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EXTERNAL CIRCULATION

DIRECTORATE: ELECTRICAL ENGINEERING SERVICES

POST DESIGNATION: MANAGER: SYSTEMS - GEORGE

PERMANENT APPOINTMENT

WC0442760

REFERENCE: 4511737

CLOSING DATE: 2026-12-07 AT 16:30 PM

Salary	: R 675 048 – R 876 300 per annum (T15)
Additional Service Benefits	: Medical Aid, Pension, Housing Allowance (subject to prescribed requirements), 13th Cheque and Group Life Insurance
Perks	: If applicable Cellphone (subject to prescribed requirements)

MINIMUM REQUIREMENTS:

- 3-5 years relevant experience since obtaining BTech
- A relevant B Tech degree in Engineering
- Computer Literacy: MS Office
- Valid Driver's License

COMPETENCIES:

- Core Professional Competencies: Planning, Organisational Awareness, Attention to Detail
- Functional: Design, Project Management, Construction, Operations and Maintenance.
- Public Service Orientation Competencies: Interpersonal Relationship, Service Delivery Orientation, Communication.
- Personal: Action and Outcome Orientation, Resilience, Change readiness, Cognitive ability, Learning orientation, Accountability and Ethical conduct
- Management / Leadership: Impact and Influence, Team Orientation, Direction Setting, Coaching and Mentoring

KEY PERFORMANCE AREAS:

- **Planning and Design** - Ensure pre-defined goals and objectives related to the cost-effective maintenance and upgrading of systems are being achieved.
- **Technical Management** - Optimize Systems functions and consequently the electrical distribution network in terms of safety of personnel, continuity of supply, wellbeing of electrical infrastructure, operations, maintainability, reliability, availability while keeping abreast with latest technology
- **Functional Control Management** - Ensure acceptable performance levels are sustained and adequate direction provided enabling the department to accomplish laid down objectives.
- **Power System Control Management** - Ensure the inclusion of modern SCADA and Telemetry in the distribution automation, management of data information systems and direct access to Intelligent Electronic Devices
- **System and Project Management** - Ensure that projects are completed within budget, time frames, specification, and standard and to the satisfaction of the Directorate, and that it complies to the Occupational Health and Safety Act 85
- **Substation integration to distribution automation** - Ensure the advancement of Power System Automation in the cutting-edge technology in electrical engineering
- **SCADA System (Supervisory Control and data acquisition)** - Ensure the controlled accuracy of the configuration data of the SCADA System
- **Remote Terminal Units** - Manage the installation of 'new electricity stations' as medium to the Central Interface Units and to allow for the growing distribution network to be digitally displayed on the

SCADA computer in the Control Room

- **Data Communication** - Ensure a reliable data communication system and the availability of the various systems required to guarantee optimal functionality
- **Multiplexers and peripheral equipment** - Ensure that the correct medium is introduced for data transmission from remote locations to the Control Room
- **Load Management** - Reduce the electrical demand at certain times results in savings totaling millions of rand for the Council every year without inconveniencing consumers
- **Power Factor Control -** The loss of the system will result in high harmonics and instability on the network as well as an increase in the electricity usage from Eskom
- **Substation design and integration** - Ensure that all substation designs and integrations conform to the specifications and standards as required
- **Personnel/Performance Management** - Ensure job satisfaction and a high level of discipline and productivity of all divisional staff.
- **Communication Mediums** - Ensure that the data communication link optic fibre network is maintained in order to provide an effective critical data communication system
- **Interaction (Internal and External)** - Ensure that communication channels are effective and that information is obtained and shared, to secure the effective operation of the substation
- **Financial Management** - Ensure effective financial management, the achievement of goals and objectives and prevent financial lost
- **Contract Preparation Management (Limited**) - Ensure that project planning is performed in order to assist completion within specified times, and to the satisfaction of the Directorate
- **Administration Duties** - Ensure that records are being kept of related documentation and to secure proper communication between the section and other internal and external structures or related parties
- **Inventory** - Necessary equipment used, is very sensitive and expensive and must be handled accordingly. It is vital to keep record of all equipment in case of a failure and for inventory purposes.
- **Inventory** - Firmware is recorded so that upgrades are easily implemented and compatibility with new/ existing equipment identified

SPECIAL CONDITIONS ATTACHED TO THE POST

- Problem solving skills
- Analytical and conceptual thinking
- Able to work with sophisticated equipment
- In-depth knowledge of load control management systems
- Wide knowledge of electricity distribution equipment and intelligent electronic devices
- Must be able to operate completely independent.
- Must be willing to perform standby duties
- Accurate and Controlled of decision making to insure correct and safe operation of the power distribution network
- Attention to detail
- Sound project management skills
- Must be able to do duties as accurate as possible to insure correct operation of the power distribution network.
- Must have strong skills in Decimal, Hexadecimal and Binary numerical systems
- The incumbent of this post needs a good working understanding of other Engineering disciplines (e.g. Protection/ Measurements) and of power system control to be able to configure the SCADA and Telemetry Systems
- Ad hoc Control Officer during normal working hours
- Must be able to communicate in at least 2 of the official languages of the Western Cape

ENQUIRIES: KOBUS WILKEN (044 801 9222)

PROBATION PERIOD: 6 months

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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 **07 December 2026** 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.

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.

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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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