

IUCMA JOB ADVERTISEMENT

Closing date: 28 August 2026

Inkomati-Usuthu Catchment Management Agency (IUCMA) is a water resources management institution established in terms of the National Water Act, 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 seeking to join this exciting and rapidly growing institution who are suitably qualified are invited to apply for the following vacancy.

MANAGER: RESOURCE PLANNING AND MONITORING (MBOMBELA, HEAD OFFICE)

Remuneration Package within salary band D3 (Ref no 05/26/27)

Requirements: The candidate must possess a minimum of a 4-year degree/honours in Natural Science, Water Engineering or Hydrological Sciences (Geohydrology; Hydrology, Water Resources Management and Flow Modelling). Postgraduate qualification in the above field will be an added advantage. Registration with ECSA as a Professional Engineer or SACNASP registration as a professional scientist. Minimum of eight years (8)' experience in the water resource management of which five (5) years should be at Middle managerial level in water resource management. Senior managerial level in water resource management will be an added advantage.

Knowledge, Skills and Competencies: Hydrological and water resources management; the National Water Act and other relevant legislation, including environmental legislation; water resources planning; water resources operations and/or water resources quality; dam safety regulations and standards and/or water resources protection; resource quality status reporting; and integrated water resources management. Proficiency in the use of hydrological and systems modelling software; contract management; project management; programme management; communication; and report writing. A strong work ethic, the ability to work effectively in a diverse environment, and a commitment to openness and transparency.

Key performance areas: Coordinate the development and implementation of the Catchment Management Strategy; participate in IUCMA planning processes and relevant local and international water programmes; coordinate the Water Allocation Reform Programme; coordinate/facilitate specialist input on biomonitoring reports, resource quality status reports and Water Use Licence Applications (WULA); Resources (ground and surface water) Quality Monitoring Plans and the River Eco-status Monitoring Programme (REMP); oversee hydrological, geohydrological, water quality and biota information management and reporting; ensure compliance with resource quality objectives and international obligations; participate in reserve determination studies and transboundary water management; compile and review Terms of Reference for water resources projects; manage professional service providers and technical investigations; contribute to research and best practice; coordinate the investigation and reporting on pollution incidents and fish kill incidents, droughts and floods; respond to Ministerial and Parliamentary queries; and manage the Division's financial, human and



information resources, including performance management, staff development, coaching, mentoring and succession planning.

LEGAL ADVISOR (MBOMBELA, HEAD OFFICE)

Remuneration Package within salary band D2 (Ref no 06/26/27)

Requirements: The candidate must possess a minimum of an LLB or equivalent legal qualification. Admitted Attorney or Advocate of the High Court of South Africa. Minimum of eight (8) years post-admission legal experience of which 5 years must be at middle management - Substantial experience in public sector law, governance, regulatory compliance and administrative law - Experience in the water sector or environmental law is an advantage.

Knowledge, Skills and Competencies: Policy development and implementation; legal processes, legislation and contracts; the Constitution of the Republic of South Africa, the National Water Act, PFMA, PAIA, PAJA, LRA, BCEA and other relevant legislation; legal research; drafting of legal opinions and contracts; administrative law and water law; and legal review. Advanced interpersonal and communication skills; report writing; programme and project management; negotiation; problem solving; compliance and enforcement; analytical thinking; planning; and decision-making. Ethical, deadline-driven, detail-focused, quality-oriented, strategic thinking, and lateral thinking.

Key performance areas: Provide strategic legal advice to the Board, CEO and Executive Management on legal, regulatory and governance matters; advise on compliance with the Constitution, the National Water Act, PFMA, PAJA, PAIA, Labour legislation and other applicable legislation; support Board and Committee processes through legal opinions and governance advice; identify legal risks and ensure institutional compliance with statutory and governance frameworks; draft, review and interpret policies, contracts, MOUs, SLAs and other legal agreements; provide legal support to Supply Chain Management, procurement, revenue management and debt recovery processes; manage litigation and dispute resolution matters, including enforcement actions in terms of the National Water Act; conduct legal research and prepare legal opinions and advisory notes; contribute to strategic planning, policy development and audit processes; and manage the Division's financial, human and information resources, including performance management, staff development, coaching, mentoring and succession planning.

IUCMA is an equal opportunity employer and reserves the right not to make an appointment or to withdraw the advert. It is the institutions' intention to promote equity through the filling of vacancies in compliance with 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 suitability checks (criminal record, citizenship, financial/ asset record, qualifications and previous employment). The successful candidate will be subject to a six (6) months' probationary period. **Only South African citizens will be considered.** Correspondence will be limited to shortlisted candidates only.

Suitably qualifying candidates should apply as follows: All candidates must complete a compulsory IUCMA JOB APPLICATION FORM obtainable from the IUCMA website or at the IUCMA Receptions in Nelspruit, Bushbuckridge and Piet Retief. Compulsory job application form must be accompanied by a comprehensive curriculum vitae (CV) with at least 3 contactable references, certified copies of qualifications, ID and driver's license (not older than 6 months certification) to: Human Resource Division. All applications must be emailed



to recruitment@iucma.co.za . 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.

Enquiries: Damaris Malumane or Zandile Tibane at 013 753 9000

Closing date: 28 August 2026

All applications received after the closing date will not be considered.

*If you have not received a response from IUCMA within **three months** after the closing date, consider your application unsuccessful.*

