

# VACANCY VAKATURE



## EXTERNAL CIRCULATION

**DIRECTORATE: COMMUNITY SERVICES**  
**POST DESIGNATION: FOREMAN: REFUSE REMOVAL (SOLID WASTE MANAGEMENT) - GEORGE**  
**(PERMANENT)**  
**WC044CMSW4012**  
**REFERENCE: 3022766**

Salary: R 252 264 – R 327 516 (T9)  
Additional Service Benefits: Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance

### MINIMUM REQUIREMENTS:

3-5 years' relevant experience required  
Grade 10 or equivalent technical qualification  
Relevant driver's license  
Basic Computer Literacy: Ms Word/Excel

### 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:

Control and coordinate the operational functionality of Solid Waste refuse collection and Landfill Site through the application of laid down procedures.  
Monitor and check waste separation and disposal sequences.  
Evaluate personnel resource capabilities and efficiencies and the execution of corrective measures and interventions.  
Ensure that acceptable standards are maintained at the site and departmental guidelines and statutory/regulatory requirements are observed.  
Ensure personnel are capacitated and capable of performing at acceptable levels, deviations addressed and corrective measures implemented to sustain productivity and efficiency.  
Ensure administrative sequences dictating reporting requirements, approval procedures and maintenance of records are complied with.  
Ensure that proper communication channels are followed to prevent costly delays.  
Ensure that all safety precautions are taken by subordinates prior to commencing daily activities.

### SPECIAL CONDITIONS ATTACHED TO THE POST:

Required to work in all weather conditions.  
Required to work outside normal working hours during emergencies and planned overtime.  
Must be able to communicate in at least two (2) of the official languages of the Western Cape.  
Must have above average supervisory skills.

**PROBATION PERIOD: 6 months**

**ENQUIRIES: SIVUYILE MTLA (044 – 802 2900)**

**INSTRUCTIONS TO APPLICANTS**

Applications must be submitted **electronically** on the E-recruitment site, which can be found on the George Municipality website, [www.george.gov.za](http://www.george.gov.za), under **Job Portal**. Applicants must register and apply online on the portal on or before **[2024-05-09]** at 16:30pm.

**Please Note the following when applying on the Portal:**

- **Applicants must please ensure to follow the Assisting Guidelines that can be accessed on the website, under Job Portal, before completing their online application.**
- **For Applicants to check and verify their current status or progression of their application, please can they refer to their "Inbox" tab on the portal.**
- **Please ensure that all information on your profile is correct and all the necessary documents are attached, prior submitting your job application.**

**Applicants must complete all the mandatory profile fields honestly and thoroughly, and ensure the following documents are submitted under the correct Field Titles:**

- A comprehensive CV (Stipulating Full employment history-Title of position held, time periods and duties).
- All applications must be accompanied by Certified copies (not older than 6 months), by a Commissioner of Oath.
- All relevant Qualifications must be attached, the identity document, driver's license (If applicable) must accompany your application.

**Only online 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: [2024-05-09] AT 16:30PM**