



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF WATER AND SANITATION
CLOSING DATE: 24 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: DIRECTOR: COMPLIANCE MONITORING AND ENFORCEMENT REF NO: MTCMA07
BRANCH: MZIMVUBU-TSITSIKAMMA CATCHMENT MANAGEMENT AGENCY DIVISION: COMPLIANCE MONITORING AND ENFORCEMENT
SALARY: R1 266 714 per annum (Level 13) (All-inclusive salary package)
CENTRE: East London

REQUIREMENTS: A Bachelor's Degree in Natural Science / Engineering / Environmental / Environmental Law or relevant NQF level 7 qualification. Six (6) to (10) ten years' experience in Compliance Monitoring and Enforcement of which five (5) years' experience must be at a middle / senior managerial level. The disclosure of a valid unexpired driver's licence. General Management. Presentation Skills. Negotiation Skills. Communication/ Interpersonal Skills. Policy & Strategy Development. Skills Development knowledge. Knowledge of relevant Acts. Project and Programme Management. Development Skills.

DUTIES: Provide Strategic direction in the development and implementation of compliance monitoring and enforcement policy, strategies, norms, regulations, standard operating procedures within the catchment management area. Facilitate the development of policies, legislation, regulations and guidelines. Facilitate the consultative processes in the formulation of policies, legislations, guidelines, norms and standard, and strategies within the catchment. Disseminate legislative, technical and policy changes to relevant stakeholders (internal and external). Advise stakeholders on policies, legislation, protocols, regulation and guidelines. Develop a compliance and enforcement information management and reporting system. Ensure compliance monitoring to all water use license condition within the catchment. Provide guidance in the planning of inspections and audits. Ensure the implementation of monitoring activities and verification of reports. Analysing of reports. Provide advice on further actions needed to be taken. Plan and promote environmental rights and justice program (participation in sector specific forums). Provide information/ support to the education and awareness component in conducting compliance awareness workshops. Provide direction in the monitoring of dam safety compliance. Manage the registration and classification of all dams within the catchment. Ensure that all dams safety inspections are conducted. Ensure dams comply with national norms and standards. Compile inspection report. Ensure enforcement on non-compliance to the water use license conditions. Facilitate investigations of non-compliance with water use license conditions. Provide advice and support on criminal and administrative litigation. Initiate prosecution against non-compliance through administrative enforcement. Provision of business planning and general management for the directorate. Develop a business plan and action plan for the Directorate. Develop and implement a service delivery improvement programme for the Directorate. Manage and ensure the development of human resources. Control and monitor expenditure. Advise the CEO and Board on regulatory and compliance and enforcement matters. Responsible for speech-writing and Ministerial submissions as required. Deliver technical and other presentations, as required to a variety of audiences.

ENQUIRIES: Ms B Kama, Tel No: (043) 701 0316

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

NOTE: The MZIMVUBU-TSITSIKAMMA 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.