Lepelle Northern Water (LNW) is a Water Board established in terms of Water Services Act No 108 of 1997 as a bulk water supply and related water services provider, operating several water purification works and wastewater treatment schemes in the Limpopo Province.

VACANCIES

APPLICATIONS ARE HEREBY INVITED FOR THE FOLLOWING VACANCIES: -

DEPARTMENT: CORPORATE SERVICES

EXECUTIVE MANAGER: CORPORATE SERVICES
(REF No: HRM/01/26)
FIVE (5) YEAR FIXED-TERM CONTRACT

LOCATION: HEAD OFFICE – POLOKWANE

RE-ADVERTISEMENT

Remuneration package is negotiable at Paterson Broad Band E, considering LNW remuneration standards as well as the level of qualifications and experience.

Minimum Job Requirements: A Bachelor's degree or higher in Human Resources or Social Science, or a Law Degree, with at least 10 years of minimum relevant experience, of which five (5) years must be at a Senior Managerial level. A valid driver's license is a prerequisite. A postgraduate qualification in Human Resources Management or Organisational Development, or an MBA, and Registration with a relevant professional body will be an added advantage.

Competencies required: Provide effective leadership and management of the Corporate Services Department ♦ High level strategic thinking and leadership ♦ High level knowledge of legislation governing employment practices (BCEA, LRA, EEA, SDA) ♦ High level knowledge of the organizational development practices ♦ Transformation and change management skills ♦ Effective communications skills ♦ Good presentation skills ♦ Talent development and management skills ♦ Effective negotiation skills ♦ Customer service orientation ♦ High level of assertiveness ♦ Effective interpersonal skills Resilience.♦ Legal knowledge ♦ Water sector experience.

Key Responsibilities: Reporting to the Chief Executive Officer, the incumbent will be responsible for: ♦ Provision of strategic direction and leadership on human capital development and management ♦ Positioning the Corporate Services Department as a strategic business partner ♦ Development of annual performance plan for the department ♦ Creating an organizational culture that will attract, develop, engage and retain talent human capital ♦ Positioning LNW as the employer of choice ♦ Developing, implementing and institutionalizing a talent management framework for integrated capacity building to ensure human capital for the future ♦ Developing an effective leadership succession strategy ♦ Reporting to the HC ESG Committee of the Board on a quarterly basis and providing advice on human resources related activities ♦ Ensuring an organizational high-performance culture, effective labour relations management and employee wellbeing ♦ Develop a talent acquisition strategy that will ensure the achievement of employment equity targets.

SECURITY SERVICES COORDINATOR - (REF NO. HRM/21/26)
LOCATION: MOPANI REGIONAL OFFICE

MINIMUM SALARY: R395 900.78 per annum on a C - Lower Paterson Broadband plus medical aid, housing subsidy/allowance and pension/provident funds benefits.

MINIMUM JOB REQUIREMENTS: National Diploma or Bachelor's Degree in Security Management or Security Risk Management with at least five (5) years' experience in security environment, of which two (2) years must be at supervisory level. A valid driver's license and Grade A or B Private Security Industry Regulatory Authority (PSIRA) registration certificate is a prerequisite.

COMPETENCIES REQUIRED: ♦Must be computer literate (MS Word, MS Excel, MS PowerPoint etc.) ♦ Excellent organizational and time management skills ♦ Strong business acumen and ethical standards ♦ Have the ability to communicate effectively with internal and external stakeholders at all levels ♦ Good presentation skills ♦ Investigation and report writing skills ♦ Ability to work under pressure and beyond normal working hours.

KEY RESPONSIBILITIES: Reporting to the Chief Security Officer, the Security Services Coordinator is responsible for the coordination of security services within the region contributing to successful achievement of LNW's vision, mission and strategic organisational goals. ♦ Coordinate regional security in accordance with the Minimum Information Security Standards (MISS), Minimum Physical Security Standard (MPSS) and other relevel security legislations ♦ Enforcing access control of vehicles and personnel at National Key Points and other operational sites ♦ Supervising private security service providers (PSSP) and ensure compliance with National Key Point (NKP) security requirements ♦ Conducting security audits and risk analyses ♦ Conducting investigations into security incidents and acting as a liaison with SAPS and the State Security Agency (SSA) ♦ Ensuring the safe custody and protection of officials, assets, and information ♦ Conducts physical security inspections of the property and its premises and reports any damages or breach of security ♦ Conducts regular and random physical inspection of security services on shift to ensure compliance to security regulations, policies and procedures and reports any non-adherence to security policies and procedures or non-compliance to security regulations ♦ Examines daily and weekly security logbooks and alerts the Chief Security Officer of any breach, deviations or observations reported by the security officer on duty ♦ Reports cases of misconduct or poor performance by security personnel to the Chief Security Officer ♦ Conduct condition monitoring of all security surveillance and access control equipment and report any defects ♦ Reports cases of theft and vandalism of property to the Chief Security Officer and the police ♦ Compiles and submits daily, weekly and monthly reports ♦ Ensure compliance with the Occupational Health and Safety (OHS) Act.

CLOSING DATE: 15 MAY 2026 at 16h30

An application letter together with a detailed CV, certified copies (of not more than six (6) months) of qualifications and a valid driver's license must be addressed to: Human Resource Manager, Lepelle Northern Water, Private Bag X9522, Polokwane, 0700. Alternatively, applications can be e-mailed at hr@lepelle.co.za. Failure to attach the above-mentioned required documents will disqualify your application.

IMPORTANT: Appointment will be made in accordance with Lepelle Northern Water's Employment Equity Policy and Plan. Preference will be given to females, Indians, Coloureds and persons with disabilities. Recommended candidate will be subjected to the following checks: qualifications, criminal, employment history and security vetting. Appointable

candidates will be subjected to a competency assessment. Lepelle Northern Water reserves the right not to make an appointment to the post advertised**.**

NB: Should you not receive correspondence from Lepelle Northern Water within two (2) months after the closing date, please consider your application as being unsuccessful. Lepelle Northern Water reserves the right not to make an appointment to the post advertised**.**

PLEASE NOTE: Candidates who have previously applied do not **need to reapply**.