

VACANCY VAKATURE



EXTERNAL CIRCULATION

DIRECTORATE: CIVIL ENGINEERING SERVICES

POST DESIGNATION: MANAGER: WATER NETWORK - GEORGE

PERMANENT APPOINTMENT

WC0441326

REFERENCE: 4007685

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

Salary	: R 725 592 - R 941 844 per annum T16
Additional Service Benefits	: Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance
Perks	: Cellphone and Vehicle Allowance (subject to prescribed requirements)

MINIMUM REQUIREMENTS:

- A relevant B Tech degree in Engineering
- Registration as Pr Tech Eng.
- 5 - 8 years relevant experience post-registration
- Code EB Driver's license
- Computer Literacy: MS Office

Or

- B.Eng./BSc Civil Engineering
- Registration as Pr. Eng; ECSA professional registration certificate must be submitted
- 5 – 8 years relevant post-qualification experience
- 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 and 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,

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- 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 accurate estimates are prepared in relation to requirements enabling the Branch to contribute positively towards meeting treatment objectives and sustaining the quality and standards of service delivery.
- 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 ATTACHED TO THE POST

- Good knowledge of all relevant government Acts, municipal by-laws, policies and procedures.
- Ability to communicate in two of the three official languages of the Western Cape.
- Good communication and interpersonal skills.
- Excellent financial management skills.
- Computer literacy (Microsoft Office applications, GIS, CAD, IMQS, telemetry systems).
- 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: D DE JAGER (0448019352)

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 **05 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:

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- 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.

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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