

EXTERNAL CIRCULATION

DIRECTORATE: CIVIL ENGINEERING SERVICES

POST DESIGNATION: MANAGER (WATER DISTRIBUTION)

WC0441326

REF: CIV T15 02/03/2023

Salary	:	R548 940 - R712 596 T15 per annum
Service Benefits	:	Medical Aid, Pension, Housing/Rental Allowance (subject to prescribed requirements, 13th Cheque and Group Life Insurance
Additional Perks	:	Cellphone Allowance and Vehicle Allowance approximately – R 7 865 (subject to prescribed requirements)

MINIMUM REQUIREMENTS:

- B.Eng./BSc Civil Engineering or BTech Civil Engineering
- Applicants with a B.Eng./BSc Civil Engineering qualification, must be eligible for ECSA registration
- Applicants must submit acknowledgement from ECSA as proof of submission for registration
- Applicants with a BTech Civil engineering qualification, must have 5 to 8 years relevant post registration experience as a PR Eng. Technologist – ECSA registration certificate must be submitted,
- Code EB Driver's license
- Computer Literacy: MS Office

COMPETENCIES:

- Core Professional Competencies - Planning, Organisational Awareness, Attention to Detail.
- Functional Competencies - Design, Project Management, Construction, Operations and Maintenance
- Public Service Orientation Competencies - Interpersonal Relationships, Service Delivery Orientation, Communication
- Personal Competencies - Action and Outcome Orientation, Resilience, Change readiness, Cognitive ability, Learning orientation, Accountability and Ethical Conduct
- Management/Leadership Competencies - Impact and Influence, Team Orientation, Direction Setting, Coaching and Mentoring

KEY PERFORMANCE AREAS:

- Ensure that the Department is strategically aligned with the objectives of the Engineering Services Directorate.
- Ensure that capital projects are executed and implemented successfully.
- Ensure critical performance indicators are identified and specific measures established to enable and guide the section to plan, manage and or prioritize outcomes accordingly.
- Ensure the activities, projects and assignments associated with the branch are monitored, deviations addressed and corrective measures introduced to manage conformance, poor quality and performance enabling the section to deliver in accordance with the laid down objectives, procedures and cost parameters.
- Ensure contractual terms and conditions entered into and agreed to, are complied with and specific responsibilities discharged accordingly without any risk to the Council.
- Ensure a climate conducive to promoting and sustaining motivational levels, productivity, performance and improving the quality of work-life is cultivated and maintained.
- Ensure effective financial management, the achievement of goals and objectives and prevent financial losses.
- Ensure that all the previously set goals and objectives are achieved in an effective and efficient manner.
- Ensure the activities, projects and assignments associated with the branch are monitored, deviations addressed and corrective measures introduced to manage conformance, poor quality and performance enabling the Section to deliver in accordance with the laid down objectives, procedures and cost parameters.
- Ensure information, advice or opinions on relevant matters is made available and / or communicated through the various mediums and accurately interpreted through the provision of adequate and clear explanation.

- Ensure an efficient / capable administrative service is provided and specific instruction / guidelines are complied with.
- Ensure that the management and operations associated with water quality in the Municipal areas complies with the Norms and Standards laid down by the Department of Water and Sanitation and complies with all the requirements of the Blue Water Services Assessment Process.

SPECIAL CONDITIONS:

- Good knowledge of all relevant government Acts, municipal by-laws, policies and procedures
- Ability to communicate in two of the official languages of the Western Cape
- Good communication and interpersonal skills
- Excellent financial management skills
- Computer literacy (Microsoft Office applications, GIS, CAD, IMQS)
- Willingness to work after hours
- Ability to function under pressure
- Ability to plan and organize maintenance and construction operations
- Outstanding problem-solving skills
- Ability to delegate and supervise the implementation of projects
- Good knowledge of the drafting of tender specifications, conditions, and prerequisites

ENQUIRIES: MR D DE JAGER (044 801-9352)

Applicants must submit the correct application form as it appears on the website and a comprehensive CV, copies of qualifications, identity document and valid driver's license. 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 **18 April 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:

- 1. Non-submission of copies of academic qualifications/records.**
- 2. Canvassing with the aim to be appointed.**
- 3. Submission of fraudulent qualifications and/ or documents.**

NB: Please note that shortlisted candidates will be subjected to a vetting process. By applying for this position, candidates agree to background checks being performed. The Municipality reserves the right not to make an appointment.

Should you not hear from us within 30 days 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.

CLOSING DATE: 18 April 2023