

# VACANCY VAKATURE



## EXTERNAL CIRCULATION

**DIRECTORATE: COMMUNITY SERVICES**

**POST DESIGNATION: ASSISTANT SUPERINTENDENT: REFUSE REMOVAL OPERATIONS - GEORGE**

**PERMANENT APPOINTMENT**

**WC0444012**

**REFERENCE: 4123321**

**CLOSING DATE: 2026-05-20 AT 16:30 PM**

**Salary** : R280 980- R364 788 per annum (T9) (Subject to TASK outcome)

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

### MINIMUM REQUIREMENTS:

- Grade 12 or a relevant post matric qualification
- Basic Computer Literacy: MS Office
- Valid Driver's Licence
- 2 – 5 years relevant experience with supervisory experience

### COMPETENCIES:

- **Core Professional Competencies:** Managing Work, Planning and Organizing.
- **Functional Competencies:** Facility Specific skills, Workplace Safety.
- **Public Service Orientation Competencies:** Interpersonal relationships, Communication, Service Delivery Orientation.
- **Personal Competencies:** Action Orientation, Resilience, Change Readiness, Learning Orientation, Problem Solving, Accountability and Ethical Conduct.
- **Management / Leadership Competencies:** Direct Setting, Impact and Influence, Coaching and Mentoring, Team Orientation.

### KEY PERFORMANCE AREAS:

- Ensure efficient daily execution of refuse removal services in assigned areas.
- Ensure reliable, safe, and cost-effective utilization of vehicles and equipment.
- Ensure comprehensive and efficient coverage of all designated collection areas.
- Maintain a safe and healthy working environment in compliance with OHS legislation.
- Ensure responsive and community-focused refuse removal services.
- Ensure accurate recordkeeping and effective operational administration.
- Ensure effective supervision and development of operational staff for optimal performance.

### SPECIAL CONDITIONS ATTACHED TO THE POST

- Must be physically fit to conduct field inspections, walk collection routes, and respond to operational emergencies in varying weather conditions.
- Required to work flexible hours including early morning shifts (starting as early as 05:00), occasional evenings, weekends, and public holidays as operational demands require.
- Adherence to strict safety protocols.
- Willingness to operate municipal vehicles when necessary for operational oversight and emergency response.
- Must be able to communicate in at least two of the three official languages of the Western Cape.
- Must have above average supervisory skills.
- Must have good interpersonal skills.

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- Must be able to handle conflict situations.
- Must have good communication skills.
- Must be able to work under pressure.
- Must be reliable and trustworthy.

**ENQUIRIES: Frank Tamboer (044 802 2900)**

**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](http://www.george.gov.za), under **Job Portal**. Applicants must register and apply online before **2026-05-20** 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.

**CLOSING DATE: 2026-05-20 AT 16:30PM**