



CALL FOR NOMINATIONS: APPOINTMENT OF BOARD MEMBERS OF LEPELLE NORTHERN WATER

MISS PEMMY C.P. MAJODINA, MP, THE MINISTER OF WATER & SANITATION, HEREBY CALLS FOR THE NOMINATION OF MEMBERS TO BE APPOINTED TO SERVE ON THE BOARD OF LEPELLE NORTHERN WATER FOR A FOUR (4) YEAR TERM COMMENCING 1 AUGUST 2025 TO 31 JULY 2029.

The Minister of Water & Sanitation is the Executive Authority and Shareholder of Water Boards and is responsible for the appointment of Board members. Water Boards are a state-owned entity listed in Schedule 3B of the Public Finance Management Act, 1999 (Act No. 1 of 1999) (PFMA), as amended and operates in terms of the Water Services Act, 1997 (Act No. 108 of 1997) (WSA). The process of appointing a new Board will be done in line with the Schedule 1, Section 3 (1) of the Water Services Act, 1997 (Act No. 108 of 1997) (WSA).

The primary activities, as stipulated under the provisions of Sections 29 and 30 of the Water Services Act, is to provide bulk water. The strategic objectives are: • Plan, develop, operate, and maintain infrastructure to ensure sustainable water service delivery • Manage and optimise financial affairs to meet current and future obligations • Secure the supply and quality of raw water resources • Achieve an aligned, effective, and efficient institution through optimisation of all business processes and systems • Engage and strengthen strategic partnerships with all relevant stakeholders.

PRIMARY DUTIES: • Provide oversight on the governance and statutory requirements of Lepelle Northern Water as a State-Owned Entity and ensure overall compliance with the applicable legislative and regulatory framework • Exercise oversight on the implementation of the Lepelle Northern Water strategy, business model and the overall policies as applicable to the business operations • Contribute relevant technical and independent governance knowledge to assist the Board to effectively discharge its mandate and to exercise its fiduciary responsibilities • Promote accountability principles to ensure that the Executive Management achieves the organisation's vision and financial sustainability • Exercise independent oversight on the management of strategic risks within the organisation and review the implementation of the required risk mitigation strategies by Executive Management • Ensure the submission of the required statutory reports to the shareholder and other statutory bodies in line with the stipulated timeframes and statutory compliance requirements • Attend Board and Committee meetings in accordance with the approved Annual Corporate calendar and the approved annual Committee work plan • Contribute towards and positively impact strategic level discussions during Board and/or Committee meetings.

ROLE REQUIREMENTS: In-depth understanding of the following: • Water sector, private and public sector governance | Statutory compliance requirements for SOEs, the Water Services Act, PFMA, Treasury Regulations and other legislation applicable to SOEs | Applicable accounting standards and compliance requirements applicable to SOEs | Treasury Management | Interpretation of financial statements | Strategy formulation and oversight | Policy Review and Formulation | Human Capital management and legislation and policies applicable to employees of SOEs | Risk and Compliance Management | Stakeholder Relations Management | IT Governance.

QUALIFICATIONS, SKILLS AND EXPERTISE: • Appropriate Recognised Tertiary Qualification at NQF Level 8 or equivalent relevant experience • Experience in one or more of the following areas: o Engineering and science with demonstrable experience, expertise and specialisation in water services management, water resource management, water project management, environmental management, construction management o Commercial law, corporate governance, compliance and risk management, financial management, human resources management, supply chain management stakeholder relations management and information and communications technology (ICT) management • Appropriate knowledge, understanding and experience in exercising fiduciary duties in accordance with the provisions of the PFMA and WSA, King IV Code on Good Corporate Governance in South Africa (King IV), the Companies Act and other applicable relevant legislation • Seasoned business/professional expertise with extensive experience and requisite skills set in serving on a Board and/or Board Structures of a private and/or public sector entity • At least three (3) years' experience as a non-executive director in a governance centered organisation, preferably in the Water Sector or related Sector • Proven experience as a Senior Manager or Executive in an organisation similar to Lepelle Northern Water and experience interacting at Board/Committee level • Personal attributes of objectivity, integrity, good reputation, commitment and should be a South African citizen.

Added Advantage: • A Chartered Director (SA) or Certified Director or membership of a relevant professional body to demonstrate sound knowledge underpinned by the Director Competency Framework in line with the IoDSA or other professional body, as well as demonstrated depth and breadth of knowledge, skills, and experience.

SKILLS AND PERSONAL ATTRIBUTES: In depth knowledge of corporate governance principles | Mandatory legislative and regulatory framework governing Water Utilities and SOEs | Appreciation of broad economic, commercial and financial trends | Strategic / high-level decision making and strategic oversight | An analytical mind and problem solving skills | Political astuteness and awareness | Relationship building and conflict management | Attention to detail | Communication skills | Integrity and sound judgment | Objectivity | Emotional intelligence.

GROUND FORS DISQUALIFICATION: A potential nominee will not be considered to hold office as a member of the Board if he/she is inter alia, is an unrehabilitated insolvent, has been previously convicted of any offence involving dishonesty, fraud and/or sentenced to imprisonment without an option of a fine and/or is disqualified in law to hold the office of director.

OTHER REQUIREMENTS: Upon appointment, the Minister reserves the right to conduct probity checks (criminal and civil records; reference checks; verification of qualifications and experience; credit record and integrity test). The nominee's signed acceptance. No person may nominate or second more than one candidate.

REMUNERATION: Board members shall be paid in accordance with the approved policy on remuneration. Candidates who are already in the employ of an organ of State should take note that they will not be entitled to receive remuneration, according to the National Treasury Circular of January 2023.

APPLICATION/NOMINATION PROCESS: Individual members of the public are invited to submit nominations for suitably qualified and experienced persons to be considered for appointment as members of the Board. Nominations forms are available from Lepelle Northern Water's website www.lepellewater.co.za. An individual nomination form for appointment to the Board must be signed by a proposer and seconded, none of whom may be the nominee.

Applications/nominations must contain the following: 1. The CV of the person applying/nominated 2. A copy of the Identification Document (ID) of the person applying/nominated; and 3. A letter of motivation of no more than two pages in length to Lepelle Northern Water indicating the suitability of the nominated person/applicant for appointment as a non-executive member of the Lepelle Northern Water Board.

Applications/Nominations should be sent electronically to the email address: cosec@lepelle.co.za and marked for the attention of **The Company Secretary: Ms Ziyanda Ngwenya**: Head Office: 01 Landros Mare Street, POLOKWANE, 0700 or for Enquiries call +27 15 295 1808. **CLOSING DATE: 28 February 2025.**

DISCLAIMER: • In evaluating prospective applicants and making the final selection, consideration will be given to promoting Lepelle Northern Water's Equity and Diversity Objectives. If candidates have not received feedback within 30-days, it should be assumed that their application was not successful.