

EXTERNAL ADVERTISEMENT

Dr. Beyers Naudé Local Municipality is committed to equal opportunity and subscribes to the principles of affirmative action and redress past imbalances in respect of race, gender, creed and disability, and furthermore invites applicants from the designated groups. Applications are therefore invited from suitably qualified persons with innovative and strategic thinking ability, strong communication skills and a quality and results-driven attitude.

Incorporating, Graaff-Reinet (Head Office), Aberdeen, Nieu-Bethesda, Willowmore, Rietbron, Wolwefontein, Steytleville, Jansenville & Kliplaat)

POSITION: DIRECTOR COMMUNITY SERVICES (PERMANENT POSITION)

REF NO: 19/2024

Total remuneration package will be in terms of Government Gazette No.48789 dated 14/06/2023

MINIMUM TOTAL REMUNERATION PACKAGE	MIDPOINT TOTAL REMUNERATION PACKAGE	MAXIMUM TOTAL REMUNERATION PACKAGE
R935, 100	R1, 068 686	R1,184 979

TERMS OF APPOINTMENT: A permanent appointment (in terms of the Local Government: Municipal Systems Amendment Act, 2022 (Act 3 of 2022), published under Government Gazette No. 46740, dated 17 August 2022, including the signing of an employment contract and performance agreement in terms of Section 57 of the Municipal Systems Act, 2000 (Act 32 of 2000), and declaration of financial interest.

REQUIREMENTS: • Appropriate B. Degree in Social Sciences, Public Administration, Law, Public Safety and/or equivalent • Good knowledge and understanding of institutional governance systems and performance management, public safety and parks and recreational management • Ability to be an innovative and strategic leader • Good facilitation and communication skills in at least two of the three official languages of the Eastern Cape • Extensive knowledge and experience of local government legislation • Extensive knowledge and experience of local government environment and systems is essential • Extensive knowledge and experience of labour legislation, policies and related processes is a prerequisite • Knowledge and experience of Local Government unionized environment is important • A minimum of five (5) year's experience in Middle Management, preferably in Local Government is a requirement • A valid Code EB driving license • Remuneration will be strictly based on the results of the competency assessment as provided for in the latest gazette for remuneration of Senior Managers in Local Government • Certificate in Municipal Finance Management (MFMP) (SAQA qualification ID No. 48965) for Senior Managers of Municipalities, as provided for in Regulation No. 40593. Municipalities were granted exemption from Regulation 15 and 18 of Government Gazette 29967, under Notice No. 40593 of February 2017, subject to conditions of compliance with minimum competency levels within 18 months of date of employment.

CORE COMPETENCIES: As stipulated in the regulations on appointment and conditions of service for Senior Managers, potential candidates must possess essential competencies attached to the position.

KNOWLEDGE: Relevant policies and legislations related to the position; Institutional governance systems and performance management; familiar with council operations and delegation of powers as well as: • Waste Management • Cemetery Management • Protection Services • Parks and Recreation Management • Environmental Health • Library Services

PERFORMANCE AREAS: • Provide and be responsible for the Management of Traffic, Fire Services • Be responsible for Waste Management, Libraries, Disaster Management, Parks and Recreational Services • Manage and comply to related policies & legislation • Prepare and coordinate departmental budget and reports • Plan and project, manage the development of Facilities • Build partnership with the private sector communities • To provide leadership on all levels within the directorate • To advise Council on all relevant planning and development matters • Manage the Departmental budget • Enhance Inter-Governmental Relations to address social issues that are not in Municipal competencies; and combat crime by cooperating closely with law enforcement agencies, amongst other.

PROOF OF ACADEMIC QUALIFICATIONS: All applications must be accompanied by: certified copies of academic qualifications and curriculum vitae; Short-listed candidates will be required to perform competency assessment as per relevant Regulations; Verification of qualification security vetting and criminal record will be conducted only to shortlisted candidates; Should it be necessary to determine equivalence of qualification and/or verification/confirmation of same, this should be established via relevant verification authority and the responsibility for such will rest with the applicants; Council reserves the right to verify/confirm any qualifications should it wish to do so with relevant verification authority; False and/or fraudulent information provided will automatically disqualify the applicant.

General: • The successful applicant will be signing an employment contract, performance agreement and disclosure of financial interest • The Municipality reserves the right not to make an appointment • Candidates must be willing to be subjected to an interview and evaluation process • Applicants must be willing to provide permission for qualifications, credit and criminal record verification.

All applications **MUST** be submitted on the prescribed application form for employment as per Annexure C of the Local Government: Regulation on appointment and conditions of employment of Senior Managers, obtained from our website at www.bnlm.gov.za it can also be requested from our Human Resources Section at wesselsh@bnlm.gov.za. The application form **MUST** be accompanied by a detailed curriculum vitae, plus certified copies of all qualifications held by applicants and all requirements listed as per advertisement, the names of three references from current and previous employers, including their current e-mail address, which must reach the Office of the Municipal Manager, Dr Beyers Naudé Local Municipality, P.O. Box 71, Graaff-Reinet, 6280, email address, klassend@bnlm.gov.za not later than 4 April 2024. Late applications will not be considered.

The municipality is committed to the provisions of the Employment Equity Act in its Recruitment/Employment policies.

Applicants who have not been contacted within six weeks from the closing date should consider themselves unsuccessful.

Canvassing of councillors or officials in respect of the position will lead to the disqualification of the applicant. The Council reserves the right not to fill the vacancy.

Dr Rankwana
Municipal Manager

P.O. Box 71
Graaff-Reinet
6280