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IUCMA Job Advertisement

Closing Date: 11 December 2019

The Inkomati-Usuthu Catchment Management Agency is a water resources management institution established in terms of the National Water Act (Act 36 of 1998) to perform sustainable and equitable integrated water resource management within the Inkomati-Usuthu Water Management Area (WMA) in Mpumalanga.

Highly motivated and creative individuals who want to join this exciting and rapidly growing institution qualifying on the **minimum requirements stated below** are invited to apply for the following vacancies:

SPECIALIST SCIENTIST: RIVER ECOSYSTEM MONITORING PROGRAMME (NELSPRUIT OFFICE)

Remuneration Package within salary band D1 (Ref no 04/19/20)

Requirements: The candidate must possess a minimum of BSc (Honours) Zoology, Botany, Fresh Water Ecology and Registration with SACNASP as a Professional Natural Scientist. Minimum of 5 years in water resource management, specifically practicing River Health Monitoring or Biomonitoring in any of the following fields: geomorphology, fish, terrestrial and aquatic vegetation and macro-invertebrate studies. Accredited for SASS5 and proficient in the use of one or more of the following models: GAI, MIRAI, FRAI, IHI, VEGRAI and RIVER ECO-STATUS 4 relevant to River Eco-status determination. The integration of model data and reporting on the River Eco-status/ River Health. A valid drivers' license; willingness to travel and work after hours when necessary.

Knowledge, skills and competencies required: Extensive knowledge of basic water chemistry; competent in River Ecosystem Monitoring Programme (REMP)/ Biomonitoring; Wetland delineation and offsetting; Knowledge and experience in water use authorization process, particularly conditions of licensing in the area of biomonitoring and assessment of technical biomonitoring reports. Ability to work in a diverse environment; knowledge of the National Water Act (NWA) and other relevant legislation e.g. National Environmental Management Act (NEMA); Professionalism; Strong work ethic; Problem Solving; Innovative; Data Analysis; Attention to detail; Use of GIS software; Self-directed; Communication and interpersonal skills; Report writing skills; Accuracy of reporting, Management aspects of monitoring and supervision; project management; financial management and ability to motivate and inspire.

Key performance areas: Data Acquisition through various indices such as the SASS5, MIRAI, GAI, FRAI, IHI, VEGRAI and RIVER ECO-STATUS 4. Determination of the present ecological status (PES), ecological integrity and sensitivity (EIS). Consolidation and interpretation of overall eco-status based on response of various indices, including geomorphology, flow, depth, water quality and habitat. Design and implement appropriate quality assurance and control system. Interpretation of results and report writing. Wetland delineation and characterization. Wetland offsets. Specialist input into water use

authorization processes. Project and program management, financial and human resources management.

ASSISTANT MANAGER: HUMAN RESOURCES (NELSPRUIT OFFICE)

Remuneration Package within salary band D1 (Ref no 05/19/20)

Requirements: The candidate must possess a minimum of a 3-year Degree or National Diploma in Labour Relations or Human Resources Management. A minimum of 5 years' experience in Employee Relations experience in a unionised environment with 3 years' experience as a supervisor or junior management or 3 years' experience in management.

Knowledge, skills and competencies required: Good leadership, managerial, communication, motivation, training, interrelationship, conflict management, and problem solving skills, computer literacy, Managerial, planning, financial, strategic planning, organisational principles, management by objectives, planning and organising, communication processes and procedures, relationship management, diplomacy and tactfulness. Creativity, logical and analytical thinking, self-confidence, sense of responsibility, objectivity, ability to recognise motives behind, reliability.

Key Performance Areas: Advise management and employees in the department. Develop and monitor the effective implementation of labour relations policies. Facilitate employee Relations matters. Establish a consultative structure (Labour Forum) within the Institution with stakeholders. Manage disputes and grievances. Manage misconduct cases. Manage the adherence to policies and procedures. Represent the institution on Employee Relations matters at CCMA, Labour Court. Facilitate Employee Health and Wellness functions. Facilitate Employees Engagement sessions with the Chief Executive Officer. Assist in all Human Resource functions.

SCIENTIST: GEOMORPHOLOGY (NELSPRUIT OFFICE)

Remuneration Package within salary band C5 (Ref no 06/19/20)

Requirements: The candidate must possess a minimum of BSc (Honours) Geography/ geomorphology specializing in geomorphological studies, and/or a related field. A registration with SACNASP as a Professional Natural Scientist. Minimum of 3 years in Water Resource Management, specifically practicing River Ecosystem Monitoring Programme/ Biomonitoring. Accredited for SASS5 and proficient in GAI and IHI. Knowledge and experience of the water use authorization process with focus on determining the geomorphology related license conditions/ interpret technical geomorphology reports submitted by the water users will be an advantage. A valid driver's license. Working and travelling irregular hours when necessary.

Knowledge, skills and competencies required: Extensive knowledge of basic water chemistry, Understanding and experience in the National Water Act (NWA) and other legislation (NEMA etc.,) application, experience in River Ecosystem Monitoring Programme/ Biomonitoring; Wetland Delineation; Ability to interpret the overall Eco-status based on Geomorphological Assessment Index (GAI), flow, depth, substrate and topography (elevation). Ability to work in a diverse environment; Professionalism; Strong work ethic; Problem solving; Innovative; Data analysis and interpretation; Attention to detail; Moderate to extensive understanding and use of GIS software; Self-directed; Good written and oral communication and interpersonal skills and accurate reporting.

Key performance areas: Water Resource Management; Data acquisition regarding the Geomorphological Assessment Index (GAI) and habitat integrity. Determination of the Present Ecological Status (PES), Ecological Integrity and Sensitivity (EIS). Interpretation of overall Eco-status based on GAI, flow, depth, substrate and topography (elevation). Implement appropriate quality assurance and control system. Interpretation of results and report writing. Wetland delineation and

characterization. Wetland offsets. Specialist input into water use authorization processes. Project and financial management.

SCIENTIST: VEGETATION (NELSPRUIT OFFICE)

Remuneration Package within salary band C5 (Ref no 11/19/20)

Requirements: The candidate must possess a minimum of Bachelor of Science (Honours) in Botany, Fresh Water Ecology and related. A registration with SACNASP as a Professional Natural Scientist. Minimum of 3 years in Water Resource Management, specifically practicing River Ecosystem Monitoring Programme/ Biomonitoring. A valid driver's license. Working and travelling irregular hours when necessary.

Knowledge, skills and competencies required: Understanding and experience in the National Water Act (NWA) and other legislation (NEMA etc.) knowledge of River Ecosystem Monitoring Programme/ Biomonitoring; Wetland Delineation. Ability to work in a diverse environment; Professionalism; Strong work ethic; Problem solving; Innovative; Data analysis and interpretation; Report writing; Project management; Attention to detail; Moderate to extensive understanding and use of GIS software; Self-directed; Good written and oral communication and interpersonal skills and accurate reporting.

Key performance areas: River Eco-Status Monitoring Programme (REMP). Data handling, data entry and data validity checking. Protection of Water Resources and Pollution prevention. Data Dissemination and Stakeholder Engagements. Wetland Management

HUMAN RESOURCE PRACTITIONER (NELSPRUIT OFFICE)

Remuneration Package within salary band C3 (Ref no 08/19/20)

Requirements: The candidate must possess a National Diploma or Degree in Human Resource Management or Public Management with Minimum 3 years of experience in Human Resources as Generalist of which 1-year experience should be at a supervisory level. A valid driver's license.

Knowledge, skills and competencies required: Knowledge of HR related legislations and policies, Strong interpersonal, networking, planning, organizing and project management skills, written and verbal communication skills, excellent analytical and strategic thinking, Professional Conflict Management Self-responsibility, Computer literacy, Reliable, Analytical thinking, Confidentiality Honesty and integrity, Trust worthy and excellent report writing.

Key performance areas: Facilitate and Coordinate Skills development. Facilitate and Coordinate Service Conditions and Benefits. Facilitate and Coordinate Recruitment and selection process. Facilitate and coordinate Employment Equity. Facilitate Employee Health and Wellness Programmes. Manage Auxiliary services. Manage the Administration of Cell phone and 3G Devices. Manage Auxiliary Services. Coordinate Graduate Development Trainee Programme.

CHIEF AUXILIARY SERVICES OFFICER (NELSPRUIT OFFICE)

Remuneration Package within salary band C1 (Ref no 09/19/20)

Requirements: The candidate must possess a minimum of a 3-year National Diploma or Degree in Natural Sciences. Registration with SACNASP as Certified Natural Scientist. Minimum 1-year experience in a science related field. A valid vehicle driver's license.

Knowledge, skills and competencies required: Basic understanding of water chemistry, water quality monitoring, Computer literacy and skilful in the usage of MS Word, Excel and PowerPoint.

Willingness to travel extensively. Basic understanding National Water Act (NWA) and related legislations, Report writing. Honesty and integrity.

Key performance areas: Execute water quality sample collection within a specified / allocated area using the approved standard methods, sample preservation and submission to the laboratory with proper document control and evidence collection, pay attention to detail on the health of a sampling point and have the ability to assist in the establishment of alternative/ new monitoring points. Capture data onto the Water Management System (WMS). Produce basic technical reports. Interpret data to determine compliance. Assist technical personnel responsible for various related water quality management functions.

The **Inkomati-Usuthu CMA** is an equal opportunity employer and reserves the right not to make an appointment or withdraw the position. It is the institutions' intention to promote equity through the filling of vacancies anticipating meeting all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race; gender and disability status is required.

Suitable candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/ asset record check, qualification verification and previous employment verification). The successful candidate will be appointed on a probation of six (6) months and then permanent should all conditions of the probation be satisfied. As these posts are not scarce skills positions, **preference will be given to South African citizens**. Correspondence will be limited to the shortlisted candidates only.

Only Candidates qualifying on the above minimum requirements should apply as follows: Post or Hand Deliver a comprehensive curriculum vitae (CV) with at least 3 contactable references, certified copies of qualifications, ID and Driver's License (not older than 3 months certification) to: Human Resource Division, Inkomati-Usuthu Catchment Management Agency, Private Bag x11214, Nelspruit 1200 OR 8th Floor, MAXSA Building, Corner Streak and Ferreira Street, Nelspruit. All candidates to complete a compulsory IUCMA application form obtainable from the IUCMA website or at the IUCMA Receptions in Nelspruit, Bushbuckridge and Piet Retief. Candidates who graduated must submit certified copies of the qualifications. Candidates still to graduate can submit an endorsed academic record that states completion date of the qualification and the date of the graduation. No emailed or faxed applications will be accepted.

Enquiries: Mr. C Sewela or Mr T Nkosi on 013 753 9000

Closing date: 11 December 2019 at 16:00

*If you have not received a response from this institution within **three months or any period determined by the institution subject to the recruitment volume** after the closing date, consider your application as unsuccessful.*