

VACANCY VAKATURE



EXTERNAL CIRCULATION

DIRECTORATE: CIVIL ENGINEERING SERVICES

POST DESIGNATION: ASSISTANT SUPERINTENDENT: INDIGENT REPAIRS - GEORGE

PERMANENT APPOINTMENT

WC0442368

REFERENCE: 4148215

CLOSING DATE: 2026-05-08 AT 16:30PM

Salary : R 373 488 - R 484 836 per annum T11
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 12 or equivalent technical qualification
- Trade Tested Artisan Plumber
- Computer Literacy: MS Office
- Valid driver's license

COMPETENCIES:

- **Core Professional Competencies:** Problem Solving, Planning and Organising, Organisational Awareness
- **Functional Competencies:** Discipline Specific Skills, People Management, Task Management, Workplace 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:

- Ensure that the water distribution network is well maintained and that water meters are replaced and connections made as required.
- Ensure departmental guidelines and statutory/ regulatory requirements are observed during the operating sequences.
- Ensure that financial control is exercised before and during the purchase of goods.
- Ensure personnel are capacitated and capable of performing at acceptable levels, deviations addressed and corrective measures implemented to sustain productivity and efficiency.
- Ensure that communication channels are effective and that information is obtained and shared, to secure the effective operation of the water network.
- Ensure compliance with statutory requirements.
- Ensure administrative sequences dictating reporting requirements and approval procedures are complied with and correspondence responded to through the provision of accurate information.

SPECIAL CONDITIONS ATTACHED TO THE POST

- Ability to handle stress and work pressure.
- Good interpersonal and communication skills.
- Ability to communicate in two of the three official languages of the Western Cape.
- Good leadership and people management.

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- Good organisational skills.
- Required to do stand-by and overtime.
- Must be reliable and trustworthy.
- Required to work in adverse weather conditions.
- Required to meet specific deadlines and time frames.

ENQUIRIES: D DE JAGER (044-801 9163)

PROBATION PERIOD: 6 months

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, under **Job Portal**. Applicants must register and apply online before **08 May 2026** 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.
- Applicants should check and verify their current status or the progression of their application, by referring to their "Inbox" tab on the Portal.
- Please ensure that all the information on your profile is correct and all the necessary documents are attached, prior to submitting your job application.

Applicants must complete all the mandatory profile fields honestly and thoroughly. Please 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 and Identity document must accompany your application. Driver's license and registration with a professional body must accompany your application only if applicable.

Only online applications will be accepted.

The turnaround time for assistance with any portal related challenges is two (2) working days. Applicants are urged to register and apply well in advance.

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 evaluations, practical assessment and interviews will be disqualified.

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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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