



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 15 April 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: SANITATION SERVICES REGULATION REF NO: 150426/03
BRANCH: WATER AND SANITATION SERVICES MANAGEMENT: FS CD: PROVINCIAL OPERATIONS: FREE
STATE DIR: WATER SERVICES REGULATION SD: SANITATION SERVICES REGULATION
SALARY: R1 059 105 per annum (Level 12) (All-inclusive salary package)
CENTRE: Bloemfontein

REQUIREMENTS: An NQF level 7 qualification in Environmental Management or Natural Science field. Five (5) years supervisory experience at Assistant Director level in Water Resource Management/ Water and Sanitation Services Management or Regulation field. Previous involvement in the Green Drop regulatory programme will be an added advantage. The disclosure of a valid unexpired driver's license. Effective management and leadership skills. Effective advanced computer skills: Microsoft Office Software (MS Word, Excel and PowerPoint), and other software applications. Effective communication skills both verbally and in writing with management, colleagues, and individuals outside of the organization. Effective analytical and problem-solving skills. Accountability and Ethical Skills. Good planning and organizing skills. Knowledge and understanding of Human Resource Management Legislation, policies, practices and procedures. Knowledge and experience in Project and Programme Management. Research and Development skills. Technical report writing and professional judgement skills. Data analysis and presentation skills. Knowledge of policy development and analysis. Financial Management Skills. Knowledge of Public Finance Management Act (PFMA), National Environmental Management Act (NEMA), National Water Act (NWA), Water Services Act (WSA) and related legislations. Willingness to travel extensive hours.

DUTIES: Oversee the conducting of technical inspections on wastewater systems infrastructure and compilation of detailed inspection reports with recommendations. Ensure monitoring compliance to municipal wastewater standards and compilation of relevant reports with recommendations. Manage issuing letters of non-compliance to wastewater standards and monitoring remedial actions. Ensure monitoring the capturing of wastewater services data by Water Services Institutions in the Integrated Regulatory Information System (IRIS). Lead monitoring compliance of onsite sanitation and non-sewered sanitation (NSSS) to relevant guidelines and regulations. Preparations, and conducting of assessments relating to Green Drop regulatory programme. Manage the process of coordinating submission and monitoring implementation of submitted corrective action plans for the Green Drop programme. Lead on the compilation of presentations for catchment management forums and DWS management. Lead coordination with Catchment Management Agencies on the investigations and reporting on sewer spillages and pollution incidents. Manage review of Environmental Impact Assessment, Basic Assessment Reports, and Environmental Management Plans to provide comments relating to developments projects (e.g. housing/township developments, shopping centers, etc.). Provide sub-directorate inputs for contribution to the Operational Plan of the Directorate. Compile and submit monthly, quarterly and annual reports (finance, performance, and risk) for the sub-directorate. Manage budget and procurement processes of the sub-directorate. Manage and supervise Human Resources. Management of audit process for the component.

ENQUIRIES: Mr N Musekene, Tel No: (051) 405 9000

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