and risk management,

ENQUIRIES: Mr S Ndlovu, Tel No: (012) 336 7391

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