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WE HAVE EXCITING CAREER OPPORTUNITIES FOR:

PERMANENT POSITIONS:

- **Principal Specialist: Catchment Management & Water Quality**
- **Principal Specialist: Water Services Regulation & Policy Development**
- **Principal Specialist: Regulation & Permitting**
- **Specialist: Air Quality Monitoring**
- **Principal Specialist: Policy and Projects**
- **Principal Specialist: Climate Change Adaptation**
- **Senior Specialist: Catchment Management & Water Quality**

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.
- Applications, which have not been responded to within 6 weeks of closing date, should be regarded as unsuccessful.
- 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: R58 324.06 – R79 340.13 - R100 361.76 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Matric / Grade 12 plus a Bachelor's Degree (NQF Level 7) in Natural Sciences, Environmental Management, Environmental Sciences, Environmental Health, Environmental Engineering, Water Engineering, Water Resource Management, Hydrology, Hydrogeology, Chemistry or another relevant water and environmental management field;
- Minimum 8 years' relevant professional experience in leadership/ management, catchment management, water quality management, water resource management, environmental management or related fields, of which at least 4 years must have been at a supervisory, senior specialist or management level.
- Minimum Code 8 Driver's license

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;



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

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<https://share.hsforms.com/1koqSVUM5QGOyhA0RNo-7Fg469tl>

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

ENQUIRIES ONLY:

Contact Person: Sphiwe Khumalo

Tel No: 011 082 7997

CLOSING DATE: MONDAY, 28 SEPTEMBER 2026

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



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PRINCIPAL SPECIALIST: WATER SERVICES REGULATION & POLICY DEVELOPMENT

DEPARTMENT: Environment & Infrastructure Service Department (EISD)
BRANCH: **Water Management and Biodiversity**
DESIGNATION: **Principal Specialist: Water Services Regulation & Policy Development**
REMUNERATION: R58 324.06 – R79 340.13 - R100 361.76 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Matric/ Grade 12 plus a relevant Bachelor's Degree (NQF Level 7) in one of the following fields: Natural Sciences, A 4 years BSc Water engineering degree, BSc Honours in Water Utilization, Bachelors of Town and Regional Planning;
- A minimum of 8–10 years' relevant experience in leadership/ management, water services regulation, water resource management, water services planning, infrastructure planning, environmental management, policy development or municipal service delivery, of which at least 4 years must have been at a supervisory, specialist, management or senior professional level.
- Demonstrable experience in water services legislation, regulation, policy formulation and implementation, preferably within the local government or public sector environment, will be an advantage.
- Sound knowledge of the Water Services Act, National Water Act, Municipal Systems Act, MFMA, NEMA and other applicable water services and municipal regulatory frameworks
- Minimum Code 8 Driver's license.

Primary Function:

To regulate, maintain and evaluate the sustainability of water service delivery by JW through applying necessary management and engineering and engineering skills and ensure that JW compiles with all the norms and standards and, relevant legislation and regulations governing its business. Development policies / by laws as well as regulate JHB water to ensure the sustainable implementation of water services. Provide technical advice and guide the development and implementation of projects in the water sector.

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 processes;
- 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) process;
- Ensure effective and efficient Section's functions, processes, procedures, systems and policies;



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- Leading 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 Services Regulation and policy Development objectives;
- Manage and direct the implementation of Water and Sanitation policies strategies and regulations in consultation with other stakeholders and Joburg water in terms of sections 9 and 10 of the Water Services Act as well as enforcement of the City norms standards;
- Monitoring, reporting and verification (MRV) of Water Services status;
- Ensure effective Section's Financial Resource Control;
- Ensure effective Directorate Asset Management and Control;
- Implement good governance and effective risk management systems;
- Ensuring compliance with international reporting standards;
- Build and maintain positive relationships with internal and external stakeholders, including government bodies, Municipal-Owned Entities (MOEs) and employees, to promote sustainable water services, infrastructure and capital programmes to ensure that water and waste water needs of current and future customers are planned for and met;
- 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;
- Professional writing skills;
- Project management and excellent time management skills;
- To operate independently with little supervision and be able to liaise and interact with wide variety of stakeholder on local and national level;

Core Competencies:

- Knowledge of local government environment;
- In-depth knowledge of water security and the impact of climate change;
- Knowledge of local and national government policies and procedures;
- 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;



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- Knowledge of water and sanitation, issues and relevant legislation.
- Knowledge of principles and practices of municipal organisation, administration and personnel management;
- In depth knowledge of water services issues, legislation and policies governing the water services;

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ENQUIRIES ONLY:

Contact Person: Siphiwe Khumalo

Tel No: 011 082 7997

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PRINCIPAL SPECIALIST: REGULATION & PERMITTING

DEPARTMENT: Environment & Infrastructure Service Department (EISD)
BRANCH: Water Management & Regulation
DESIGNATION: Principal Specialist: Regulation & Permitting
REMUNERATION: R58 324.06 – R79 340.13 - R100 361.76 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Matric/ Grade 12 plus B Degree in Environment Management, Environmental Health or Natural Science field (NQF Level 7).
- Six (6) years' experience in the Waste Management and regulation Environment with three (3) years in a middle or senior management role.

Primary Function:

Coordinate and facilitate the development of waste management regulation (By Laws) standards and permits to ensure environmental protection. Coordinate compliance monitoring and enforcement of waste management legislation standards and permits to ensure compliance. Undertake service delivery oversight.

Key Performance Areas:

- Coordinating and facilitating Compliance Monitoring and Enforcement;
- Planning;
- Financial Control;
- Personnel Management.

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;
- Exceptional communication skills in order to handle diverse and sometimes challenging stakeholders.
- Project Management.

Core Competencies:

- Knowledge of interpretation of Environment legislation with specifics to waste management legislation;
- Project Management;
- Financial Management;



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- Conflict Management; Research and Development.

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SPECIALIST: AIR QUALITY MONITORING

DEPARTMENT: Environment & Infrastructure Service Department (EISD)
BRANCH: Air Quality and Climate Change
DESIGNATION: Specialist: Air Quality Monitoring
REMUNERATION: R36 708.24 – R51 379.39 – R66 054.24 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Matric/ Grade 12 plus Bachelor's Degree in Environmental Management or Environmental Sciences or Atmospheric Science or Engineering (Instrumentations) or Mathematics or Statistics or Physics or Chemistry (NQF Level 7);
- Minimum of 3 years' experience in a Government Environment or Environmental organization or consultancy working in the field of air quality monitoring, modelling, licensing or planning;
- Minimum of Code 8 Driver's License.

Primary Function:

To perform air quality monitoring activities in the City's Air Quality Monitoring network in order to ensure the network operate optimally in accordance with the prescribed air quality methods, norms and standards.

Key Performance Areas:

- Conduct ambient air quality monitoring according to the prescribed Norms and Standards as prescribed in Section 7(1 and 2) and 8(c) of the Air Quality Act.
- Conduct repairs and maintenance on the air quality monitoring instruments to produce accurate, credible, and scientific representable data in the city's ambient air quality monitoring network;
- Implement maintain view to log data values and determine data quality measurements, such as calibration results.
- Implementing the performance management policy and procedure so that the Department and business unit's objectives are met.
- Procurement and Contract Management.
- Engage with potential stakeholders to facilitate collaboration with the City of Johannesburg;
- Handling routine research administration.
-

Leading Competencies:

- Computer Literacy (Word, Excel, Email & PowerPoint), GIS and programming language (R statistical).
- Good written and verbal communication;
- Stakeholder and Project management.



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Core Competencies:

- Knowledge and understanding of ambient air quality monitoring, environmental issues and relevant legislations;
- Proven record in the field of ambient air quality monitoring, modelling and planning;
- Understanding of environmental legislation, National Ambient Air Quality Norms and Standards and ISO17025.

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PRINCIPAL SPECIALIST: POLICY AND PROJECTS

DEPARTMENT: Environment & Infrastructure Service Department (EISD)
BRANCH: **Waste Management and Regulation**
DESIGNATION: **Principal Specialist: Policy and Projects**
REMUNERATION: R58 324.06 – R79 340.13 - R100 361.76 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Grade 12/NQF level 4 plus B Degree in Natural Science or Environmental Health Tertiary Education in an environmental / Science Field.
- Six (6) years' experience in the Waste Management sector with three (3) years in a middle or senior management role.

Primary Function:

Coordinate the development and implementation of waste management policies, strategies and plan for sustainable waste management services across the City. Coordinate the development and implementation of waste management policies, strategic projects and programs for best practice and implementation of the City's strategic objectives. Responsible for the project management of the entire project development cycle and ensuring successful execution of projects.

Key Performance Areas:

- Coordinate the Development and implementation of the integrated and sustainable waste management to ensure waste management policies, strategies and plans are achieved;
- Personnel Management;
- Facilitate the management of the Business Planning, Reporting and Financial Management Activities of the Unit.

Leading Competencies:

- Exceptional communication skill in order to handle diverse and sometimes challenging stakeholder Project Management;
- Project Management;
- Presentation Skills;
- Analytical Thinking.

Core Competencies:

- Knowledge of Project Management;
- Financial Management
- Research and Development.



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PRINCIPAL SPECIALIST: CLIMATE CHANGE ADAPTATION

DEPARTMENT: Environment & Infrastructure Service Department (EISD)
BRANCH: Air Quality and Climate Change
DESIGNATION: Principal Specialist: Climate Change Adaptation
REMUNERATION: R58 324.06 – R79 340.13 - R100 361.76 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Grade 12/NQF level 4 plus a bachelor's degree in Natural, Earth, Geographical or Environmental Science fields and NQF level 7);
- 6 - 7 years' experience preferred and leadership management of which 3 years must be at supervisory level of above;
- Code 8 Valid driver's license.

Primary Function:

To 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. The incumbent will be responsible for identifying climate-related risks to the city, formulating appropriate adaptation strategies, and integrating 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 strategic planning;
- Lead the Section operational planning process;
- Lead the Section financial planning and budgeting processes;
- Lead and facilitate the Sections demand Planning process;
- Lead and facilitate the Section Performance Management planning process;
- Lead and manage the development of the Sections Individual Learning;
- Ensure effective and efficient processes, procedures, systems and policies;
- Leading the Recruitment, Selection & Placement process for sourcing of suitably qualified staff for 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 objectives;
- Manage the implementation of Climate Change initiative within the City of Johannesburg ensuring compliance with the processed policy, and procedure;
- Monitoring, reporting and Verification (MRV) of Climate Change Adaption Action;
- Ensure effective Section Financial Resource control;
- Ensure effective directorate Assets Management and Control;
- Implement good governance and effective risk management systems;



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- Ensuring 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
- **Customer Service:** Strong customer service skills to ensure high levels of customer satisfaction
- **Financial Management:** Budgeting processes and financial 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 organization, administration and personnel management;

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SENIOR PRINCIPAL SPECIALIST: CATCHMENT MANAGEMENT & WATER QUALITY

DEPARTMENT: Environmental Infrastructure Services Department
BRANCH: Water Management and Biodiversity
DESIGNATION: Senior Specialist: Catchment Management & Water Quality
REMUNERATION: R52 144.69 – R69 674.66 – R87 210.16 pm
 (basic salary, excluding benefits)
LOCATION: Traduna House, 118 Jorissen Street, Braamfontein

Minimum Requirements:

- Relevant degree in one of the following: Natural Sciences, Environmental Management, Environmental Sciences and Environmental Engineering or closely related disciplines/programmes (NQF level 7);
- 5 to 7 years' experience in the water resource field, ecology, surface and ground water quality management, Catchment management (or similar disciplines);
- Experience in town planning procedures, water engineering and environmental engineering would be an advantage.

Primary Function:

To design, manage and implement surface and ground water monitoring programmes in order to promote best practice water quality management, the protection of water resources and improved environmental quality within the City, and to provide specialist professional input concerning water quality issues related to projects, programmes and rehabilitation initiatives for Johannesburg's catchments. To ensure the protection of water resources through compliance and enforcement in terms of relevant legislation.

Key Performance Areas:

- Design, manage and implement surface and groundwater monitoring programmes within the City's catchments;
- Interpret and evaluate laboratory results and circulate to stakeholders;
- Oversee water sampling, coordinate training of samplers, and provide feedback on water quality results to all those concerned with taking or delivering water sampled from rivers or impoundments within the City;
- Implement and maintain a database of water quality results;
- Co-ordinate the activities of the Council in respect of Catchment Management, Water Quality Management and Agencies and Forums;
- Oversee the development and implementation of reporting of water quality trends and issues to internal and external stakeholders;
- Initiate and implement awareness programmes related to water quality, catchment management and River Health;
- Provide water quality input into the State of the Rivers report & State of the Environment Report;



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- Provide specialist input in respect of water quality issues relating to Environmental Impact Assessment, projects, and development proposals within the City in order to minimise negative impacts and promote the application of best practice approaches;
- Liaise with the National and Provincial Governments in respect of legislative issues relating to water management of catchments and riparian zones;
- Formulation of policies and strategies relating to best practice in Catchment Management, protection and rehabilitation;
- Participate in projects and programmes for the improvement of River Health and the management of water resources within the City;
- Investigate complaints relating to water quality or water pollution;
- Monitor compliance with license conditions in respect of final effluents being discharged into the catchments/rivers, as negotiated with the DWS

Leading Competencies:

- Financial Management;
- Project Management;
- Risk Management;
- Policy Development;
- Stakeholder Management;
- 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 and understanding of environmental issues and relevant legislation;
- 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.

“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.”



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

TIPS FOR CANDIDATES - <https://joburg.org.za/work/Pages/2026-Vacancies/Tips-For-Job-Applicants.aspx>

<https://share.hsforms.com/1y-8bM4vHQRGQM3r0ZqNgyQ469tl>

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

ENQUIRIES ONLY:

Contact Person: Siphwe Khumalo
Tel No: 011 082 7997

CLOSING DATE: MONDAY, 28 SEPTEMBER 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 process. 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