

## **WATER SECTOR SPECIALIST ADVERT**

**SALARY R909 735 – R1 137 180 PER ANNUM**

To assist the Water Sector Manager in building strategic partnerships with stakeholders in the Water Sector by providing specialist knowledge and insights to build successful, long term, strategic relationships between the EWSETA and stakeholders in the Water Sector.

### **1. Brief Overview of the Role.**

The Water Sector Specialist has the following focus areas:

1. Collecting, interpreting, and leveraging available sector data.
2. 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.
3. Linking the EWSETA and its mechanisms and processes for skills development in the Water Sector to the relevant stakeholders allocated to this role.
4. Creating value for the EWSETA stakeholders and partners in the Water Sector from a skills development perspective by utilising deep insight regarding the Water Sector to link to the EWSETA's value creation opportunities.
5. Building commitment rather than resistance from the stakeholders and drives sustainable and ethical results beyond blind adherence to EWSETA processes and policies.
6. Contributing technical specialist expertise in service of organisational outcomes and value creation.
7. 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.
8. Being in the role of a business partner to the rest of the EWSETA Skills Strategy and Operations team.

Advocating for the valuable contribution the EWSETA is making to understanding and responding to market forces within the Water Sector.

### **2. Key Responsibilities**

1. Plan and Coordinate Water Sector Events and Initiatives
2. Strategic Communications
3. Water Industry Thought Leadership
4. Business Partnerships
5. Collecting Water Sector Data for Research Purposes
6. Stakeholder Engagement

## 7. Team Coordination and Self-Management

### 3. Requirements of the Role

Inherent Role Requirements		
Requirement	Minimum	Advantageous/Ideal
Qualifications:	Honour's degree or equivalent in Water Science or a related field (NQF Level 08)	Master's in Water Science or related field (NQF Level 09)
Experience:	<ul style="list-style-type: none"> <li>4 year's relevant work experience in the water and related sectors</li> </ul>	<ul style="list-style-type: none"> <li>Experience within the SETA environment</li> </ul>
Training:	1. Computer Literacy (MS Office package) <ul style="list-style-type: none"> <li></li> </ul>	1. Advanced Computer Literacy (MS Office package) <ul style="list-style-type: none"> <li>Project Management</li> </ul>
Professional certification and membership of professional bodies	Any recognised professional body in the water sector, e.g., the Water Institute of Southern Africa (WISA)	<ul style="list-style-type: none"> <li>The Engineering Council of South Africa (ECSA)</li> </ul>

### 4. 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 Training Act, 1998 (Act 98 of 1998).</li> </ul>

Competency Requirements	
	<ul style="list-style-type: none"> <li>▪ Broad sector policy mandates – National Skills Development Plan (NSDP); 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 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).</li> <li>▪ Knowledge of the dynamics and elements of the Water Sector.</li> </ul>
<b>SKILLS (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)</b>	<ul style="list-style-type: none"> <li>▪ Verbal and written communication skills</li> <li>▪ Technical writing skills for publication purposes</li> <li>▪ Presentation skills</li> <li>▪ Interpersonal Sensitivity skills</li> <li>▪ Persuasiveness and Influencing skills</li> <li>▪ Negotiation skills</li> <li>▪ Judgement skills</li> <li>▪ Management Control skills</li> <li>▪ Research and data analysis skills</li> </ul>
<b>ATTRIBUTES (NOT LISTED IN EWSETA'S COMPETENCY FRAMEWORK)</b>	<ul style="list-style-type: none"> <li>▪ Detail Orientation</li> <li>▪ Results Orientation</li> <li>▪ Innovative</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>

## **5. Application Process**

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

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 07 April 2025 (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, i.e. African Male, Coloured Male and Female.

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