VACANCY
VAKATURE

EXTERNAL CIRCULATION

DIRECTORATE: CIVIL ENGINEERING SERVICES

POST DESIGNATION: DRIVER/OPERATOR GRADER (STREET & STORMWATER) - GEORGE

(PERMANENT)

WC0441546

REFERENCE: 3918700

CLOSING DATE: 2025-12-10 AT 16:30 PM

Salary: R249 576 - R323 964 per annum (T8)

Additional Service Benefits: Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance

MINIMUM REQUIREMENTS:

- Basic literacy (attach certified proof)
- Driver's license code 14 plus proficiency certificate for operating a motorised grader
- 3 years relevant experience

COMPETENCIES:

- Functional/Professional Competencies: Vehicle Safety, Driving Behaviour, Learning Orientation, Quality Orientation.
- Public Service Orientation Competencies: Service Delivery Orientation, Interpersonal Relationships, Communication.
- Personal Competencies: Action Orientation, Resilience, Accountability and Ethical Conduct, Learning Orientation, Impact and Influence, Team Orientation.

KEY PERFORMANCE AREAS:

- Ensure that all instructions received are planned and coordinated and that all pre-construction inspections are carried out prior to commencing work operations.
- Ensure that the machine is operated in the most effective way, with good communication between role players and with applied specialist knowledge, in order to prevent costly errors to be made.
- Ensure that the machine is in an excellent roadworthy, working and operational condition prior leaving the yard.
- Ensure that proper communication channels are followed in order to prevent costly delays.
- Ensure that all requirements of the National Occupational Health and Safety Act are met and applied in the execution of duties.

SPECIAL CONDITIONS ATTACHED TO THE POST

- Required to work in adverse weather conditions.
- Required to work overtime during emergencies and planned overtime.
- Ability to communicate and display interpersonal skills.
- Ability to work independently and use own initiative.
- Ability to prioritize and make decisions.
- Ability to gauge depth.
- Ability to manage operational sequences and decisions.
- Must be reliable and trustworthy.

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ENQUIRIES: **A Mouton (044 801 9184)**

PROBATION PERIOD: 6 months

INSTRUCTIONS TO APPLICANTS (Please read carefully)
Applications must be submitted **by hand** **71 York Street, George, Main Building, HR Reception.** Application forms can be obtained from the Municipal website, www.george.gov.za or HR Reception and must reach the Human Resource Department on or before **10 December 2025** at **16:30pm**.

Applicants are required to complete the application form in full. Applicants must complete all mandatory fields on the application form honestly and thoroughly. Please ensure the following documents are submitted:

- 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 and Identity document must accompany your application. Driver's license and registration with a professional body must accompany your application only If applicable.

Only hand delivered applications will be accepted.

Disqualification:
Please note that the following may lead to disqualification:

- Applicants who attempt to gain favour with any members of the selection panel or any other employee or councillor for that matter, will be disqualified.
- Applicants who intentionally misrepresent information in pursuit of their own benefit will also be disqualified.
- According to the Local Government Municipal Staff Regulations (Gazette no. 45181), a person who was dismissed from a Municipality for any reason stated in Annexure E of the said Regulations, may not be employed in any Municipality before the period set out in the Annexure, has expired (refer to Local Government Municipal Staff Regulations: Annexure E).
- Late applications will not be accepted.
- Candidates who do not adhere to the instructions for pre-liminary evaluation, practical assessment and interviews will be disqualified.

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.

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