

Lepelle Northern Water (LNW) is a Water Board established in terms of Water Services Act No 108 of 1997 as a bulk water supply and related water services provider, operating several water purification works and wastewater treatment schemes in the Limpopo Province.

VACANCIES

APPLICATIONS ARE HEREBY INVITED FOR THE FOLLOWING VACANCIES: -

DEPARTMENT: OPERATIONS & MAINTENANCE

GENERAL MANAGER: OPERATIONS & MAINTENANCE

(5 YEAR FIXED-TERM CONTRACT)

(REF No. HRM/01/24)

Remuneration package is negotiable at Paterson Broad Band E, considering LNW remuneration standards as well as the level of qualifications and experience.

Minimum Job Requirements: BEng/BSc (Eng) in Chemical/Civil Engineering or BSc(Hons) (post-graduate degree) in Chemistry, Microbiology or Environmental Science) coupled with 10 – 15 years' experience in water and wastewater treatment, operations and maintenance of which 5 years must be at senior managerial level. Pr. Eng. registration with ECSA or Professional Natural Scientist registration with SACNASP is mandatory. MEng/MSc (Eng) (Chemical/Civil Engineering) or MSc (Chemistry, Microbiology or Environment Science) will be an added advantage. A valid driver's license is a prerequisite.

Knowledge required: Sound knowledge of Public Finance Management Act, National Treasury Regulation and Water Services Act ♦ Sound knowledge of assets care and management ♦ Drinking water quality management ♦ Human Resources ♦ Financial Management and knowledge of ERP system like SAP.

Competencies: Knowledge on change management, engineering principles, project & programme management, strategic management, people's management and financial management ♦ Must have experience of working in a business / public entity/public sector environment with extensive infrastructure assets ♦ Excellent interpersonal and communication

skills at all levels ♦ Strong leadership skills. Excellent negotiation, analytical, problem solving, report writing and presentation skills.

Key Responsibilities: Reporting to the Chief Executive Officer, the incumbent will be responsible for: ♦ Provide leadership and oversight with respect to water demand management and conservation to ensure water resources are used efficiently and effectively ♦ Coordination of the operations and maintenance activities in all the Regions of LNW water supply areas ♦ Ensure adherence to Water Use license agreement/s ♦ Provide leadership and oversight to LNW Water's scientific services to ensure work undertaken for clients is prompt and cost effective to satisfy client expectations ♦ provide leadership and oversight for water sales for revenue targets, collection and management ♦ Provide oversight on the management of the laboratory to ensure an integrated system management (ISO 17025, ISO 14001 and ISO 9001) ♦ Provide oversight in terms of compliance with drinking water quality standards (SANS 241) ♦ Compile comprehensive quarterly reports for Board and relevant Board Committee ♦ Oversee and lead the budgeting process in compliance with National Treasury guidelines, monitor the utilisation of budgets within the department ♦ Oversee CAPEX and OPEX budgets to ensure cost effective utilisation thereof and implement cost control measures to ensure optimum benefit and maximum risk exposure ♦ Develop and oversee departmental risk profile ♦ Conduct annual strategic planning ♦ Ensure effective and efficient Project management ♦ Oversee infrastructure care and management for the organisation ♦ Develop and oversee departmental policies and procedures in line with regulations and LNW's business model ♦ Ensure compliance with the relevant legislation, all LNW's policies and procedures requirements, code of ethics and confidentiality.

REGIONAL MANAGER: CAPRICORN REGION – (REF No. HRM/02/24)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R1,151 642.54 per annum on a D Upper Paterson Broadband (All-inclusive)

Minimum Job Requirements: A Bachelor's Degree in Engineering / Natural Science coupled with a minimum of 8 years' experience related to the water industry, of which 5 years' experience must be at middle management level. A valid driver's license is a prerequisite. Relevant Post Graduate qualifications and registration with a professional body will be an added advantage.

Competencies Required: ♦ Understanding of various legislation regulating the water sector ♦ must be computer literate (MS Word, MS Excel, MS PowerPoint etc.) ♦ Excellent Organizational and Time Management skills ♦ Strong business ethics ♦ Trustworthiness ♦ Service delivery innovation ♦ ability to communicate effectively at all levels ♦ good presentation skills ♦ report writing skills ♦ ability to work under pressure and beyond normal working hours.

Key Responsibilities: Reporting to the General Manager: Operations & Maintenance, the incumbent will be responsible for: ♦ Providing an effective and efficient management of infrastructure to be able to deliver on water supply requirements with regards to the maintenance, upgrading and planning relevant to the current and future requirements ♦ Ensure that the quality of water complies with the regulations, which includes the entire process from extracting the raw water to the treatment process and to deliver treated water that complies with all standards and regulations ♦ Compiles and submits annual and CAPEX budgets reports on service delivery in line with regional water supply mandate ♦ Manages accounts to ensure cost recovery in accordance with water supply by ensuring limited losses ♦ Manages all aspects of Human Resources in the Region to ensure good working relationships and compliance with relevant legislation ♦ Identifies operational risks, develops a risk profile for own area of responsibility and implements approved action plan to mitigate operational risks ♦ Advises subordinates of any deviations from standards ♦ Submit operational productivity report within the area of responsibility.

SENIOR LABORATORY TECHNICIAN: CHEMISTRY (REF No. HRM/07/24

LOCATION: EBENEZER SCHEME

MINIMUM SALARY: R688 796.25 per annum on a C-Upper Paterson Broadband (All inclusive)

Minimum Job Requirements: Bachelor's Degree in Chemistry with at least 4 years' experience in Laboratory environment of which 2 years should be at supervisory level. A valid driver's license is a prerequisite. Previous experience as a Technical Signatory in SANAS accredited laboratory and registration with relevant professional body will be advantageous.

Competencies Required: ♦ Must be computer literate (MS Word, MS Excel, MS PowerPoint etc.) ♦ Ability to maintain and calibrate laboratory equipment ♦ Proven experience in analytical

chemistry ♦ Knowledge of analyzing waste ♦ Report writing skills ♦ Ability to work under pressure with minimal supervision.

Key Responsibilities: Reporting to the Laboratory Superintendent, the Senior Laboratory Technician will be responsible for: Adherence to Quality Management Systems to ensure compliance with ISO 17025 ♦ Compile, implement and validate new methods ♦ Provide timeous results of routine and non-routine samples received ♦ Serve as Technical Signatory and participate in Laboratory Proficiency Schemes ♦ Monitor and evaluate the performance of laboratory in proficiency test scheme (SABS) and initiate corrective action ♦ Conduct root-cause-analysis on closing of non-conformances raised in internal and external audits ♦ Maintains the laboratory accreditation and increase scope of accreditation with new methods ♦ Maintains records on Laboratory Information Management System (LIMS), as per ISO 17025 requirements, compilation of reports and cross-check results ♦ Responsible for closing of non-conformances within the chemistry lab ♦ Manages and controls stock of crucial reagents and chemicals ♦ Prepares budget for laboratory chemicals, reagents and instrument ♦ Responsible for daily and periodic calibration of instruments and react on outlier results ♦ Ensure compliance with all LNW's policies, procedures and code of ethics.

DEPARTMENT: ENGINEERING SERVICES

PROGRAMME MANAGER – (REF No. HRM/03/24)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R1,151,642.54 per annum on a D Upper Paterson Broadband (All-inclusive)

Minimum Job Requirements: Bachelor's degree in Engineering, Diploma in Project Management (NQF L6) and Proficiency in GCC / FIDIC / NEC /JBCC conditions of Contract coupled with a minimum of 8 years' experience related to the water industry, of which 5 years' experience must be at middle management level. A valid driver's license and Professional Registration with ECSA is mandatory. In addition to the minimum requirements set out above, a PMP certification or Pr. CPM will be an added advantage.

Competencies Required: ♦ Understanding of various legislation regulating the water sector ♦ must be computer literate (MS Projects/Primavera, AutoCAD, MS Word, MS Excel, MS

PowerPoint etc.) ♦ Excellent Organizational and Time Management skills ♦ Strong business ethics ♦ Trustworthiness ♦ Service delivery innovation ♦ Ability to communicate effectively at all levels ♦ Good presentation skills ♦ Report writing skills ♦ Ability to work under pressure and beyond normal working hours.

Key Responsibilities: Reporting to the General Manager: Engineering Services, the incumbent will be responsible for: ♦ Managing the interface between the Project sponsor/owner and the project teams/project managers. ♦ Developing projects for approval through proper due diligence and planning of projects using risk-based techno-economic evaluations and programming techniques ♦ Monitoring of the projects and programme performance in line with set performance criteria ♦ Agrees on project objectives, project scope and deliverables with the General Manager: Engineering Services and Clients in line with the regulatory framework. ♦ Management of Project Managers and their assignment to various projects undertaken by LNW ♦ Leads the overall planning, manages, develops project plans and provides advice on the implementation of project plans with timelines ♦ Defines project tasks and resource requirements and allocations ♦ Manages the compilation of project audits and business plans for quality assurance ♦ Compiles the projects budget, manages and oversees the accounting, costing and billing of projects ♦ Submits project implementation plans and reports ♦ Directly supervises project managers as well as various contractors and professionals working on the projects ♦ Responsible for risk management on projects and upkeep of the risk registers ♦ Ensures compliance with all the health, safety and environmental requirements ♦ Ensure compliance with all LNW's policies and procedures requirements, code of ethics and confidentiality.

CONTRACTS MANAGER – (REF No. HRM/04/24)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R1,151,642.54 per annum on a D Upper Paterson Broadband (All-inclusive)

Minimum Job Requirements: Bachelor's degree in science/engineering/construction management and registration as a Professional (Pr. Eng or Pr. CPM) coupled with a minimum of 8 years' experience related to the water industry, of which 5 years' experience must be at middle management level. A valid driver's license and Professional Registration with ECSA (Pr. Eng) or SACPCMP (Pr. CPM) is mandatory. In addition to the minimum requirements set above, a Diploma in Arb or LLB and Fellow, Association of Arbitrators (South Africa) (RSA) will be an added advantage.

Competencies Required: ♦ Understanding of various legislation regulating the water sector
♦ Must be computer literate (MS Projects/Primavera, AutoCAD, MS Word, MS Excel, MS PowerPoint etc.) ♦ Excellent Organizational and Time Management skills ♦ Negotiation skills
♦ Legal knowledge ♦ Relationship management skill ♦ Strong business ethics ♦ Ability to communicate effectively at all levels ♦ Good presentation skills ♦ Report writing skills ♦ Ability to work under pressure and beyond normal working hours.

Key Responsibilities: Reporting to the General Manager: Engineering Services, the incumbent will be responsible for: ♦ Ensuring detailed review of all contractual obligations and commercial risks on projects from preparation of tenders, contract documentation and during project implementation and/or after closure ♦ Manage the commercial aspects of the project through sound processes in cash flow, cost control, purchasing and contract administration ♦ Support and Lead contract negotiations in line with the Company governance systems and escalate for approval contract risks prior to contract execution ♦ Review and approval of Bonds, Professional Indemnity, Guarantees and Insurances ♦ Provide ad hoc technical support to the Legal Officer on projects in relation to commercial / legal matters and queries as directed by Project / Senior Management ♦ Provide guidance and support to key LNW projects personnel with regard to Company contractual risks, liabilities, obligations, indemnities and conditions precedent T&C's for compliancy ♦ Liaison with internal audit on reviews to ensure compliance with Company contract policies ♦ Review of submitted claims for extension of time (EoTs), variation orders and disputes as well as early identification of contract risks, as well as provide input into preparation of Contract adjustments and related correspondences ♦ Provide specialist support and advice for contractual risks and play a pivotal role in dispute resolution and mediation processes ♦ Ensure compliance with all LNW's policies and procedures requirements, code of ethics and confidentiality.

QUANTITY SURVEYOR – (REF No. HRM/05/24)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R824 693.95 per annum on a D Lower Paterson Broadband (All-inclusive)

Minimum Job Requirements: Bachelor's degree in Quantity Surveying coupled with a minimum of 5 years' experience either in bulk water supply, industry or municipal environment of which 3 years' experience must be at supervisory level. Professional registration with South African Council for the Quantity Surveying Profession (SACQSP) and a valid driver's license is

mandatory. Postgraduate diploma or Masters degree in Engineering Management or quantity surveying will be an added advantage.

Competencies Required: ♦ Understanding of various legislation regulating the water sector ♦ Must be computer literate (MS Projects/Primavera, AutoCAD, MS Word, MS Excel, MS PowerPoint etc.) ♦ Excellent Organizational and Time Management skills ♦ Strong business ethics ♦ Strong analytical skill ♦ Strategic planning skill ♦ Trustworthiness ♦ Service delivery innovation ♦ Ability to communicate effectively at all levels ♦ Treasury regulations ♦ Knowledge of PFMA ♦ Good presentation skills ♦ Report writing skills ♦ Ability to work under pressure and beyond normal working hours.

Key Responsibilities: Reporting to the Contracts Manager, the incumbent will be responsible for: ♦ Managing the commercial aspects of the project through sound processes in cash flow, cost control, purchasing and contract administration ♦ Preparing Valuations for interim certificates and verification of monthly invoices submitted by service providers by measuring or verification of quantities on Site prior to approval by the project manager and liaison with the Finance Department on queries that may arise ♦ Contract correspondence, attending site and Technical Meetings ♦ Assist in the development and implementation of a dashboard for tracking progress on invoice approval and payment process ♦ Review of Bonds, Professional Indemnity, Guarantees and Insurances submitted by service providers ♦ In conjunction with the project engineer, assist in preparation of extension of time (EoTs) and variation orders for submission to the LNW committees for approval and related correspondences ♦ Ensure compliance with all LNW's policies and procedures requirements, code of ethics and confidentiality.

PLANNING ENGINEER – (REF No. HRM/06/24)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R824 693.95 per annum on a D Lower Paterson Broadband (All-inclusive)

Minimum Job Requirements: Bachelor's degree in Mechanical or Civil Engineering coupled with a minimum of 5 years' experience either in bulk water supply, industry or municipal environment of which 3 years' experience must be at supervisory level. A valid driver's license and Professional Registration with ECSA is mandatory. Postgraduate diploma or Masters degree in Engineering Management will be an added advantage.

Competencies Required: ♦ Understanding of various legislation regulating the water sector
♦ Must be computer literate (MS Projects/Primavera, AutoCAD, MS Word, MS Excel, MS PowerPoint etc.) ♦ Analytical Skill ♦ Problem solving skill ♦ Excellent Organizational and Time Management skills ♦ Strong business ethics ♦ Service delivery innovation ♦ Ability to communicate effectively at all levels ♦ Good presentation skills ♦ Report writing skills ♦ Ability to work under pressure and beyond normal working hours.

Key Responsibilities: Reporting to the Chief Engineer, the incumbent will be responsible for:
♦ Developing long term infrastructure replacement or refurbishment plans and designs ♦ Develops infrastructural plans for the refurbishment or extension of existing or new infrastructure ♦ Links LNW's infrastructural plans to that of DWS and WSA projects when macro planning and scheme expansions are planned ♦ Conduct bulk water infrastructure planning and design through detail engineering analysis (e.g. feasibility studies, water resources modelling, hydraulic modelling, FEA) and techno-economic analysis ♦ Undertakes project viability studies using NPV and IRR as well as Capital budgeting and ranking of projects using profitability index analysis ♦ Demonstrate proficiency in the use of software packages relevant to the Engineering discipline ♦ Performing optimum equipment life analysis of assets
♦ Accurately mark-up designs for draughting personnel and examine, prepare and verify technical drawings (PFDs, P&IDs, as-builts) and specifications of civil, electrical and mechanical systems to ensure that design, installation and operations conform to standards and customer requirements ♦ Co-ordinate and process inputs from wide range of disciplines and comparative analysis ♦ Report on investigations of possible water services developments and/or the development of strategies to reconcile water supply and demand ♦ Liaise with DWS Regional Office on master planning for Limpopo water services development linked water services planning ♦ Assist in providing professional guidance to teams of professional service providers in the water services sector ♦ Compile terms of reference for planning studies ♦ Management and administration of professional service providers, including financial administration ♦ Close interaction with provincial and central government departments; other development agencies; local authorities and the public ♦ Responsible for budgeting of all expenditure of the planning function as well as control expenditure ♦ Ensure compliance with all LNW's policies and procedures requirements, code of ethics and confidentiality.

DEPARTMENT: FINANCE

PROCUREMENT OFFICER – (REF N0. HRM/08/24)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R345 795.08 per annum in the C-Lower Paterson Broadband plus medical aid, housing subsidy/allowance and pension/provident funds benefits

Minimum Job Requirements: National Diploma or Degree in Supply Chain Management/ Purchasing Management plus 2 years' experience in Supply Chain Management environment. A valid driver license is a pre-requisite. Registration with SCM related professional body will be advantageous.

Knowledge required: Proven knowledge of supply chain management processes, infrastructure and CIDB procurement and procedures combined with working experience in Treasury Regulation, PFMA, PPPFA, CIDB, B-BBEE and SAP System.

Competencies Required: Communication skills ♦ Time Management ♦ Service delivery innovations ♦ Quality Orientation ♦ Consulting Services ♦ Computer skills ♦ Report writing skill ♦ Financial Management ♦ strong business ethics ♦ Ability to work under pressure and beyond normal working hours.

Key responsibilities: Reporting to the Senior SCM Operations Officer, the incumbent will be responsible for: The administrative process of demand and acquisition ♦ Infrastructure projects procurement ♦ Determining the best method of procurement in line with legislation ♦ Examines and process requisitions ♦ Source quotations for goods and services from suppliers listed on the database or CSD ♦ Receives quotations and generate purchase orders ♦ Guides & support user departments on all procurement processes ♦ Administer the tender process and activities pertaining to bid administration ♦ Provide administrative support to the Bid Committees ♦ Negotiates with Service Providers ♦ Maintain and update the Supplier Database where necessary ♦ Ad hoc duties related to Supply Chain ♦ Ensure compliance with all LNW's policies and procedures requirements, code of ethics and confidentiality.

CLOSING DATE: 01 MARCH 2024

An application letter together with a detailed CV, certified copies of qualifications and a drivers' license must be addressed to: Human Resource Manager, Lepelle Northern Water, Private Bag X9522, Polokwane, 0700. Alternatively, applications can be e-mailed at hr@lepelle.co.za. Failure to attach the above-mentioned required documents will disqualify your application.

IMPORTANT: Appointment will be made in accordance with Lepelle Northern Water's Employment Equity Policy and Plan. Preference will be given to females, Indians, coloureds and persons with disabilities. Recommended candidate will be subjected to the following checks: qualifications, criminal, credit records and employment history. Appointable candidates may be subjected to competency assessment. Lepelle Northern Water reserves the right not to make appointment to the post advertised.