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WE HAVE EXCITING CAREER OPPORTUNITIES FOR:

PERMANENT POSITIONS:

- **Principal Specialist: Catchment Management & Water Quality**
- **Principal Specialist: Climate Change Mitigation**

APPLICATION REQUIREMENTS

- Complete the online job application form and attach all relevant and updated documents (Certified Qualification/s/Certificates, ID, and CV).
- Applicants should take note that they can be required to provide proof of original documents during the selection process.
- You will be requested to provide a brief description of your work experience relating to the vacancy.
- Applicants with membership in professional bodies need to provide a membership number and expiry date.
- If you are an internal applicant, your employee number will be required.
- Applicants are advised to use Google Chrome when applying for CoJ positions.

DISCLAIMER

- The City of Johannesburg is currently recruiting and will not demand payment in any form for any job placement. All vacancies are advertised in newspapers and on the CoJ website.
- The City of Johannesburg applies the principles of employment equity as per the National legislation and policy guidelines and will consider designated groups in line with these requirements. We are an equal-opportunity employer.
- By submitting your application for a position at the City of Johannesburg, you are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection and related process.
- However, registering your CV and/or receipt and acknowledgement of any kind shall not be an indication that your application will be successful and/or lead to employment.
- The City of Johannesburg shall not be liable for any damage, loss, or liability of whatsoever nature arising from your use of the job opportunity section of this website.
- The City of Johannesburg reserves the right not to make an appointment.
- Any misrepresentation or failure to disclose material information on the application form or CV will automatically disqualify your application.



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PRINCIPAL SPECIALIST: CATCHMENT MANAGEMENT & WATER QUALITY

DEPARTMENT: Environment & Infrastructure Services Department (EISD)
BRANCH: Water Management and Biodiversity
DESIGNATION: Principal Specialist: Catchment Management & Water Quality
REMUNERATION: R55 679,29 – R75 742,37 – R95 810,75 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Matric plus a Bachelor's Degree in Natural Sciences, Environmental Management, Environmental Sciences, Environmental Health, and Environmental Engineering or related fields at NQF level 7;
- Minimum 6 - 8 years' experience in preferred leadership/management, of which 4 years must be at supervisory level or above.

Primary Function:

Lead the City of Johannesburg's activities and responsibilities in the sustainable management of water catchments, the protection of water bodies, and the promotion of integrated urban water resources management, in order to fulfill the City's strategic objective of building a sustainable, resilient, equitable access to water and livable city through improved water security, water quality, environmental protection, and climate change adaptation.

Key Performance Areas:

- Contribute to the development of the Directorate's strategic planning process;
- Lead the Section's operational planning process;
- Lead the Section's financial planning and budgeting process;
- Lead and facilitate the Section's Demand Planning process;
- Lead and facilitate the Section's Performance Management planning process;
- Lead and manage the development of the Section's Individual Learning Plans (ILPs/PDPs);
- Ensure effective and efficient Section's functions, processes, procedures, systems and policies;
- Lead the Recruitment, Selection and Placement process for the sourcing of suitably qualified staff for the Section;
- Ensure effective and efficient Procurement Management in line with Supply Chain Management processes, legislative, regulatory and policy framework;
- Provide sound leadership for the achievement of the Water Quality Management and Catchment Rehabilitation objectives;
- Manage the implementation of Water Resource Management and Adaptation initiatives within the City, ensuring compliance with the applicable processes, policies and procedures (National Water Act, Municipal By-laws, and Catchment Plans);



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- Monitor, report and verify (MRV) of Water Quality and Catchment Status;
- Ensure effective Section's Financial Resource Control;
- Ensure effective Directorate Asset Management and Control;
- Implement good governance and effective risk management systems;
- Ensure compliance with international reporting standards;
- Build and maintain positive relationships with internal and external stakeholders, including government bodies, MOEs, and employees, to promote water quality management and resource rehabilitation initiatives;
- Ensure effective management of specific administrative and reporting requirements associated with the Directorate and individual performance.

Leading Competencies:


- **Leadership and Management:** Ability to lead and manage teams, and to make informed decisions
- **Planning and Organising:** Proficiency in operational planning, resource allocation, and performance management
- **Communication:** Excellent verbal and written communication skills for effective stakeholder engagement and team management
- **Customer Service:** Strong customer service skills to ensure high levels of customer satisfaction
- **Financial Management:** Budgeting processes and financial management skills
- Computer literacy (MS Office Packages, including Word, Excel);
- Good written and oral communication skills in English, and must be able to communicate and coordinate effectively with other stakeholders;
- Attention to detail and high levels of accuracy, and excellent planning, organising, coordinating, and time management skills.


Core Competencies:

- Knowledge of local government policies and environmental compliance;
- Knowledge of climate change impacts on water resources;
- Knowledge of the City's strategy (IDP), prescribed Methodologies, Legislative, Policy and Regulatory Frameworks;
- In-depth knowledge of function principles, techniques and tools and how they can be practically applied;
- Knowledge of environmental issues and relevant legislation;
- Knowledge of principles and practices of municipal organisation, administration and personnel management;
- Collaborative/Teamwork, Values and Integrity, Attention to detail, and quality-focused;
- Customer and Service Delivery Management (Batho Pele) Ethics, Professionalism;
- Impact and Influence according to the City's protocols, legislation, and standards.



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“All suitably qualified candidates are encouraged to apply and will be considered. The City of Johannesburg applies the principles of employment equity as per National legislation and policy guidelines and will consider designated groups in line with these requirements. Preference will be given to previously disadvantaged groups, including those with disabilities. Appointments will be made in accordance with the approved Employment Equity Plan to promote its equitable representation in terms of race, gender and disability.”

Please take note that only online applications will be considered. Please apply by using the link below:

<https://share.hsforms.com/1BoEOAJFMQgKGbS0mLJLGdQ469tI>

APPLY ONLINE VIA THIS LINK: www.joburg.org.za

ENQUIRIES ONLY:

Contact Person: Sipiwe Khumalo

Tel No: 011 082 7997

CLOSING DATE: TUESDAY, 03 MARCH 2026

Applicants are respectfully informed that, if no notification of appointment/response is received within six (6) weeks of the closing date, they must accept that their application was unsuccessful. By submitting your application for a position at the City of Johannesburg, you are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection and related processes. In terms of the Talent Acquisition Policy of the City of Johannesburg, you hereby consent to the following risk checks should your application be shortlisted:

- Credit Record,
- CV validation,
- Employment record verification,
- Criminal check, and
- Identity validation



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PRINCIPAL SPECIALIST: CLIMATE CHANGE MITIGATION

DEPARTMENT: Environment & Infrastructure Service Department (EISD)

BRANCH: Air Quality and Climate Change

DESIGNATION: Principal Specialist: Climate Change Mitigation

REMUNERATION: R55 679,29 – R75 742,37 – R95 810,75 pm
(basic salary, excluding benefits)

LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Matric plus a Bachelor's Degree in Natural Sciences, Earth, Geographical, Environmental Science or related fields at NQF level 7;
- Minimum 6 - 8 years' experience in preferred leadership/management, of which 3 years must be at supervisory level or above.
- Minimum Code 8 Driver's license.

Primary Function:

Lead the development, implementation, and oversight of the City of Johannesburg's climate change adaptation programmes, ensuring a strategic and coordinated response to the impacts of climate change. Identify climate-related risks to the City, formulate appropriate adaptation strategies, and integrate these measures into municipal operations to enhance urban resilience and safeguard the City's infrastructure, services, and communities from adverse climate impacts.

Key Performance Areas:

- Contribute to the development of the Directorate's strategic planning process;
- Lead the Section's operational planning process;
- Lead the Section's financial planning and budgeting process;
- Lead and facilitate the Section's Demand Planning process;
- Lead and facilitate the Section's Performance Management planning process;
- Lead and manage the development of the Section's Individual Learning Plans (ILPs/PDPs);
- Ensure effective and efficient Section's functions, processes, procedures, systems and policies;
- Lead the Recruitment, Selection and Placement process for the sourcing of suitably qualified staff for the Section;
- Ensure effective and efficient Procurement Management in line with Supply Chain Management processes, legislative, regulatory and policy framework;
- Provide sound leadership for the achievement of the Directorate's objectives;
- Manage the implementation of Climate Change initiatives within the City, ensuring compliance with the applicable processes, policies and procedures;
- Monitor, report and verify (MRV) of Climate Change Adaptation Actions;
- Ensure effective Section's Financial Resource Control;
- Ensure effective Directorate Asset Management and Control;



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- Implement good governance and effective risk management systems;
- Ensure compliance with international reporting standards;
- Build and maintain positive relationships with internal and external stakeholders, including government bodies, training providers, and employees, to promote skills development initiatives;
- Ensure effective management of specific administrative and reporting requirements associated with the Directorate and individual performance.

Leading Competencies:


- **Leadership and Management:** Ability to lead and manage teams, and to make informed decisions
- **Planning and Organising:** Proficiency in operational planning, resource allocation, and performance management
- **Communication:** Excellent verbal and written communication skills for effective stakeholder engagement and team management
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- **Financial Management:** Budgeting processes and financial management skills
- Computer literacy (MS Office Packages, including Word, Excel);
- Good written and oral communication skills in English, and must be able to communicate and coordinate effectively with other stakeholders;
- Attention to detail and high levels of accuracy, and excellent planning, organising, coordinating, and time management skills.


Core Competencies:

- Knowledge of local government environment;
- In-depth knowledge of climate change issues with special reference to adaptation thereof;
- Knowledge of the City's strategy (IDP), prescribed Methodologies, Legislative, Policy and Regulatory Frameworks;
- In-depth knowledge of function principles, techniques and tools and how they can be practically applied;
- Knowledge of environmental issues and relevant legislation;
- Knowledge of principles and practices of municipal organisation, administration and personnel management;
- Collaborative/Teamwork, Values and Integrity, Attention to detail, and quality-focused;
- Customer and Service Delivery Management (Batho Pele) Ethics, Professionalism;
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