

## **SUBJECT MATTER EXPERT (SME) WATER SECTOR ADVERT**

**SALARY R652 306 – 815 382 PER ANNUM**

### **Brief Overview of the Role**

To provide technical insight regarding the water sector when quality assuring and evaluating learning programmes and their implementation, workplaces and skills development providers (SDPs). This is done by:

1. Supporting the *QA Practitioner* in assessing the suitability of workplaces for learners to obtain practical work experience.
2. Support the QA Practitioner in assessing the SDP for the purpose of accreditation
3. Support the QA Practitioner in monitoring and capacitation of SDPs
4. Supporting and utilising skills development expertise and knowledge to ensure EWSETA remains relevant and in line with SA and global best practice
5. Supporting the *QA Practitioner* in the execution of the delegated QCTO functions through effective Service Provider Accreditation and the various Certifications
6. Supporting the *QA Practitioner* and the *Community of Expert Practitioners* in identifying and creating Occupational Qualifications that are responsive to the changing needs of the sectors.
7. Sharing industry technical expertise with internal EWSETA staff to capacitate them.

### **1. Key Responsibilities**

1. Oversee the work of the panel of external SMEs
2. Conduct site visits for workplace approvals, accreditations and evaluations
3. Conduct project monitoring and evaluation site visits
4. Tailor Quality Assurance policies, procedures, SoPs, Checklist and Documents
5. Embed industry requirements in occupational quality and provide input to Learning Programmes
6. Share Technical Expertise
7. Teamwork and self-development

## 2. Requirements of the Role

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
Qualifications:	B Hons Degree or equivalent in Water related field (NQF Level 8) <b>OR</b> Qualified Artisan in a water related trade	Master's degree or equivalent in Water related field (NQF Level 9)
Experience:	8 - 10 years' experience in water sector 4- 5 years' experience in skills development sector	At least 2 years of experience in SETA-related processes
Training:	1. Computer Literacy (MS Office package)	1. Advanced Computer Literacy (MS Office package)
Professional certification and membership of professional bodies	Any recognised professional organisation in the water sector, such as Water Institute of Southern Africa (WISA)	The Engineering Council of South Africa (ECSA)

## 2. Competency Requirements

Competency Requirements	
<b>EWSETA PREREQUISITE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)</b>	<ul style="list-style-type: none"> <li>▪ Operational Decision Making</li> <li>▪ Initiating Action</li> <li>▪ Planning and Organising</li> <li>▪ Communicating with Impact</li> </ul>
<b>EWSETA CORE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)</b>	<ul style="list-style-type: none"> <li>▪ Stakeholder Orientation</li> <li>▪ Building Collaborative Working Relationships</li> <li>▪ Driving for Results</li> <li>▪ Continuous Learning</li> <li>▪ Quality Orientation</li> <li>▪ Demonstrating Personal Integrity</li> </ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>▪ EWSETA mandate, purpose, vision, mission, values</li> <li>▪ EWSETA operations and processes</li> <li>▪ Applicable South African Legislation - Skills Development Act, 1998 (Act 97 of 1998); Skills Development Levies Act. 1998 (Act 9 of 1999); National Qualifications Framework, 2008 (Act 67 of 2008); Further Education and</li> </ul>

### Competency Requirements

	<p>Training Act, 1998 (Act 98 of 1998); Promotion of Access to Information Act, 2000 (Act 2 of 2000); Protection of Personal Information Act, 2013 (Act 4 of 2013), QCTO, SAQA and NAMB legislative frameworks.</p> <ul style="list-style-type: none"> <li>▪ Broad sector policy mandates – National Skills Development Strategy III (NSDS); National Development Plan (NDP); Human Resource Development Strategy for South Africa (HRDSSA); Industrial Policy Action Plan (IPAP); National Infrastructure Plan; New Growth Plan (NGP); White Paper on Post School Education and Training; Integrated Resource Plan 2010; National Water Resource Strategy 2</li> <li>▪ Sector-Specific– Strategic Framework for Water Services, 2003; National Water Resource Strategy (NWRS); Industry Policy Action Plans (IPAP 2); Water Services Act, 1997 (Act 108 of 1997); National Water Act, 1998 (Act 36 of 1998); Municipal Structures Act, 1998 (Act 117 of 1998); Municipal Systems Act, 2000 (Act 32 of 2000)</li> <li>▪ Workplace assessments</li> <li>▪ Occupational Directed Training principles and processes</li> <li>▪ Global skills development trends, standards and best practice</li> </ul>
<p><b>SKILLS (NOT LISTED IN EWSETA’S COMPETENCY FRAMEWORK)</b></p>	<ul style="list-style-type: none"> <li>▪ Verbal and written communication skills</li> <li>▪ Presentation skills</li> <li>▪ Analytical skills</li> <li>▪ Problem-solving skills</li> <li>▪ Persuasiveness and Influencing skills</li> <li>▪ Negotiation skills</li> <li>▪ Providing Direction skills</li> <li>▪ Management Control skills</li> </ul>
<p><b>ATTRIBUTES (NOT LISTED IN EWSETA’S COMPETENCY FRAMEWORK)</b></p>	<ul style="list-style-type: none"> <li>▪ Detail Orientation</li> <li>▪ Process orientation</li> <li>▪ Able to deal with sector and SETA sensitive information</li> <li>▪ Tolerance for functioning in a structured and highly regulated ecosystem</li> <li>▪ Able to promote cross functional effectiveness</li> <li>▪ Decisive and able to quickly react to changing environments</li> <li>▪ Resilience and Agility</li> <li>▪ Emotional intelligence</li> </ul>

### **3. Application Process**

Please see attached the full detailed Job Description for the role of the SME Water Sector.

CVs and Certified Qualifications of suitably qualified persons must be forwarded to [newrecruitment@ewseta.org.za](mailto:newrecruitment@ewseta.org.za) by no later than the Close of Business 20 September 2024 (i.e. by 16:30 p.m.). Enquiries may be directed to the HR Manager at 010 109 3250 or Mthenjwa Radebe at [mthenjwar@ewseta.org.za](mailto:mthenjwar@ewseta.org.za). Applications received after the closing date will not be considered.

Correspondence will be limited to shortlisted candidates. EWSETA reserves the right not to make an appointment/s for the advertised post.

Appointment will be made in line with the EWSETA Employment Equity targets.

NB: Please use the name of the position on the subject line of your application email.