

**APPLICATIONS ARE HEREBY INVITED FROM SUITABLY QUALIFIED AND EXPERIENCED PERSONS FOR APPOINTMENT IN THE FOLLOWING POSITION:**

**INTERNAL & EXTERNAL**

Position: **Strategic Monitoring and Evaluation (X1)**

**REFERENCE NUMBER: VCW/SME/06/2024**

Position Category: Senior Management  
Location: Bloemfontein Office (Free State)  
Salary: Market related  
Position Type: Permanent

**MINIMUM REQUIREMENTS:**

- Relevant Bachelor's degree.
- A post-graduate degree will be an added advantage.
- 3-5 years' experience in strategic monitoring and evaluation of business.
- Knowledge and experience of the consolidation of Departmental Strategic and Annual Performance Plans as well as Annual and Quarterly Performance Reporting.
- Be able to develop the entity's Strategic Planning and Performance Reporting Policy Framework.
- Knowledge of the Legislation applicable to the water services industry, and its applicability to operational environments.
- Understanding of strategic management and policy analysis to evaluate and analyze information for development.
- Ability to evaluate and analyze information for development and application of policies.

**KEY RESPONSIBILITIES:**

- Co-ordinate the development, implementation, and maintenance of the Departmental Annual Performance Plan framework and divisional operational plans
- Analyze and assess strategic and annual performance plans for the correct alignment, thereof.
- Assist in the development and implementation of performance indicators, and measurements for the entity.
- Assist in the compilation of a comprehensive feedback report outlining discrepancies that must be addressed and integrated in future Strategic and Annual Performance Plans.
- Provide inputs to systems and tools for the utilization in the monitoring and evaluation of the entity's performance and operations management framework.
- Monitor the reporting framework and measure the entity's performance in compliance with the relevant regulatory requirements.
- Coordinate the entity's evaluation mechanism for strategic and operational programmes.
- Monitor progress against strategic and annual performance plans of business units and performance

assessment action plans.

- Assist in the development and implementation of best practices planning, monitoring, and reporting systems and mechanisms.
- Assist in the development, implementation, and review of a governance framework for quality assurance, oversight, and performance standards.
- Monitor the implementation of performance guidelines and frameworks and advice stakeholders accordingly.
- Coordinate the implementation of annual outcomes and impact reporting.
- Engage internal and external stakeholders to facilitate and coordinate the implementation of results pertaining to planning, monitoring, evaluation and reporting.
- Engage with stakeholders in the coordination of the implementation of developmental and processes enhancements.
- Engage with strategic partners for support of the implementation process pertaining to monitoring, evaluation, and reporting on outcomes.
- Contribute to the governance of the entity's Strategic, Annual Performance and Operational Plans, for a streamlined process.

**Application Process:**

Interested candidates are encouraged to submit their applications, including an application letter, curriculum vitae, and certified copies of qualifications, to the following email address: [vcwsm@miltonresourcing.co.za](mailto:vcwsm@miltonresourcing.co.za). Candidates should also note that the detail information of the job is available on the Vaal Central Water website under vacancies. Please clearly indicate the position applied for and the reference number in your application. Note that applications without certified copies will not be considered. For inquiries, kindly contact Ms Nkagiseng Motlhaolwa, Acting Executive Corporate Support on 051 430 0800. Late applications will not be considered.

**CLOSING DATE: 19 August 2024**

**DISCLAIMER:**

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