



## 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: SCIENTIST MANAGER GRADE A REF NO: PUCMA 27

BRANCH: PONGOLA-UMZIMKHULU CATCHMENT MANAGEMENT AGENCY DIVISION: WATER RESOURCE PLANNING AND MANAGEMENT

SALARY: R1 099 488 (all-inclusive OSD salary package)

CENTRE: Durban

REQUIREMENTS: MSc degree in Hydrology, Water Resources Management, Environmental Science, Aquatic Science or relevant natural science qualification. Compulsory registration with SACNASP as a Professional Natural Scientist. Minimum six (6) years post-qualification experience in water quality management, resource protection or integrated water resource management. The disclosure of a valid unexpired driver's license. Sound knowledge of the National Water Act (Act 36 of 1998), Resource Directed Measures (classification, Resource Quality Objectives and Reserve), Catchment Management Strategy processes and aquatic ecosystem monitoring frameworks, including the River Eco-status Monitoring Programme. Proven experience in establishing and overseeing monitoring systems, scientific data governance and quality assurance processes. Strong leadership, analytical and advisory capability. Ability and willingness to travel frequently within the Water Management Area and conduct site visits where required. Proven experience in managing technical teams, including performance management, skills development and work planning. Sound understanding of public sector financial management principles and the ability to plan, manage and monitor programme budgets within a regulated water resource management environment.

DUTIES: Lead water resource quality and protection functions within the Water Management Area. Oversee the development and implementation of water quality management programmes, including the waste discharge charge strategy. Provide scientific governance and quality assurance over monitoring systems, ecological assessments and technical reports. Oversee technical assessments and site investigations undertaken by scientific staff, including pollution incident responses, and provide strategic recommendations to Executive Management. Lead review of environmental submissions, including Scoping Reports and Environmental Impact Assessment Reports, to assess impacts on water resources and ecosystems. Drive institutional readiness for resource classification, Reserve implementation and Resource Quality Objective monitoring. Work collaboratively to ensure integrated quantity-quality management and alignment between allocation and protection priorities. Represent PUCMA in technical forums and provide high-level scientific advisory inputs on emerging risks and sustainability challenges. Manage and supervise scientific staff, including performance planning, monitoring and development, and ensure optimal allocation of technical resources. Plan, manage, and monitor programme budgets for water resource quality and protection functions, and ensure the cost-effective implementation of monitoring and management programmes in compliance with applicable public sector financial management frameworks.

ENQUIRIES: Mr. Zakhele Buthelezi, Tel No: (079) 694 6797

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

NOTE: The Pongola-Umzimkulu 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.