

# MOSSEL BAY MUNICIPALITY

The excellent performing Municipality of Mossel Bay requires the services of a suitably qualified and experienced Director: Community Safety to ensure the future top performance of Mossel Bay Municipality. The municipal area, demarcation code WC043, is 2007 sq km in size and includes the towns and/or settlements of Mossel Bay, Hartenbos, Great Brak River, Little Brak River, Glentana, Brandwag, Friemersheim, Herbertsdale and Vleesbaai.

The incumbent must be knowledgeable on all aspects of municipal management, possess excellent managerial skills and have a passion to perform. Suitably qualified individuals with innovative thinking abilities, passion and the right attitude are invited to apply for the following performance-based contract at Mossel Bay Municipality:

## DIRECTOR: COMMUNITY SAFETY

**Permanent appointment (in line with the new Municipal Systems Amendment Act 3 of 2022)**

Salary offered shall be in accordance with the Upper Limits to Total Annual Remuneration Packages Payable to Municipal Managers and Managers Directly Accountable to Municipal Managers issued annually pursuant to Regulation 35 of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers [GNR. 4897 published under GG. 50737 dated 30 May 2024].

The successful candidate will effectively manage the fairly young Directorate of Community Safety (Fire, Rescue & Disaster Management, Traffic & Law Enforcement, Environmental Management and Animal Welfare) to ensure effective and efficient service delivery associated with community safety. The incumbent will establish, implement and maintain a Community Safety Management Strategy in line with the Integrated Development Plan (IDP) in order to achieve the objectives of the Municipality.

**Requirements:** • Completed postgraduate degree in Public Administration / Community Safety / Traffic Policing / Law or equivalent (NQF Level 8 with a minimum of 120 credits) • A minimum of seven (7) years' relevant experience at senior and/or middle management levels, of which at least two years (but preferably five years) must be at senior management level

• Sound knowledge of and extensive exposure to local government operations • Sound visionary and strong leadership management skills, with strategic thinking and decision-making abilities • Good knowledge of Local Government Performance Management System • Proven record of successful institutional transformation within the public or private sector • In-depth knowledge of local government legislation and the statutory requirements pertaining to the post • Leading and core competencies as set out in the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, published under GN1146 in GG41996 of 17 January 2014 • The incumbent must have attained the required minimum competency level in each unit standard ("the unit standards") prescribed in Regulation 3 of the Minimum Competency Regulation (CPMD/MFMP) OR must complete the unit standards within an 18-month period from the date of appointment as prescribed in GNR 1146 under GG 41996, dated 26 October 2018 • Excellent facilitation and communication skills in at least two of the three official languages of the Western Cape • Computer skills • Valid Code B driver's licence and own reliable vehicle • Clean criminal record.

**Key performance areas:** • Develop, implement and manage strategic goals, policies and procedures in alignment with the Municipality's strategic objectives • Effectively manage Community Safety through the establishment, implementation and maintenance of a Community Safety strategy • Responsible for the effective and efficient management of the Directorate • Liaise and interact with individuals, role-players and agencies at senior level in all three spheres of government • Assist and support the Municipal Manager with the roles and responsibilities delegated to the Director: Community Safety.

**The following skills and experience will be beneficial to your application:** • Operational experience in law enforcement • Knowledge of the Criminal Procedures Act and law enforcement • The planning of operational aspects/risk assessments • The management of personnel in a disciplined environment • Coordination of law enforcement agencies • Knowledge and integration of IT and communications systems.

### PLEASE NOTE:

1. In order to meet the needs of the Mossel Bay Municipality, the successful applicant will conform to the following requirements: • In possession of the prescribed defined minimum statutory qualification • Willing to be subjected to an interview and thorough evaluation process • Previous and current employers and references will be contacted • Verification will be done on his/her qualifications, criminal and credit records • Responsible for his/her own travelling and accommodations costs, which will be re-imbursed according to Council policy •

Submit a certified copy of highest qualification with application • No other copies of qualifications must be included at this stage • The successful candidate will be required to disclose all financial interests, sign an employment contract and an annual performance agreement.

2. All applications must be submitted with a detailed CV (maximum 6 pages), certified copies of qualifications, Identity Document and valid driver's license, the names and e-mail addresses of three references from current and previous employers and a fully completed official application form for employment of Senior Manager in terms of Government Gazette no. 37245 of 17 January 2014 (Annexure C) which is available from the municipal website or the Human Resources Division of the Municipality. Please courier documents to The Senior Manager: Human Resources, P O Box 25, Mossel Bay 6500. Administrative enquiries may be directed to Mr C Engelbrecht (Senior Manager HR) on 044 606 5092. **Electronic applications will be accepted at e-mail [admin@mosselbay.gov.za](mailto:admin@mosselbay.gov.za).**
3. Mossel Bay Municipality is committed to Employment Equity. Appointment will be made according to the Municipality's Employment Equity Plan, which ensures representation of designated groups in the Municipality.

**Closing date: 13 DECEMBER 2024 (No applications received after 13:00 will be accepted)**

Please note: Late applications will not be considered. Canvassing of Councillors for the purpose of being appointed is not permitted and proof hereof will result in disqualification.

The Municipality reserves the right not to make an appointment.

**The Mossel Bay Municipality is committed to comply to the requirements of the Employment Equity Act, No. 55 of 1998, for the advancement of previously disadvantaged and disabled persons, and therefore encourage persons from these groups to apply.**

**MR CB PUREN  
MUNICIPAL MANAGER**