

VACANCY VAKATURE



EXTERNAL CIRCULATION

DIRECTORATE: COMMUNITY SERVICES

POST DESIGNATION: SUPERINTENDENT (REFUSE REMOVAL & COLLECTIONS) - GEORGE

PERMANENT APPOINTMENT

WC4094

REFERENCE: 4304889

CLOSING DATE: 2026-07-15 AT 16:30

Salary : R 461 880 - R 599 592 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
- Computer Literacy (MS Office)
- Valid Driver's License
- 5-8 years relevant experience with supervisory

COMPETENCIES:

- **Core Professional Competencies:** Written Communication, Oral Communication, Attention to Detail, Influencing, Ethics and Professionalism, Organisational Awareness, Problem Solving, Planning and Organising.
- **Functional Competencies:** Business Processes, Use of Technology, Data Processing & Analysis.
- **Public Service Orientation Competencies:** Interpersonal Relationships, Communication, Service Delivery Orientation, Client Orientation and Customer Focus.
- **Personal Competencies:** Action Orientation, Resilience, Change Readiness, Cognitive Ability, Learning Orientation.
- **Management/Leadership Competencies:** Impact and Influence, Team Orientation, Direct Setting, Coaching and Mentoring.

KEY PERFORMANCE AREAS:

- Ensure effective daily operational readiness at the Depot and worksites to enhance service delivery.
- Ensure efficient and cost-effective planning and utilization of resources to achieve uninterrupted refuse removal operations.
- Ensure safe, reliable and effective use of vehicles, equipment and tools in refuse removal operations.
- Ensure responsive, transparent and community-focused refuse removal services.
- Ensure a safe and healthy working environment in compliance with occupational health and safety legislation.
- Ensure effective supervision and control of staff for improved service delivery and workforce performance.
- Ensure accurate recordkeeping and effective administration of depot and operational information.
- Ensure accurate, timeous and complete reporting to support management decisions and regulatory compliance.

SPECIAL CONDITIONS ATTACHED TO THE POST

- Incumbent must be physically fit to conduct inspections, walk worksites and occasionally assist with operational duties.

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- The post involves frequent exposure to outdoor weather conditions, waste handling and heavy machinery/vehicles.
- Incumbent is required to work shifts, including early mornings, evenings, weekends and public holidays as operational needs demand.

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, under **Job Portal**. Applicants must register and apply online before **2026-07-15** at **16:30**.

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.

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.

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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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