

EXTERNAL CIRCULATION

INFRASTRUCTURE SKILLS DEVELOPMENT INTERNSHIP PROGRAM PROFESSIONAL MENTOR- GEORGE – CONTRACT APPOINTMENT

CIVIL ENGINEERING SERVICES

ONE APPOINTMENT

REFERENCE: CIV01/09/2026

Salary : R 1 600 per hour at 12 hours per month
(subject to annual changes as Gazetted)

The services of a committed and highly motivated Professional Mentor is required for a 3-year contract period, to mentor Civil Engineering Interns towards professional development and registration with the statutory council, Engineering Council of South Africa (ECSA).

The contract period is renewable on an annually based on performance and the availability of the ISDG Funding.

The Mentorship is linked to the ISDG Internship programme, an initiative of National Treasury, aimed at addressing scarce skills by recruiting unemployed graduates and to create a pool of professionals in the various Built Environment fields. The Program is geared towards experiential learning and professional skills development.

The Internship program is intended to culminate in registration as a professional with the respective Statutory Council, ECSA, in preparation for a career in Local Government.

The successful applicant will be employed as a Mentor in the Directorate: Civil Engineering Services at the George Municipality and work with a Support team of Technical Managers and Supervisors.

The successful applicant should be prepared to work approximately 12 hours per month which include, One on One Review sessions with individual Interns, group meetings, meetings with officials in the Directorate regarding the progress of Interns, facilitate training and Presentations, attending ISDG workshops and engagements, Collaborate with Consultants for secondments of Interns etc.

MINIMUM REQUIREMENTS

- A mature and professionally registered Civil Engineer with ECSA
- 5 Years relevant experience post registration with a broad knowledge, understanding, skills and practical experience of Civil Engineering and the built environment fields
- Be prepared to work approximately 12 hours per month with the interns which include, one on one sessions, meetings with officials in the Directorate, facilitate training and Presentations, attending ISDG workshops and engagements etc
- A retired person will be considered
- Preference will be given to an applicant who resides within the George/ Garden Route Municipal area
- Valid Code B driver's license
- Excellent communication skills in two official languages of the Western cape
- Be able to work with a diverse group of young graduates and Technical Managers
- Be reliable, honest, trustworthy, approachability, available/flexible, supportive and the ability to be a good listener
- Able bodied

VACANCY VAKATURE



KEY PERFORMANCE AREAS:

- Perform mentoring functions in line with the ISDG Framework
- Implement regular Review sessions with interns
- Implement ECSA's "ROAD TO REGISTRATION" Program
- Identify skills gap and Develop Structured Training Plans for individual interns
- Facilitate training interventions, transfer of skills and practical training of interns
- Provide guidance, insight, support, and constructive feedback throughout the process
- Provide regular feedback and report to the Management forum on the progress of the Interns
- Teamwork with Technical Managers and Supervisors on the placement of Interns
- Initiate new ideas and motivate Interns towards independent thinking and leadership to improve their performances
- Tap into your professional networks to create relevant opportunities for the Interns
- Participate in all activities/ meetings related to the interns

ENQUIRIES: LIONEL DANIELS (044 801 9184)

INSTRUCTIONS TO APPLICANTS

Applications must be submitted via **email:** CivilPosts@george.gov.za. Application forms can be obtained from the George Municipality website, www.george.gov.za. Application must be submitted on or before **[2026-09-23] 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 emailed applications will be accepted.

VACANCY VAKATURE



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.

CLOSING DATE: [2026-09-23] AT 16:30PM