



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 PRODUCTION A – C REF NO: PUCMA 31
BRANCH: PONGOLA-UMZIMKHULU CATCHMENT MANAGEMENT AGENCY
DIVISION: WATER RESOURCE PLANNING AND MANAGEMENT (WATER RESOURCES PROTECTION)
SALARY: R761 157 - R1 144 008 (all-inclusive OSD salary package) (Offer will be based on proven years of experience)
CENTRE: Durban

REQUIREMENTS: A Science Degree (BSc Hons) in Environmental Science, Aquatic Science, Hydrology, Water Quality Science or relevant natural science qualification. Three (3) years of post-qualification scientific experience in water quality monitoring, ecological assessment or pollution impact analysis. Compulsory registration with SACNASP as a Professional Natural Scientist. The disclosure of a valid unexpired driver's license. Knowledge of the National Water Act (Act 36 of 1998), including Resource Directed Measures, waste-related water uses and water quality management frameworks. Sound understanding of ecological Reserve principles and aquatic ecosystem monitoring approaches, including nationally recognized eco-status assessment frameworks. Demonstrated ability to analyse scientific monitoring data and compile structured technical reports. Knowledge of national water resource monitoring systems will be advantageous. Strong reporting and organizational skills. Ability and willingness to travel frequently and undertake field inspections and site assessments.

DUTIES: Conduct strategic water quality and ecological monitoring, including analysis of trends, risk identification and resource status assessments within the Water Management Area. Support the development, alignment, and governance of strategic water-quality monitoring networks, including ecological water requirement sites, and ensure data integrity and reporting readiness. Undertake site inspections and technical assessments during pollution incidents to evaluate water-quality impacts, ecological risks, and potential exceedances of Resource Quality Objectives, and compile evidence-based reports and recommendations. Review and comment on environmental submissions, including Scoping Reports and Environmental Impact Assessment Reports, with a focus on water quality risks, waste-related impacts, ecosystem integrity and compliance with Resource Directed Measures. Provide technical input into the Catchment Management Strategy and ensure protection requirements are integrated into allocation and reconciliation processes. Provide evidence-based scientific support to compliance directorates on water quality and waste discharge matters where required. Contribute to continuous improvement of monitoring systems, data governance and scientific reporting standards, and work collaboratively across quantity and quality functions to address cross-cutting water resource management challenges. Engage in stakeholder and technical forums to communicate scientific findings and promote integrated catchment management.

ENQUIRIES: MS. Namrata Jugwanth, Tel No: (083) 453 6410

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.