

WATER SECTOR MANAGER ADVERT

SALARY R1 118 54 – R1 398 185 PER ANNUM

Brief Overview of the Role

To build strategic partnerships and value-adding stakeholder relationships in the Water Sector by:

- 1.1. Facilitating collaboration between the stakeholders and internal EWSETA functions so that the various stakeholders are engaged with the EWSETA activities and that there is optimal collaboration between the EWSETA and the various stakeholders. This is done in pursuit of stakeholder satisfaction with the EWSETA's delivery of relevant, tailored and best practise skills programmes / solutions.
- 1.2. Collecting, interpreting and leveraging available sector data to identify current and future trends and to anticipate sector related skills needs. This information is shared with the EWSETA to enable the EWSETA to proactively position itself to deliver skills programmes / solutions.
- 1.3. Being in the role of a business partner by influencing EWSETA decision-making by helping the *Planning, Monitoring and Evaluation Division* think through, understand, learn and act effectively on sector specific information.
- 1.4. Advocating for the valuable contribution the EWSETA is making to understanding and responding to market forces within the sector (EWSETA as thought-leader).
- 1.5. Demonstrating thought leadership in the Water Sector by sharing knowledge and insights at various industry fora, writing and publishing articles/thought pieces/blogs, etc. in relevant publications, social media and other means of influence.
- 1.6. Creating value for the EWSETA stakeholders and partners in the Water Sector from a skills development perspective by utilising deep insights regarding the Water Sector to link to the EWSETA's value creation opportunities.
- 1.7. Building commitment rather than resistance from the stakeholders and drives sustainable and ethical results beyond blind adherence to EWSETA processes and policies.
- 1.8. Contributing technical specialist expertise in service of organisational outcomes and value creation.
- 1.9. Building a large and relevant network within the Water Sector, in the organisation and among stakeholders to support the delivery of richer solutions to the sector's needs and using the network directly to help to achieve the EWSETA's mandate and vision.
- 1.10. Managing the Water Sector function.

1. Key Responsibilities

1. Strategy Development, Implementation and Monitoring
2. Water Sector Stakeholder Collaboration and Engagement
3. Oversight of Events, Functions and Campaigns in the Water Sector
4. Collect Water Sector Data for Research purposes
5. Business Partnering
6. Strategic Partnering and Thought Leadership
7. People Management
8. Governance
9. Risk Management
10. Financial Management

2. Requirements of the Role

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
Qualifications:	B Degree in relevant field (NQF level 7)	Honours degree in relevant field (NQF level 8)
Experience:	Eight (8) years' experience in the Water Sector as a specialist 2- 3 years' experience as manager	Experience in Water Resource Management Experience in the Environmental Sciences, speciality Water
Training:	1. Computer Literacy (MS Office package) 2. Project Management	1. Advanced Computer Literacy (MS Office package) 2. Advanced Project Management 3. Management Development Programme
Professional certification and membership of professional bodies	Water Institute of Southern Africa (WISA)	The Engineering Council of South Africa (ECSA)

3. Competency Requirements

Competency Requirements	
EWSETA PREREQUISITE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Building Client Loyalty ▪ Aligning Performance for Success ▪ Coaching ▪ Building a Successful Team

Competency Requirements	
	<ul style="list-style-type: none"> ▪ Continuous Improvement
<p>EWSETA CORE COMPETENCIES (REFER TO EWSETA'S COMPETENCY FRAMEWORK)</p>	<ul style="list-style-type: none"> ▪ Stakeholder Orientation ▪ Building Collaborative Working Relationships ▪ Driving for Results ▪ Continuous Learning ▪ Quality Orientation ▪ Demonstrating Personal Integrity
<p>KNOWLEDGE</p>	<ul style="list-style-type: none"> ▪ EWSETA mandate, purpose, vision, mission, values ▪ EWSETA operations and processes. ▪ 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 Training Act, 1998 (Act 98 of 1998). ▪ 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. ▪ Sector-Specific Framework – 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). ▪ Stakeholder Management Frameworks
<p>SKILLS (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)</p>	<ul style="list-style-type: none"> ▪ Verbal and written communication skills ▪ Ability to write articles, blogs, thought leadership pieces for various types of media ▪ Consulting skills ▪ Research skills ▪ Presentation skills ▪ Interpersonal Sensitivity skills ▪ Building and Maintaining Relationships

Competency Requirements	
	<ul style="list-style-type: none"> ▪ Persuasiveness and Influencing skills ▪ Negotiation skills ▪ Judgement skills ▪ Management Control skills ▪ Empowerment skills ▪ Providing Direction skills ▪ Situational Leadership skills ▪ Diversity Management skills
ATTRIBUTES (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)	<ul style="list-style-type: none"> ▪ Detail Orientation ▪ Results Orientation ▪ People Orientation ▪ Innovation ▪ Able to deal with sector and SETA sensitive information ▪ Tolerance for functioning in a structured and highly regulated ecosystem ▪ Able to promote cross functional effectiveness ▪ Decisive and able to quickly react to changing environments ▪ Resilience and Agility ▪ Emotional intelligence ▪ Authenticity

4. Application Process

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

CVs and Certified Qualifications of suitably qualified persons must be forwarded to recruitment@ewseta.org.za by no later than the Close of Business 12 April 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. 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.