

VACANCY VAKATURE



EXTERNAL CIRCULATION

DIRECTORATE: COMMUNITY SERVICES

POST DESIGNATION: ASSISTANT SUPERINTENDENT (DUMP SITES) - GEORGE

PERMANENT APPOINTMENT

WC2239

REFERENCE: 4443515

CLOSING DATE: 2026-10-14 AT 16:30

Salary : R 331 416 – R 430 188 per annum (T10)
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
- 2 – 5 years relevant experience with supervisory experience
- Basic Computer Literacy: MS Office
- Valid Driver's License

PHYSICAL REQUIREMENTS:

- The incumbent must be able bodied and fit.

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:** Direction Setting, Impact and Influence, Coaching and Mentoring, Team Orientation.

KEY PERFORMANCE AREAS:

- Lead and coordinate daily illegal dump site clearance activities.
- Coordinate waste transfer operations and heavy vehicle fleet management.
- Provide direct supervision and guidance to operational staff across multiple sites.
- Coordinate and oversee maintenance activities for mobile equipment and vehicle fleets.
- Implement and monitor health, safety, and environmental standards across varied operational environments.
- Maintain comprehensive records and provide operational reporting across all operational areas.
- Facilitate communication and provide customer service across multiple operational interfaces.
- Monitor and improve operational standards across integrated waste management operations.

SPECIAL CONDITIONS ATTACHED TO THE POST

- Required to work extended hours, shifts, weekends, and public holidays in response to operational needs, emergency clearance operations, or community complaints.
- Subject to working in diverse outdoor environments including illegal dump sites, transfer facilities, and public areas with exposure to varied health and safety risks.
- Compulsory use of personal protective equipment (PPE) in accordance with occupational health and safety regulations across all operational environments.
- Required to undergo periodic medical and fitness evaluations due to the varied and potentially

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- hazardous nature of multi-site operations.
- Must be available for emergency response to illegal dumping incidents and equipment failures outside normal working hours.

ENQUIRIES: N MAJOLA (044 803 9297)

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 **2026-10-14** 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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