

VACANCY VAKATURE



EXTERNAL CIRCULATION

DIRECTORATE: COMMUNITY SAFETY AND MOBILITY

POST DESIGNATION: SUPERINTENDENT (TRAFFIC LAW ENFORCEMENT) - GEORGE

PERMANENT APPOINTMENT

WC0441949

REFERENCE: 4027250

CLOSING DATE: 2026-04-21 AT 16:30 PM

Salary : R440 940 - R572 400 per annum (T12)
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 proper control is exercised and complies with Councils contractual agreement.
- Ensure that the Traffic Law Enforcement unit complies with relevant legislation and is in accordance with departmental procedures.
- Ensure that vehicles and machinery comply to the various acts and legislation.
- Ensure that the contents within the contract between joint venture and the Municipality is adhered to and that any discrepancies are addressed.
- Ensure inconvenience and/or risk to safety is minimized through efficient planning and liaising.
- Ensure effective communication with all relevant stakeholders to support Municipality objectives.
- Support main job functions and to ensure quality service delivery.
- Ensure a well-trained, effective and empowered workforce.
- Ensure safe working environment, to promote a healthy workforce and to ensure the safety of the community.
- Ensure that all areas of responsibility is attended to.

VACANCY VAKATURE



SPECIAL CONDITIONS ATTACHED TO THE POST

- Perform work in all kinds of weather conditions, as well as unrest/dangerous situations
- Being able to control own emotions and deal with conflict effectively
- Overtime work
- Must be able to function effectively in difficult working conditions / circumstances / environment
- Will be required to work shifts on a 24/7 rotational basis as per a shift roster
- Ability to communicate in at least 2 of the 3 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 **2026-04-21** 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.

VACANCY VAKATURE



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: 2026-04-21 AT 16:30PM