



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 13 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: REVENUE MANAGEMENT REF NO: LOCMA 13

BRANCH: LIMPOPO-OLIFANTS CATCHMENT MANAGEMENT AGENCY DIVISION: REVENUE MANAGEMENT

SALARY: R932 292 per annum (Level 11) (all-inclusive salary package)

CENTRE: Polokwane

REQUIREMENTS: A relevant tertiary qualification in Financial Management, Accounting or Revenue Management at NQF level 7. At least Five (5) years management experience in finance of which three (3) years must be at a supervision level. The disclosure of a valid unexpired driver's license. Computer literacy in Microsoft Office (particularly Excel – advanced level). Extensive knowledge of Government financial systems including SAP. Sound knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, GAAP/GRAP, Division of Revenue Act (DORA), National Water Act, and Public Service Act. Understanding of billing systems, debtor management, revenue collection strategies and credit control processes within a public sector environment. Strong analytical, problem-solving and report writing skills. Strategic thinking ability with sound financial planning capabilities.

DUTIES: Revenue Management and Billing, Oversee the development and implementation of revenue management policies, systems and procedures. Ensure accurate billing of water use charges and related revenue streams in line with legislative frameworks. Monitor revenue recognition in compliance with GRAP standards. Ensure effective integration between operational water use data and financial billing systems. Debt Management and Credit Control, manage debtor accounts, monitor ageing analysis and implement effective credit control strategies, oversee debt collection processes and liaise with legal services where necessary. Develop and implement revenue enhancement and debt recovery strategies. Ensure reconciliation of revenue and debtor accounts on a monthly basis. Financial Reporting and Compliance, prepare and review revenue reports, forecasts and analysis for management and Board reporting. Ensure compliance with PFMA, Treasury Regulations and audit requirements. Coordinate revenue-related audit processes and implement corrective action plans. Strategic Leadership and Planning, providing strategic direction for revenue management within LOCMA. Contribute to budgeting, cash flow management and financial sustainability planning. Strengthen internal controls relating to revenue processes. Support the operationalisation of the Catchment Management Agency through effective revenue systems and governance. Stakeholder Management, engage with water users, internal divisions, DWS and other stakeholders on revenue-related matters. Provide guidance and training to regional and operational staff on billing and revenue processes.

ENQUIRIES: Mrs FL Lamola, Tel No: (083) 273 2494

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

NOTE: The Limpopo-Olifants Catchment Management Agency is a Public Water Resource Management Agency, established in line with the provisions of the National Water Act, 1998 (Act no 36 of 1998) (NWA) and National Water Policy for South Africa. It is an entity of the National Department of Water and Sanitation. Employees appointed in the CMA have similar employment terms and conditions as those of employees appointed in terms of the Public Service Act, though not employed in terms of the Public Service Act.