

EXTERNAL CIRCULATION

DIRECTORATE: COMMUNITY SERVICES

POST DESIGNATION: INSPECTOR: LAW ENFORCEMENT

PERMANENT APPOINTMENT

WC0441103

REFERENCE: COMMT10 03/10/2023

Salary : R 284 064 – R 368 700 per annum T10
Additional Service Benefits : Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance

MINIMUM REQUIREMENTS:

- Grade 12
- Basic training Qualification obtained
- Code EB Drivers licence
- No criminal record and
- Firearm proficiency
- Required to work shifts including weekends and public holidays

COMPETENCIES:

- **Core Professional Competencies:**Community and Customer Focus, Problem Solving, Negotiation and Influencing, Resilience, Communication, Ethics and Professionalism
- **Functional Competencies:** Patrol, Enforcement and emergency Response
- **Public service Orientation Competencies:** Interpersonal Relationship, Communication, Service Delivery Orientation, Client Orientation and Customer Focus
- **Persoonal Competencies:** Action and outcome Orientation, Change Readiness, Cognitive Ability, Learning Orientation
- **Management /Leadership Competencies:** Team Orientation, Direction Setting, Coaching and Mentoring, Impact and Influence

KEY PERFORMANCE AREAS:

- Ensure that all the objectices of law enforcement are obtained in an efficient and effective manner.
- Ensure that daily operations continue without any interruptions.
- Ensure a well- motivated and productive workforce.
- Ensure that record is being kept for all documentation.
- Ensure that strict descipline measures are enforced and maintained.
- Ensure that hawkers adhere to prescribed conditions, rules and regulations.
- Ensure the efficient and effective solving of problems and complaints as experienced by communities.
- Ensure that all prescibed guidlines are followed during the inmounding of animals.
- Avoid any form of public misbehaviors.
- Ensure that all measures are required by law is taken to control and store firearms.

- Ensure that patrols are conducted according to prescribed guidelines
- To assist in the process of road safety

SPECIAL CONDITIONS ATTACHED TO THE POST

- Ability to communicate two of three official languages of the Western Cape
- Outstanding interpersonal and communication skills
- Ability to motivate and lead others
- Can handle crises situations
- Should be trustworthy
- Calm personality
- Must be assertive
- Willing to obey all instructions

ENQUIRIES: MR R VON WILLINGH (044-801 6367)

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 Communityposts@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 **02 November 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: 02 November 2023

SIJIKELIZISWA NGAPHANDLE

ICANDELO LOLAWULO: IINKONZO ZOLUNTU

IGAMA LESIKHUNDLA: UMHLOLI: UNYANZEKISO LOMTHETHO

UKUQESHWA NGOKUSISIGXINA

WC0441103

IREFERENSI: COMMT10 03/10/2023

Umvuzo : R 284 064 – R 368 700 ngonyaka T10

Iinzuzo ezongezelelweyo zenkonzo: : Uncedo loNyango, Umhlalaphantsi, Isibonelelo seZindlu (ngokuxhomekeke kwiimfuneko ezimiselweyo), Itshekhi ye-13 kunye ne -Inshurensi yoBomi beQela.

IIMFUNEKO EZINCINANE:

- Ibanga le- 12
- *Isiqinisekiso* soqeqesho *olusisiseko* sifunyenwe
- Ikhawudi B yePhepha -mvume lokuqhuba
- Kungabikho rekhodi lolwaphulo-mthetho kunye
- Nobuchule bompu
- Kufuneka usebenze iishifu ezibandakanya iimpelaveki kunye neeholide zikawonke-wonke

UBUCHULE:

- **Ubuchule obungundoqo boBungcali:** Ukugxila kuLuNtu nakubathengi, Ukusombulula iNgxaki, Uthethathethwano neMpembelelo, Ukomelela, Unxibelelwano, Imigaqo yokuziphatha ngokusesikweni kunye nobuchule
- **Ubuchule bokusebenza:** Ukujikeleza, Unyanzeliso kunye neMpendulo kaxakeka
- **Ubuchule bokuqhelaniswa neNkonzo zoLuNtu:** Ubudlelwane phakathi kwabantu, Unxibelelwano, Ukuqhelaniswa nokunikezelwa kweenkonzo, Ukuqhelaniswa nabaXumi kunye nokugxila kubathengi
- **Ubuchule bomntu:** Ukuqhelaniswa neNyathelo kunye neziphumo, Ukulungela inguqu, Ingqalelo kwinkcukacha, Ukuqhelaniswa nokufunda
- **Ubuchule boLawulo bobuNkokheli:** Ukuqhelaniswa neQela, Ukubeka umkhomba ndlela, Ukuqeqesha kunye nokuThantamisaa, Impembelelo kunye neFuthe

IINDAWO EZINGUNDOQO ZOKUSEBENZA:

- Qinisekisa ukuba zonke iinjongo zonyanzeliso lomthetho zifunyanwa ngendlela esebenzayo nenempumelelo.
- Qinisekisa ukuba imisebenzi yemihla ngemihla iyaqhubeka ngaphandle kokuphazamiseka.
- Qinisekisa abasebenzi abakhutheleyo nabanemveliso.
- Qinisekisa ukuba irekhodi zigiciniwe zawo onke amaxwebhu.
- Qinisekisa ukuba amanyathelo oluleko angqongqo ayanyanzeliswa kwaye ayagcinwa.
- Qinisekisa ukuba abarhwebi bayayithobela imiqathango emiselweyo, imigaqo kunye nemimiselo emiselweyo.
- Qinisekisa ukusonjululwa okusebenzayo nokunempumelelo kweengxaki kunye nezikhalazo njengoko zifunyanwa luluNtu.
- Qinisekisa ukuba zonke izikhokelo ezimiselweyo ziyalandelwa ngexesha lokufakwa eskiti kwezilwanyana.
- Thintela naluphi na uhlobo lokuziphatha kakubi koluNtu.
- Qinisekisa ukuba onke amanyathelo afunwa ngumthetho athatyathelwa ulawulo nawokugcina imipu.

- Qinisekisa ukuba ukujikeleza kuyaqhutywa ngokwezikhokelo ezimiselweyo
- Ukuncedisa kwinkqubo yokhuseleko ezindleleni

IMIQATHANGO EYODWA EQHOTYOSHELWE KWISIKHUNDLA

- Ukukwazi ukunxibelelana ngeelwimi ezimbini kwezintathu ziseMthethweni zaseNtshona-Koloni
- Izakhono ezibalaseleyo zokusebenza nokunxibelelana nabanye abantu
- Ukukwazi ukukhuthaza nokukhokela abanye
- Ukwazi ukumelana neemeko zentlekele
- Kufuneka uthembeke
- Ukuba ngumntu ozolileyo
- Kufuneka uzithembe
- Ukuvuma ukuthobela yonke imiyalelo

IMIBUZO: MNU R VON WILLINGH (044-801 6367)

IMIYALELO KUBAFAKI- 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-Communityposts@george.gov.za. Iifomu zezicelo zingafunyanwa kwiwebhusayithi kaMasipala, www.george.gov.za kwaye kumele zifikelele kwiSebe lezaBasebenzi ngomhla okanye phambi komhla **02 eyeNkanga 2023** ngeye-12:00. **Abafaki-zicelo kumele bachaze ngokucacileyo inombolo yereferensi kunye negama lesikhundla kumgca wesihloko semeyili.**

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 noLungelelwaniso kwiNgqesho. Ukhetho 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: 02 eyeNkanga 2023