

EXTERNAL CIRCULATION

DIRECTORATE: CIVIL ENGINEERING SERVICES

POST DESIGNATION: ASSISTANT SUPERINTENDENT (WATER DISTRIBUTION) UNIONDALE/HaarLEM

PERMANENT APPOINTMENT

WC0444887

REFERENCE: CIV2345099

Salary : R 318 144 – R 412 992 per annum T11
Additional Service Benefits : Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance

MINIMUM REQUIREMENTS:

- Grade 12 or equivalent technical qualification
- Trade Test Artisan Certificate (Plumbing)
- 3-5 years' relevant experience
- Code EB drivers license with PrDP
- Computer Literacy: MS Office

PREFERRED REQUIREMENT:

- Water Affairs Classification V or equivalent

COMPETENCIES:

- **Core Professional Competencies** – Problem Solving, Planning and Organising, Organisational Awareness
- **Functional Competencies** - Discipline Specific Skills, People Management, Task Management, Work Place Safety, Budgeting
- **Public Service Orientation Competencies** - Interpersonal Relationships, Communication, Service Delivery Orientation
- **Personal Competencies** - Action and outcome orientation, Resilience, Ethics and Accountability
- **Management / Leadership Competencies** - Direction Setting, Impact and Influence, Coaching and Mentoring, Team Orientation

KEY PERFORMANCE AREAS:

- Ensure that all construction work is properly planned and communicated with all role players, and that control is exercised during all projects.
- Ensure that work is performed under supervision and that subordinate personnel is provided with advice and in-job training.
- Identify training needs and see to it that staff are sent for training to ensure better productivity and work skills to ensure that duties are executed effectively.
- Ensure that the vehicle is driven and maintained, and that all safety measures are applied.
- Ensure that information is communicated and received correctly and that good communication channels are maintained.
- Ensure that proper time management is done by ensuring availability of items on the vehicle.
- To ensure that proper account is given in writing on every call out received.
- To ensure that all safety requirements are adhered to during the execution of duties.

- To ensure responsibilities are covered when on standby.

SPECIAL CONDITIONS ATTACHED TO THE POST

- Ability to communicate in two of the official languages of the Western Cape
- Ability to work under pressure
- Must be willing to do standby duties
- Must be willing to work in adverse weather conditions

ENQUIRIES: MR. DEON DE JAGER (044 – 801 9352)

INSTRUCTIONS TO APPLICANTS

Applicants must submit a formal application form with all fields completed and a comprehensive CV, certified copies (not older than 6 months) of relevant qualifications, identity document and driver's license, if applicable. Applications must be submitted **electronically** preferably as one PDF document to recruitment@george.gov.za. Application forms can be obtained from the Municipal website, www.george.gov.za and must reach the Human Resource Department on or before **07 July 2023** at 12:00pm. **Applicants must clearly state the reference number and position title in the subject line of the email.**

Only electronic applications will be accepted.

Disqualification:

Please note that the following will lead to disqualification:

Non-submission of required documents or submission of fraudulent documents.
Canvassing of Councillors and/or officials.
Non-adherence to the instructions on the advertisement.

NB: Please note, where necessary, shortlisted candidates will be subjected to a screening and vetting process. By applying for this position, candidates agree to background checks being performed which will include reference and other relevant checks.

The Municipality reserves the right not to make an appointment.

Should you not hear from us within 3 months of the closing date, kindly regard your application as being unsuccessful.

George Municipality is an equal opportunity employer which subscribes to the principle of affirmative action and Employment Equity. Preference will be given to applicants from the designated/under-represented groups.

The appointment will be subject to the need for signing of an employment contract and, where applicable, a performance agreement and disclosure of benefits and interest.

CLOSING DATE: 07 JULY 2023

SIJIKELIZISWA NGAPHANDLE

ICANDELO LOLAWULO: IINKONZO ZOBUNJINELI BOLWAKHIWO

IGAMA LESIKHUNDLA: UMNCEDISI WENTSUMPA (UKUHANJISWA KWAMANZI)

UNIONDALE/HAARLEM

UKUQESHWA NGOKUSISIGXINA

WC0444887

IREFERENSI: CIV 2345099

Umvuzo : R 318 144 – R 412 992 ngonyaka T11

Iinzuzo ezongezelelweyo zeNkonzo : Uncedo lonyango, Umhlala phantsi, Isibonelelo seZindlu/sokuQesha (ngokuxhomekeke kwiimfuneko ezimiswelelweyo), Itshekhi ye-13 kunye ne-Inshurensi yoBomi beQela.

IIMFUNeko EZINCINANE:

- Ibanga le- 12 okanye isiqinisekiso sobugcisa esilinganayo
- Uvavanyo loRhwebo lweSatifikethi sobugcisa (ukutywina)
- 3-5 iminyaka yamava afanelekileyo
- Ikhawudi EB yephepha-mvume lokuqhuba kunye nePrDP
- Ulwazi lwekhompyutha: MS Office

IIMFUNeko EZIKHETHWAYO:

- Uhlelo lwe-V lweMicimbi yaManzi okanye olulinganayo

UBUCHULE:

- **Ubuchule ObunguNdoqo** – Ukusombulula Inxaki, uCwangciso noLungiselelo, uLwazi loMbuthe
- **Ubuchule bokuSebenza** – Izakhono zeNkalo ethile, Ulawulo lwabantu, Ulawulo lomsebenzi, Ukhuseleko lwasemsebenzini, Uhlahlo lwabiwo-mali
- **Ubuchule bokuqhelaniswa neNkonzo zoLuNtu** – Ubudlelwane phakathi kwabantu, Unxibelelwano, Ukuqhelaniswa nonikezelo lweenkonzo
- **Ubuchule bomNtu** - Ukuqhelaniswa neNyathelo kunye neziphumo, ukomelela, Imigaqo yokuziphatha ngokusesikweni noXanduva
- **Ubuchule boLawulo/ bobuNkokheli**- ukubeka umkhomba ndlela, Impembelelo nefuthe, Ukuqeqesha kunye nokuthantamisa, Ukuqhelaniswa neQela

IINDAWO EZINGUNDOQO ZOKUSEBENZA:

- Qinisekisa ukuba wonke umsebenzi wokwakha ucwangciswe ngokufanelekileyo kwaye kunxityelelwana ngawo kunye nabo bonke abathathi-nxaxheba, kunye nokuba ulawulo luyenziwa ngexesha lazo zonke iiprojekthi.
- Qinisekisa ukuba wonke umsebenzi wenziwa phantsi kokonganyelwa kwaye abasebenzi abangaphantsi kwakho banikwa iingcebiso noqeqesho phakathi emsebenzini.
- Yalatha izidingo zoqeqesho kwaye uqinisekise ukuba abasebenzi bathunyelwa kuqeqesho ukuqinisekisa imveliso engcono kunye nezakhono zokusebenza zokuqinisekisa ukuba imisebenzi yenziwa ngokufanelekileyo
- Qinisekisa ukuba isithuthi siyaqhutywa kwaye sigciniwe, kwaye onke amanyathelo okhuseleko ayasetyenziswa.
- Qinisekisa ukuba ulwazi ludluliswa kwaye lwamkelwa ngokuchanekileyo kunye nokuba amajelo onxibelelwano afanelekileyo agciniwe.

- Qinisekisa ukuba ulawulo lwexesha olufanelekileyo luyenziwa ngokuqinisekisa ukufumaneka kwezinto kwisithuthi.
- Ukuqinisekisa ukuba i-akhawunti efanelekileyo inikezelwa ngokubhaliweyo yayo yonke iminxeba yokuphumela ngaphandle efunyenweyo.
- Ukuqinisekisa ukuba zonke iimfuneko zokhuseleko ziyathotyelwa ngexesha lokwenziwa kwemisebenzi.
- Ukuqinisekisa ukuba uxanduva luyabandakanywa xa uhleli ulindile.
- **IMIQATHANGO EYODWA EQHOTYOSHELWE KWISIKHUNDLA**
- Ukukwazi ukunxibelelana ngeelwimi ezimbini ezisemthethweni zaseNtshona-Koloni
- Ukukwazi ukusebenza phantsi koxinzelelo.
- Kufuneka ukulungele ukusebenza imisebenzi yokuhlala ulindile
- Kufuneka uzimisele ukusebenza phantsi kweemeko zemozulu ezimbi

IMIBUZO: MNU. DEON DE JAGER (044 – 801 9352)

IMIYALELO KUBAFKI- SICELO

Abafaki -zicelo kufuneka bangenise ifomu yesicelo esemthethweni egcwaliswe onke amacandelo kunye neCV ebanzi, iikopi eziqinisekisiweyo (ezingekho ngaphezu kweenyanga ezi-6 ubudala) zeziqinisekiso zemfundo, isazisi, kunye nephepha- mvume lokuqhuba, ukuba kufanelekile. Izicelo kufuneka zingeniswe **ngokufakwa kwikhompyutha** kusetyenziswa i-intanethi ngokukhethekileyo njengoxwebhu olunye lwePDF kwa-recruitment@george.gov.za. Ifomu zezicelo zingafunyanwa kwiwebhusayithi kaMasipala, www.george.gov.za kwaye kumele zifikelele kwiSebe lezaBasebenzi ngomhla okanye phambi komhla **07 EyeKhala 2023** ngeye-12:00 emini. **Abafaki-zicelo kumele bachaze ngokucacileyo inombolo yereferensi kunye negama lesikhundla kumgca wesihloko se-imeyili**

Zizicelo ezifakwe ngekhompyutha kusetyenziswa i-intanethi kuphela eziya kwamkelwa.

Ukuthintelwa:

Nceda uqaphele ukuba oku kulandelayo kuya kukhokelela ekuthintelweni:

Ukungangeniswa kwamaxwebhu afunekayo okanye ukungeniswa kwamaxwebhu obuqhophololo.

Ukurhwetyeshwa kooCeba kunye okanye amagosa.

Ukungathotyelwa kwemiyalelo ekwisibhengezo sentengiso

QAPHELA: Nceda uqaphele apho kuyimfuneko, abagqatswa abafakwe kuluhlu olufutshane baya kufakwa kwinkqubo yohlolo nophononongo lwemvelaphi. Ngokungenisa isicelo sesi sikhundla, abagqatswa bayavuma ukuba kwenziwe uphononongo lwemvelaphi

UMasipala ugcine ilungelo lokungaqeshi.

Ukuba awukhange uve kuthi phakathi kweenyanga ezi-3 zomhla wokuvala, nceda uthathe ngokuba isicelo sakho asiphumelelanga.

UMasipala waseGeorge ngumqeshi onamathuba alinganayo ohambelananomthetho-siseko wenkqubo yokukhawulelana nabo babengenamalungelo ngaphambili kunye noLungelelwaniso kwiNgqesho. Ukhethe luya kunikezelwa kubafaki-zicelo abasuka kumaqela anyuliweyo/angamelwanga ngokwaneleyo

Ukuqeshwa kuya kuxhomekeka kwimfuneko yokusayinwa kwemvumelwano yengqesho kwaye, apho kufanelekileyo, isivumelwano sentsebenzo kunye nokubhengezwa kweenzuzo kunye nenzala.

UMHLA WOKUVALWA: 07 EYEKHALA 2023