



Creating a Sustainable Tomorrow – Today

IUCMA Job Advertisement

Closing date: 20 June 2025

The Inkomati-Usuthu Catchment Management Agency (IUCMA) 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 Province. The IUCMA, in partnership with and funded primarily by the Energy and Water Sector Education Training Authority (EWSSETA), continues to play a key role in advancing skills development within the sector.

Highly motivated and creative individuals who meet the minimum requirements outlined below are invited to apply for the following Graduate Development Trainee / Internship Program:

2025/26 GRADUATE DEVELOPMENT TRAINEE / INTERNSHIP PROGRAM

As part of its commitment to skills development, the Inkomati-Usuthu Catchment Management Agency (IUCMA) invites applications for its 24-month Graduate Development Trainee (Internship) Program. This program aims to provide unemployed graduates with valuable opportunities to gain practical, work-based experience. Successful candidates will receive a stipend as per the institution's policy. Applicants must have achieved a minimum average of 60% in their final year of study (certified academic records must be attached). The components, fields of study, and specific requirements for the Graduate Development Trainees / Internships are detailed below:

COMPONENTS/FIELD	QUALIFICATION REQUIRED	OFFICE LOCATION	REFERENCE
1x Human Resources	National Diploma or Degree in Human Resources Management or Public Management or Industrial Psychology	Nelspruit, Head Office	(Ref no: IUCMA06/25/26)
1x Communications & Intergovernmental Relations (IGR)	National Diploma or Degree in Multimedia/Graphic Design	Nelspruit, Head Office	(Ref no: IUCMA07/25/26)
2x Supply Chain Management	National Diploma or Degree in Supply Chain Management or Public Management or Public Procurement Management	Nelspruit, Head Office	(Ref no: IUCMA08/25/26)
1x Resource Quality Monitoring	National Diploma or Degree in Natural Sciences or equivalent qualification in one of the following	Nelspruit, Head Office	(Ref no: IUCMA09/25/26)

COMPONENTS/FIELD	QUALIFICATION REQUIRED	OFFICE LOCATION	REFERENCE
	fields: Chemistry, Microbiology, Biochemistry, Water Resource Management, Environmental Science, Botany, Zoology		
1x Resource Planning and Operations	National Diploma or Degree in Civil Engineering, Geology, GIS, Hydrology and Geohydrology	Nelspruit, Head Office	(Ref no: IUCMA10/25/26)
1x Compliance, Monitoring and Enforcement	National Diploma or Degree Environmental Science, or equivalent qualification in one of the following fields: Geohydrology, Hydrology, Water Resource Management and LLB	Nelspruit, Head Office	(Ref no: IUCMA11/25/26)
1x Water Use Authorization	National Diploma or Degree in Natural Sciences or equivalent qualification in one of the following fields: Geohydrology, Hydrology, Environmental Science and Water Resource Management.	Nelspruit, Head Office	(Ref no: IUCMA12/25/26)
1x Institutions and Participation	National Diploma or Degree in Development Studies, Community Development Studies or Communication	Nelspruit, Head Office	(Ref no: IUCMA13/25/26)
2x Information Technology (Network and IT User Support)	National Diploma or Degree in Information Technology, Computer Science.	Nelspruit, Head Office	(Ref no: IUCMA14/25/26)
1x Finance	National Diploma or Degree in Finance or Accounting	Nelspruit, Head Office	(Ref no: IUCMA15/25/26)
1x Risk and Compliance Management	National Diploma or Degree in Finance or Risk Management or Auditing	Nelspruit, Head Office	(Ref no: IUCMA16/25/26)
1x Records and Auxiliary Services	National Diploma or Degree in Library and/ Information Studies and Archives and records management	Nelspruit, Head Office	(Ref no: IUCMA17/25/26)
2x Revenue	National Diploma or Degree in Finance or Accounting	Nelspruit, Head Office	(Ref no: IUCMA18/25/26)
1x Internal Auditing	National Diploma or Degree in Internal Auditing or equivalent qualification with Auditing as a subject.	Nelspruit, Head Office	(Ref no: IUCMA19/25/26)
7x Data and Information Management	National Diploma or Degree in Natural Sciences or equivalent qualification in one of the following fields: Water Resources Management/Hydrology X 1, Remote Sensing and GIS X 2, IT	Nelspruit, Head Office	(Ref no: IUCMA20/25/26)



COMPONENTS/FIELD	QUALIFICATION REQUIRED	OFFICE LOCATION	REFERENCE
	Programming / Data Scientist X 2, Public Administration/ Management x 1, Multimedia / relevant equivalent.		
1x Strategic Support	National Diploma or Degree in Public Management or Administration, Monitoring and Evaluation	Nelspruit, Head Office	(Ref no: IUCMA21/25/26)
1x Legal Services	Bachelor of Law (LLB)	Nelspruit, Head Office	(Ref no: IUCMA22/25/26)

Candidates must be 35 years or younger and unemployed, in possession of an appropriate post school qualification and have not previously served/participated in an internship program in the Public Service or Private Sector.

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). Correspondence will be limited to the shortlisted candidates only.

Suitably qualifying candidates should apply as follows: Post or Hand Deliver a comprehensive curriculum vitae (CV) with at least 3 contactable references, copies of qualifications, ID and Driver's License to: Human Resource Division, Inkomati-Usuthu Catchment Management Agency, Private Bag x11214, Nelspruit 1200 OR Hand Deliver to Floor Number 2, ABSA Square Building, 20 Paul Kruger Street, Nelspruit GRADUATE DEVELOPMENT PROGRAMME APPLICATION FORM obtainable from the IUCMA website or at the IUCMA Receptions in Nelspruit, Bushbuckridge and Piet Retief. NO FAXED, EMAILED AND LATE APPLICATIONS WILL BE ACCEPTED. 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: Ms. D.S Malumane or Ms. P.Z Tibane on 013 753 9000

Closing date: 20 June 2025 at 16:00

