



EMPLOYMENT OPPORTUNITIES

KOMATI BASIN WATER AUTHORITY

The Komati Basin Water Authority (KOBWA) is a bi-national river basin authority established by a treaty between the Kingdom of Eswatini and the Republic of South Africa to develop and manage water resources in the Komati sub-catchment. With its Head Office at Maguga Dam in Eswatini and its Operations (Water Management) office at Driekoppies Dam near Schoemansdal, South Africa, KOBWA plays a strategic role in supporting sustainable water resource management across both countries. On behalf of KOBWA, we invite applications from suitably qualified and experienced candidates for the positions of; **Director Corporate Services, Business Development Director, Operations Director, and Project Manager.**

DIRECTOR CORPORATE SERVICES

The main purpose of the role is to provide strategic leadership of KOBWA's Corporate Services function and ensure the delivery of effective human resources, organisational development, communications, governance, and administrative services in support of the Authority's strategic objectives. **This position reports directly to the Chief Executive Officer.**

Main Responsibilities

- Provide strategic leadership for the Corporate Services function to support KOBWA's mandate and strategic objectives.
- Lead organisational development, workforce planning, policy development, and change management initiatives to enhance organisational effectiveness.
- Drive organisational development, workforce transformation, culture change, and business improvement initiatives.
- Oversee the implementation of performance management systems and organisational capacity-building programs.
- Direct the management and optimisation of Human Resource Information Systems (HRIS) and other HR technologies to enhance operational efficiency and decision-making.
- Provide strategic oversight of remuneration, benefits, and reward frameworks to enhance employee value proposition and organisational sustainability.
- Oversee remuneration, benefits, reward, and recognition programs to ensure market competitiveness, employee engagement, and organisational sustainability.
- Lead employee and industrial relations matters, including collective bargaining processes and dispute resolution.
- Ensure effective delivery of administration and corporate support services.
- Manage internal and external communications and fostering productive stakeholder relationships.
- Oversee budgeting, cost management, and resource allocation within the Corporate Services portfolio.
- Serve as a strategic advisor to the CEO and Executive Management on human capital, organisational effectiveness, governance, and change management matters.

Key Competencies

- Strategic acumen and strong negotiation skills.
- Strong analytical, problem-solving, and sound decision-making capabilities.
- Excellent communication, interpersonal, and presentation skills.
- High levels of professionalism, integrity.

Qualifications and Experience

- Bachelor's degree in Human Resources Management, Organisational Development/Psychology, or an equivalent qualification.
- A minimum of ten (10) years' post-qualification experience, including five (5) years in senior HR management.
- Strong knowledge of industrial relations legislation in South Africa and Eswatini, including experience in collective bargaining forums.
- Experience in strategy, performance management, leadership, general management, and project management.
- A valid driver's license and a valid passport are required.

Pay Grade

The pay scale for this position is **Grade P5 — E/R 1,260,128.10** per annum.

BUSINESS DEVELOPMENT DIRECTOR

The main purpose of the role is to provide strategic leadership in business development, revenue generation, stakeholder engagement, brand positioning, and socio-economic impact. This role drives new business opportunities, strengthens key relationships, and supports sustainable growth for KOBWA and its stakeholders. This position reports directly to the **Chief Executive Officer.**

Main Responsibilities

- Lead all business development efforts within the Authority.
- Advance and implement comprehensive strategies to achieve the Authority's objectives.
- Spearhead business growth through expanding current business and exploring new markets and opportunities.
- Establish and nurture relationships with existing and prospective clients.
- Research emerging trends and recommend new offerings to satisfy clients' needs.
- Identify potential partnership opportunities to expand and improve processes.
- Develop and grow solid relationships with vendors, distributors, and internal and external clients to bring new business to the Authority.
- Implement approved revenue enhancement strategies, develop and manage marketing opportunities, and assist with marketing strategy.
- Improve and implement business plans to enhance revenue, also ensuring that business communities have access to funding opportunities and other development resources.
- Build long-term monitoring plans for economic development and growth in the catchment.
- Ensure Development of the Annual Departmental Business Plan and compilation of the Annual Budget and budget control measures.
- Exercise financial control of the departmental budget.
- Manage human resources functions within the department, providing mentorship, leadership, and guidance to staff and developing staff competencies.
- Present annual departmental reports and ensure evaluation of customer feedback on the department's activities.

Key Competencies

- Excellent analytical, problem-solving and leadership skills.
- Strong business acumen; detail-oriented and persuasive.
- Effective communication and negotiation skills.
- Knowledge of Customer Relationship Management (CRM) software.

Qualifications and Experience

- Master of Business Administration/Leadership (MBA/MBL) or equivalent.
- Ten (10) years of experience in Business Development Management, including at least five (5) years in a senior management position within the business development field.
- Proven business development, sales, or marketing experience.
- A valid driver's license and a valid passport are required

Pay Grade

The pay scale for this position is **Grade P5 — E/R1,260,128.10** per annum

OPERATIONS DIRECTOR

The main purpose of the role is to lead the management and optimisation of KOBWA's water infrastructure and operations, ensuring sustainable, reliable, and cost-effective water supply while upholding Treaty commitments, JWC directives, and statutory requirements. This position reports directly to the **Chief Executive Officer**.

Main Responsibilities

- Ensure the efficient and compliant operation of KOBWA's water supply system in accordance with Treaty obligations, Joint Water Commission (JWC) directives, and applicable regulatory requirements.
- Oversee the development, implementation, monitoring, and continuous improvement of operating rules, procedures, and system performance standards.
- Provide leadership and oversight for the safe operation, maintenance, and integrity of dams, water infrastructure, and associated assets in accordance with approved standards, procedures, and best practices.
- Ensure the effective planning and execution of infrastructure maintenance and asset management programs.
- Lead the development, implementation, testing, and periodic review of Emergency Preparedness Plans and related risk management strategies.
- Champion projects and initiatives aimed at reducing operational, environmental, and infrastructure risks.
- Direct the implementation of water quality, hydrological, environmental, and ecological monitoring programs across the Komati/Lomati River Basin.
- Ensure compliance with recognised laboratory and environmental standards and oversee the maintenance of water resource and environmental information systems.
- Drive the implementation of ecological water requirement studies and sustainable water resource management initiatives.
- Lead the Operations Department and ensure the effective delivery of operational objectives aligned to KOBWA's strategic priorities.
- Oversee departmental planning, budgeting, resource allocation, asset management, and expenditure control.
- Build a high-performing team through effective leadership, performance management, coaching, mentorship, and talent development.
- Foster collaboration and effective working relationships across the organisation.
- Maintain effective relationships and communication with the Board, management, employees, the JWC, government authorities, water users, service providers, and regional and international stakeholders, while representing KOBWA on operational, technical, and water resource management matters to promote strategic partnerships and organisational objectives.

Key Competencies

- Strategic and commercial acumen.
- Water resources, infrastructure, and operational management expertise.
- Financial planning, budgeting, and resource management skills.
- Stakeholder engagement, negotiation, and influencing skills.
- Strong communication and interpersonal skills.
- Integrity, accountability, and professionalism.

Qualifications and Experience

- Bachelor's Degree in Civil Engineering or a related Engineering discipline (NQF Level 7).
- A Master's Degree in Engineering, Water Resources Management, or a related field will be an added advantage.
- Registration with a recognised professional engineering body will be an added advantage.
- At least five (5) years' post-qualification experience in water resource management, including general managerial work.
- Sound knowledge of water resources management, dam operations, environmental management, and the applicable regulatory and legislative framework.
- A valid driver's license and a valid passport are required.

Pay Grade

The pay scale for this position is **Grade P5 — E/R1,260,128.10** per annum.

PROJECT MANAGER

To lead the development and management of KOBWA's water infrastructure portfolio, ensuring the successful delivery of capital projects and the safe, efficient, and sustainable operation of existing infrastructure. This position reports directly to the **Chief Executive Officer**.

Main Responsibilities

- Manage the planning, development, implementation, and delivery of water infrastructure projects within approved scope, budget, quality, and timelines
- Coordinate feasibility studies, technical investigations, and project planning activities to support infrastructure development initiatives.
- Coordinate feasibility studies, technical investigations, project planning activities, and infrastructure development initiatives.
- Oversee the procurement, management, and performance of consultants, contractors, and service providers, ensuring effective contract administration and compliance with applicable policies and procedures.
- Monitor project implementation and construction activities to ensure compliance with technical specifications, contractual requirements, engineering standards, environmental regulations, and health and safety requirements.
- Manage project budgets, expenditure, risks, and mitigation plans to ensure cost-effective and timely project delivery.
- Support the operation, maintenance, inspection, assessment, and optimisation of KOBWA's water infrastructure assets to ensure reliability and performance.
- Prepare project reports, technical recommendations, and progress updates for management and governance structures.
- Liaise with government authorities, consultants, contractors, communities, and other stakeholders to facilitate successful project delivery and stakeholder engagement.
- Lead, supervise, and develop project staff through effective guidance, coaching, and performance management.
- Promote continuous improvement, best practices, and cross-functional collaboration to support organisational objectives.

Key Competencies

- Project management and contract administration.
- Strong analytical and decision-making skills.
- Stakeholder engagement and communication skills.
- Leadership and people management skills.
- Financial and budget management capability.

Qualifications and Experience

- Bachelor's degree in civil engineering or an equivalent qualification (NQF Level 7)
- Postgraduate qualification in Project Management will be an added advantage.
- Professional registration with SACPCMP is mandatory. Registration with ECSA or an equivalent.
- A minimum of eight (8) years' relevant experience in infrastructure project management, including at least five (5) years managing large-scale infrastructure projects.
- A valid driver's license and a valid passport are required.

Pay Grade

The pay scale for this position is **Grade P5 — E/R1,260,128.10** per annum.

Applications are invited from suitably qualified citizens of **Eswatini and South Africa**. Candidates may be required to participate in competency assessments and undergo security clearance. Applications, accompanied by a comprehensive Curriculum Vitae and certified copies of academic and professional qualifications, **should be submitted by email no later than 09 September 2026**, clearly indicating the position applied for

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