

EXTERNAL CIRCULATION

DIRECTORATE: HUMAN SETTLEMENTS, PLANNING & DEVELOPMENT AND PROPERTIES

POST DESIGNATION: SENIOR MANAGER SPATIAL PLANNING

PERMANENT APPOINTMENT

WC0440678

REFERENCE: SPATIAL 09/2023

Salary	: R 651 444 – R 845 592 per annum T16
Additional Service Benefits	: Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance
Perks	: Cellphone Allowance and Vehicle Allowance(subject to prescribed requirements)

MINIMUM REQUIREMENTS:

- 8 years or more relevant experience required
- Relevant tertiary qualification preferably a Master's Degree in Urban Design or equivalent Planning Degree
- Registration as a Professional Planner in accordance with the Planning Professions Act 32 of 2002
- Computer literacy: MS Office
- Knowledge of CAD and GIS
- Code B Driver's License
- Ability to communicate in 2 of the 3 official languages of the Western Cape

PREFERRED REQUIREMENTS

- Post graduate degree in urban economics/ urban design / sustainability
- Qualifications and experience in project management

COMPETENCIES:

- Core professional competencies: Monitoring and Control, Negotiation, Planning and Organizing.
- Functional competencies: Spatial Planning, Urban Design, Land Use Management, Information Management, Research, Information Analysis and Policy, Knowledge Management, Public Consultation, Socio-Economic/Socio-Political awareness, Policy Conceptualisation.
- Public Service Orientation competencies: Interpersonal Relationships, Communication, Service Delivery Orientation, Client Orientation and Customer Focus.
- Personal competencies: Action Orientation, Resilience, Change Readiness, Learning Orientation, Problem Solving, Accountability and Ethical conduct.
- Management/Leadership competencies: Impact and Influence, Direction Setting, Team Orientation, Coaching and Mentoring.

KEY PERFORMANCE AREAS:

- Provide strategic direction, theoretical and technical planning knowledge and expertise to ensure the proper functioning, professional advisory service and optimal functioning of the Spatial Planning Division as a proactive and disciplined facilitator to opportunities and operations, catalytic to sustainable investment and development promotion enshrined in national and provincial planning laws.
- Ensure that strategic objectives of the Division are consistent with those of the municipality and comply with applicable legislation, policies, best practices, norms and standards.
- Co-ordinate and control processes and procedures associated with the formulation, implementation and monitoring of the Municipality's Spatial Management Plan for the Division and the Municipality as a whole, in line with the Municipality's strategy to ensure that key issues are given consideration

during the formulation of the Spatial Management Plan in accordance with applicable legislation, standards, guidelines and best practice.

- Oversee the preparation of short (1-3 years) and long-term (20+ years) spatial plans, policies, strategies, guidelines and mechanisms, including those spatial outcomes linked to the key performance indicators of the directorate to support corporate objectives and the preparation of the IDP.
- Co-ordination of growth management across sectors and departmental divisions to improve the cross-sectorial alignment of plans and budgets.
- Perform knowledge management, research, monitoring and mapping to service internal and external spatial planning and growth management information needs to ensure integrity of data that informs planning and projections.
- Lead, direct and manage staff within the Spatial Planning Division to ensure functions, duties and structure of the Division remains aligned with changes in the organization and legislation, that adequate staff capacity is built, all personnel requirements are attended to, and that officials are well-trained, and are able to perform at agreed performance levels, and thereby meet service delivery objectives and targets.
- Provide professional consulting services to deepen the understanding and knowledge of the disciplines/ functions of the municipality achieving municipal objectives.
- Manage the operational and capital budget allocated to the section within the approved financial policies to ensure accountable financial control and that the work of the Division is adequately and appropriately resourced and these resources are accounted for.
- Manage internal and external relationships with stakeholders to promote sound public relations and uphold awareness relating to spatial planning.
- Supervise and monitor projects in the Division to ensure key deliverables and interventions are accurately accessed and communicated, supporting the accomplishment of established outcomes with positive impact on the municipal environment.
- Assess the severity of potential risk factors impacting on the urban, social and environmental vitality of the municipal area to ensure potential hazards and risks to growth, resilience and sustainability are identified enabling the Division and identified areas, to adequately plan and prepare thereby reducing / minimizing the impact and consequences in conjunction with other functionaries.
- Responsible for performance monitoring and reporting to continuously improve performance, ensure that legislated targets are met, and frameworks remain credible in order to support high levels of service delivery.
- Serve on the Municipal Planning Tribunal and ensure that decisions taken by the Tribunal are aligned with applicable agreements, delegations and powers assigned by the Council.

SPECIAL CONDITIONS:

- Good analytical, interpretive and problem-solving skills, interpersonal and writing skills.
- Be creative and have planning, organizing and budgeting skills.
- Must have good communication and interpersonal skills.
- Strategic thinking abilities.
- Must attend meetings and workshops after normal hours.
- Must serve as a panel member on the Municipal Planning Tribunal to adjudicate over land developmental applications.

ENQUIRIES: MS DELIA POWER (044-801 9476)

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 HumanSettlementsPosts@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 **9 OCTOBER 2023** at 12:00pm. **Applicants must clearly state the reference number and position title in the subject line of the email. Applicants are required to complete application form in full.**

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: 9 OCTOBER 2023

SIJIKELIZISWA NGAPHANDLE

**ICANDELO LOLAWULO: UKUHLALISWA KOLUNTU, UCWANGCISO KUNYE & NOPHUHLISO &
NEEPROPATI**

IGAMA LESIKHUNDLA: UMPHATHI OPHEZULU WOCWANGCISO LWESITHUBA

UKUQESHA NGOKUSISIGXINA

WC0440678

IREFERENSI: SPATIAL 09/2023

- Umvuzo** : R 651 444 – R 845 592 ngonyaka T16
- Iinzuzo ezongezelelweyo zeNkonzo** : Uncedo lonyango, Umhlala phantsi, Isibonelelo seZindlu/sokuQesha (ngokuxhomekeke ngonyaka (ngokuxhomekeke kwiimfuneko ezimiselweyo), Itshekhi ye-13 kunye ne-Inshurensi yoBomi beQela.
- Izongezo zomvuzo** : Isibonelelo sikaNomyayi kunye neSithuthi (ngokuxhomekeke kwiimfuneko ezimiselweyo)

IIMFUNeko EZINCINANE:

- Isi-8 seminyaka okanye ngaphezulu samava afanelekileyo siyafuneka
- Isiqinisekiso semfundo ephakamileyo esifanelekileyo kukhethwa isiDanga seMasters kuYilo lweDolophu okanye isiDanga sokuCwangciso esilinganayo
- Ukubhaliswa njengoMchwangcisi oyiNgcali ngokuhambelana noMthetho weMisebenzi yoCwangciso wama-32 ka-2002.
- Ulwazi lwekhompyutha: MS Office
- Ulwazi ngeCAD neGIS
- IKhawudi B yephepha-mvume lokuqhuba
- Ukukwazi ukunxibelelana ngeelwimi ezi-2 kwezi-3 ezisemthethweni zaseNtshona Koloni

IIMFUNO EZIKHETHIWEYO

- Isidanga esilandella esokuqala kuqoqosho lwasedolophini/ uyilo lwedolophu / uzinzo
- Izinqinisekiso namava kulawulo lweprojekthi

UBUCHULE:

- **Ubuchule obungundoqo boBungcali:** Ukubeka iliso kunye noLawulo, Uthethathethwano, uCwangciso noLungiselelo.
- Ubuchule bokusebenza:uCwangciso lweSithuba, Uyilo lweDolophu, uLawulo losetyenziso lomhlaba, uLawulo loLwazi,uPhando,Ukuhlalutywa koLwazi kunye noMgaqo-nkqubo,uLawulo loLwazi, Uboniswano luka Wonke-wonke, Ulwazi ngentlalo-yoqoqosho/kwezoPolitiko, Ukuqulunqwa koMgaqo-nkqubo.
- **Ubuchule bokuQhelaniswa neeNkonzo zoLuNtu-Ubudlelwane phakathi kwabantu,Unxibelelwano,Ukuqhelaniswa nonikezelo lweeNkonzo, Ukuqhelaniswa nabaXumi kunye nokugxila kubaThengi.**
- Ubuchule boMntu: Ukuqhelaniswa neNyathelo, Ukomelela, Ukulungela iNguqu, Ukuqhelaniswa nokuFunda, Ukusombulula iNngxaki,Uxanduva lokuPhendula kunye nemiGaqo yokuziphatha ngokusesikweni.
- **Ubuchule boLawulo/ bobuNkokheli -Impembelelo nefuthe, Ukubeka umkhomba ndlela,Ukuqhelaniswa neQela,uQeqesho kunye nokuThantamisa.**

IINDAWO EZINGUNDOQO ZOKUSEBENZA:

- Bonelela ngendlela yobuchule kunye nolwazi lobungcaphephe loCwangciso lobuchule bokwenza nobugcisa bokuqinisekisa ukusebenza ngokufanelekileyo, inkonzo yeengcebiso zobungcali kunye nokusebenza ngokupheleleyo kweCandelo loCwangciso loMhlaba njengomququzeleli ohlab'ekhangele noqeqeshokileyo kumathuba kunye nemisebenzi, isixhobo sotyalomali

oluzinzileyo kunye nenkuthazo yophuhliso echazwe kwimithetho yocwangciso yesizwe neyephondo.

- Qinisekisa ukuba iinjongo zobuchule zeCandelo ziyahambelana nezo zikamasipala kwaye zithobela umthetho osebenzayo, imigaqo-nkqubo, ezona ndlela zokwenza zilungileyo, izithethe nemigangatho.
- Lungelelanisa kwaye ulawule iinkqubo nemigaqo enxulumene nokuqulunqwa, ukuphunyezwa kunye nokubeka esweni kweSicwangciso soLawulo lweSithuba sikaMasipala seCandelo kunye noMasipala ewonke, ngokuhambelana neqhinga likaMasipala ukuqinisekisa ukuba imiba engundoqo ithathelwa ingqalelo ngexesha lokuqulunqwa kweSicwangciso soLawulo lweSithuba ngokuhambelana nomthetho osebenzayo, imigangatho, izikhokelo kunye neendlela ezingcono zokusebenza.
- Yongamela amalungiselelo ezicwangciso zesithuba zexesha elifutshane (iminyaka emi-1-3) kunye nexesha elide (iminyaka engama-20+), imigaqo-nkqubo, amaqhinga, izikhokelo kunye neentsebenzo-matshini kubandakanywa ezo ziphumo zesithuba zinxulunyaniswa nezalathisi zokusebenza eziphambili zecandelo loawulo ukuxhasa iinjongo zequmrhu nolungiselelo lwe-IDP.
- Ulungelelaniso lolawulo lokukhula kuwo onke amacandelo nakumacandelo amasebe ukuphucula ulungelelaniso lwezicwangciso kunye nohlahlo lwabiwo-mali lwamacandelo ahlukeneyo.
- Yenza ulawulo lolwazi, phanda, ukubeka iliso kunye nokwenza imephu kwinkonzo yangaphakathi kunye nangaphandle yocwangciso lwesithuba kwaye ulwazi lolawulo lokukhula kufuneka luqinisekise imfezeko yolwazi olwazisa ucwangciso kunye noqikelelo.
- Khokela, qondisa kwaye ulawule abasebenzi phakathi kwiCandelo loCwangciso loMhlaba ukuqinisekisa imisebenzi kunye nolwaziwo lweCandelo luhlala luhambelana notshintsho embuthweni nakummiselo, ukuba nako okwaneleyo kwabasebenzi kwakhiwe, zonke iimfuno zabasebenzi ziyajongwa, nokuba amagosa aqeqeshwe kakuhle, kwaye ayakwazi ukusebenza kumanqanaba okusebenza ekuvunyelwene ngawo, kwaye ngokwenjenjalo kuhlangatyezwane neenjongo ekujoliswe kuzo zonikezelo lwenkonzo.
- Bonelela ngeenkono zokucebisana zobungcali ukwenza nzulu ukuqonda kune nolwazi lwamacandelo/imisebenzi kamasipala ephumeza iinjongo zikamasipala.
- Lawulwa uhlahlo lwabiwo-mali lokusebenza nolwenkunzi olwabelwa icandelo phakathi kwemigaqo-nkqubo yezemali evunyiweyo ukuqinisekisa ulawulo lwemali olunoxanduva lokuphendula kunye nokuba umsebenzi weCandelo unemithombo eyaneleyo nefanelekileyo kwaye le mithombo kuthathwa uxanduva lokunika ingxelo ngayo.
- Lawula ubudlelwane bangaphakathi nabangaphandle kunye nabachaphazelekayo ukukhuthaza ubudlelwane obufanelekileyo noluNtu kunye nokuxhasa ulwazi olunxulumene nocwangciso lwesithuba.
- Yongamela kwaye ubeke esweni iiprojekthi kwiCandelo ukuze kuqinisekiswa ukuba iinkonzo eziphambili ezinikezelwayo kunye namangenelelo kufikelelwa kuwo ze kunxityelelwe ngokuchanekileyo ngawo, kuxhasa ukufezekiswa kweziphumo ezisekiweyo ezinempembelelo entle kwimekobume kamasipala.
- Vavanywa ubunzulu bezinto eziyingozi ezinokubakho ezichaphazela idolophu, amandla entlalo nokusingqongileyo kummandla kamasipala ukuqinisekisa iingozi ezinokubakho nemingcipheko ekukhuleni, ukomelela nozinzo balathiwe ukuvumela iCandelo kunye neendawo ezichongiweyo ukucwangcisa ngokwaneleyo kunye nokulungiselela njalo kuncitshiswe impembelelo kunye neziphumo ngokubambisana namanye amagosa karhulumente.
- Ukuba noxanduva lokubeka iliso kwintsebenzo kunye nokunika ingxelo ukuba kuqhutyekwe nokuphucula ukusebenza, qinisekisa ukuba imithetho ekujoliswe kuyo iyafezekiswa, kwaye izikhokelo zihlala zithembekile ukuze kuxhaswe amanqanaba aphezulu onikezelo lweenkonzo.
- Sebenza kwiNkundla yoCwangciso kaMasipala kwaye uqinisekise ukuba izigqibo ezithathwe yiNkundla ziyahambelana nezivumelwano ezifanelekileyo, iqela labathunywa namagunya. anikezelwe liBhunga.

IMIQATHANGO EYODWA:

- Uhlalutyo olufanelekileyo, izakhono zokutolika kunye nokusombulula iingxaki, izakhono zobudlelwane phakathi kwabantu kunye nezakhono zokubhala.
- Yiba nobuchule kunye nezakhono zokucwangcisa, ukulungelelanisa kunye nohlahlo lwabiwo-mali.
- Kufuneka ube nezakhono zokunxibelelana kunye nobudlelwane phakathi kwabantu

- ezifanelekileyo.
- Izakhono zokucinga ngobuchule.
 - Kufuneka uzimase iintlanganiso neendibano zocweyo emva kweeyure zesiqhelo zomsebenzi.
 - Kufuneka usebenze njengelungu lephaneli kwiNkundla yoCwangciso lukaMasipala ukuze ugwebe kwizicelo zophuhliso lomhlaba.

IMIBUZO: NKS DELIA POWER (044-801 9476)

IMIYALELO KUBAFKI- ZICELO

Abafaki-zicelo kufuneka bangenise ifomu yesicelo esemthethweni, egcwaliswe onke amacandelo kunye ne-CV ebanzi, iikopi eziqinisekisiweyo (ezingekho ngaphezu kweenyanga ezi-6 ubudala) zeziqinisekiso ezifanelekileyo, isazisi kunye nephepha-mvume lokuqhuba, ukuba kufanelekile. Izicelo kufuneka zingeniswe **ngokufakwa kwikhompyutha** kusetyenziswa i-intanethi ngokukhethekileyo njengoxwebhu olunye lwePDF kwa-HumansettlementsPosts@george.gov.za. Iifomu zezicelo zingafunyanwa kwiwebhusayithi kaMasipala, www.george.gov.za kwaye kumele zifikelele kwiSebe lezaBasebenzi ngomhla okanye phambi komhla wama- **9 eyeDwarha 2023** ngeye-12:00. **Abafaki-zicelo kumele bachaze ngokucacileyo inombolo yereferensi kunye negama lesikhundla kumgca wesihloko se-imeyili. Abafaki zicelo kufuneka bagcwalise ifomu yesicelo ngokupheleleyo.**

Zizicelo ezingeniswe 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 oluya kuquka nolunye uphononongo olunxulumeneyo.

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 noLungelelaniso 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 nomdla.

UMHLA WOKUVALWA: [9 EYEDWARHA 2023]

