

VACANCY VAKATURE



EXTERNAL CIRCULATION

DIRECTORATE: COMMUNITY SAFETY AND MOBILITY

POST DESIGNATION: ASSISTANT SUPERINTENDENT (TRAFFIC LAW ENFORCEMENT)- GEORGE

PERMANENT APPOINTMENT

WC0446434 & WC0446435

REFERENCE: 4027268

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

Salary : R373 488 - R484 836 per annum (T11)
Additional Service Benefits : Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance

MINIMUM REQUIREMENTS:

- Grade 12
- Basic training qualification
- Code EB driver's license
- No criminal record
- Firearm proficiency
- 5 - 8 years' relevant experience required of which 2 - 3 years' must be supervisory experience

COMPETENCIES:

- Core Professional Competencies: Community and Customer Focus, Problem Solving, Negotiation and Influencing, Resilience, Communication, Ethics and Professionalism.
- Functional Competencies: Patrol, Enforcement and Emergency Response.
- Public Service Orientation Competencies: Interpersonal Relationships, Communication, Service Delivery Orientation, Client Orientation and Customer Focus.
- Personal Competencies: Action and Outcome Orientation, Resilience, Change Readiness, Cognitive Ability, Learning Orientation.
- Management / Leadership Competencies: Team orientation, Direction Setting, Coaching and Mentoring, Impact and Influence.

KEY PERFORMANCE AREAS:

- Ensure statutory regulations are enforced contributing to the safety of road users.
- Ensure the safety of road users.
- Ensure that vehicle pound activities are completed as per legislative requirements.
- Ensure that road safety is maintained through accurate and assessment, certification or licensing of applicants, drivers and vehicles satisfying the minimum prescribed requirements.
- Ensure that the roadworthy test complies with the National Road Traffic Act 93 of 1996 and SANS: 10047 – 2009 (Edition 6).
- Ensure effective communication with all relevant stakeholders to support Municipality objectives.
- Ensure that subordinates' human resources needs are identified, attended to in order to supervise, support, and monitor performance.
- Ensure that administrative needs are met.
- Ensure a well-maintained designated vehicle and the accurate capturing of kilometres in accordance with the laid down Procedures, Policies and guidelines.
- Comply with the legislative requirements of the Occupational Health and Safety Act.

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SPECIAL CONDITIONS ATTACHED TO THE POST

- May be required to work overtime and standby.
- Physically fit and able to maintain fitness levels.
- Will be required to work shifts on a 24/7 rotational basis as per a shift roster.
- Proficient in at least two of the three official languages of the Western Cape.

ENQUIRIES: J WELLS (0448782400)

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 **2026-05-8** 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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