



LÜDERITZ TOWN COUNCIL VACANCY

“Lüderitz an economic and tourist destination of choice and get away of goods and services into the hinterland of Namibia, the landlock countries of Africa and beyond.”

DEPARTMENT: INFRASTRUCTURE & TECHNICAL SERVICES

JOB TITLE: WATER AND SANITATION SPECIALIST

Total Annual Remuneration Package: N\$ 800,000.

PRIMARY PURPOSE OF THE JOB:

The Water and Sanitation Specialist is a full-time technical position embedded within Lüderitz Town Council (LTC) and integrated within the relevant LTC structure. The position is intended to strengthen LTC's internal capacity to plan, operate, maintain, rehabilitate and gradually expand municipal water, sanitation and waste management services in line with the town's growth, LTC priorities, and the expected increase in demand resulting from ongoing and planned investments in Lüderitz.

KEY PERFORMANCE AREAS:

Operations: Oversee and strengthen day-to-day operations and maintenance of water and sanitation services, as well as solid waste management services, within LTC.

Asset Management: Regularly assess and update conditions of municipal water, sewer and solid waste management infrastructure and equipment.

Master Planning: Support the development, implementation and periodic updating of municipal water, sanitation and waste management Infrastructure Master Plans, aligned with LTC priorities, service gaps and anticipated urban expansion.

Project management of water, sanitation and waste management projects – from initiation, planning, obtaining of approval, execution (incl. contract management), monitoring & control to closing - aligned to the Infrastructure Master Plans and LTC strategic objectives and initiatives.

Procurement management: Serve on the procurement committee

Financial: Support LTC in budgeting, OPEX mapping, cost recovery discussions and other measures that contribute to the financial sustainability of water, sanitation and waste management services and the implementation of Infrastructure Master Plans.

Technical assessments of water and sanitation systems, including network condition, treatment capacity, non-revenue water, operation and maintenance needs, and priority upgrade areas.

SOPs: Develop and implement of Standard Operating Procedures (SOPs) for key water, sanitation and waste management functions.

Stakeholder Management: Support LTC management and relevant departments with technical input for engagement with NamWater, NamPower, consultants, contractors, suppliers and other stakeholders where relevant.

Coaching: Provide on-the-job coaching and practical support to LTC staff, and contribute to strengthening internal capacity, systems and ways of working.

Performance Management: Regularly measure, evaluate and report on progress on projects and operations – for LTC learning, decision-making and service improvement.

REQUIREMENTS:

Education:

Bachelor's Degree in Civil Engineering, Water Engineering or a related field. (Waste Management and Environmental Engineering are added advantages.)

Registration with the Engineering Council of Namibia (ECN) or equivalent recognized professional body

Preferred requirements:

Master's Degree in Water Engineering, Infrastructure Management, Municipal Engineering or a related discipline.

Professional experience:

Minimum of seven (7) years of relevant professional experience with Professional Registration with ECN.

Experience working with local government institutions.

Experience in the planning, design and operation/maintenance of municipal water sewer/wastewater/sanitation/waste management infrastructure and systems.

Experience in project management, incl. contract management / construction supervision of municipal infrastructure projects.

Experience in asset management, operations and maintenance planning, or technical performance monitoring.

Experience with donor-funded programmes will be advantageous.

Experience in the supervision of external project consultants.

Experience with applicable legislation/regulations in terms of procurement in Namibia.

Experience with locally applicable and recognized design standards such as SANS and regulations applicable to the water, sewer/sanitation and waste management industry.

Valid code B driving license

APPLICATION PROCEDURE:

Interested Applicants must complete the Lüderitz Town Council Employment application form which is obtained from the Lüderitz Town Council website (<http://www.luderitz-tc.com/>)

Applications should be accompanied by a cover letter, a detailed CV and originally certified supporting documents (originally certified copies of Qualifications, Identity Document, Service Certificate of Testimonials which is not older than two (2) years.)

All foreign qualifications must be submitted together with evaluation report from NQA.

A valid police clearance certificate not older than six (6) months is a requirement.

Women and Persons with disabilities who meet the set requirement are encouraged to apply.

Candidates who comply with the listed criteria and competencies should submit hard copies of their applications (a cover letter, a detailed CV and originally certified copies of qualifications) to:

The Acting Chief Executive Officer

Lüderitz Town Council

P. O. Box 19

Lüderitz

Enquiries: Human Resources Office

Tel. no.: (063) 207 800 / 832

E-mail: thandi@ltc.com.na

Please take note, only short-listed Candidates, who meets the requirements, will be contacted and no documents will be returned. No fax or email applications will be accepted.

Closing date: 31 July 2026