

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 fixed-term contract (as negotiated with the preferred candidate, which period will not exceed normal retirement age of 65 years) at Mossel Bay Municipality:

DIRECTOR: COMMUNITY SAFETY

Remuneration: Negotiable within the Upper Limit Regulations payable to Municipal Managers and Managers Directly Accountable to Municipal Manager issued annually pursuant to Regulation 35 of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, [GNR.21 published under GG 37245 dated 17 January 2014].

The successful candidate will effectively manage the Directorate Community Safety (Fire, Rescue & Disaster Management and Traffic & Law Enforcement) 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 / Social Sciences / Law or equivalent (NQF Level 8) • 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 • Registration with the South African Council for Social Service Professionals (SACSSP) or a similar recognized relevant professional body will be an added advantage • 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 provided for 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 • A valid Code B driver's licence.

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.

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 • Be 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.
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 MAY 2022 (No applications received after 13h00 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.

**MR CB PUREN
MUNICIPAL MANAGER**

MOSELBAAI MUNISIPALITEIT

Die uitstekend presterende Munisipaliteit van Mosselbaai benodig die dienste van 'n toepaslik gekwalifiseerde en ervare Direkteur: Gemeenskapsveiligheid om die toekomstige top-prestasie van Mosselbaai Munisipaliteit te verseker. Die munisipale area, afbakeningskode WC043, 2007vk km groot en sluit in die dorpe en/of nedersettings van Mosselbaai, Hartenbos, Groot Brakrivier, Klein Brakrivier, Glentana, Brandwag, Friemersheim, Herbertsdale en Vleesbaai.

Die bekleër moet kundig wees op alle aspekte van munisipale bestuur, uitstekende bestuursvaardighede en 'n passie hê om te presteer. Toepaslik gekwalifiseerde individue met innoverende denkvermoë, passie en die regte houding word genooi om vir die volgende prestasie-gebaseerde vaste-termyn kontrak (soos met die voorkeurkandidaat onderhandel, welke tydperk nie normale aftree ouderdom van 65 jaar sal oorskry nie) by Mosselbaai Munisipaliteit aansoek te doen:

DIREKTEUR: GEMEENSKAPSVEILIGHEID

Vergoeding: Onderhandelbaar in lyn met die Boonste Perk Regulasies betaalbaar aan Munisipale Bestuurders en Bestuurders wat direk aan die Munisipale Bestuurder verantwoordbaar is, ingevolge die bepalings van Artikel 35 van die Wet op Plaaslike Regering: Regulasies vir die Aanstelling en Diensvoorwaardes vir Senior Bestuurders (Kennisgewingnommer 21 gepubliseer onder Staatskorent GG 37245 gedateer 17 Januarie 2014)

Die suksesvolle kandidaat sal die Direkoraat Gemeenskapsveiligheid (Brand, Redding & Rampbestuur en Verkeer & Wetstoepassing) effektief bestuur ten einde effektiewe en doeltreffende dienslewering geassosieer met gemeenskapsveiligheid te verseker. Die bekleër sal 'n Gemeenskapsveiligheidsbestuurstrategie vasstel, implementeer en onderhou in lyn met die Geïntegreerde Ontwikkelingsplan (GOP) om die doelwitte van die Munisipaliteit te bereik.

Vereistes: • Voltooië na-graadse kwalifikasie in Publieke Administrasie / Sosiale Wetenskappe / Regte of gelykstaande (NKR Vlak 8) • 'n Minimum van sewe (7) jaar verwante ondervinding op senior en/of middelbestuursvlakke, waarvan ten minste twee jaar (maar verkieslik vyf jaar) op senior bestuursvlak moet wees • Registrasie by die Suid Afrikaanse Raad vir Maatskaplike Diens Professionele persone (SARMDP) of 'n soortgelyk erkende verwante professionele liggaam sal 'n bygevoegde voordeel wees • Gesonde kennis van en 'n uitgebreide blootstelling aan plaaslike regeringsbedrywighede • Gesonde visionêre en sterk leierskapbestuursvaardighede met strategiese denke en besluitnemingsvermoë • Goeie kennis van Plaaslike Regerings Prestasiebestuurstelsel • Bewese rekord van suksesvolle institusionele transformasie binne die publiek of private sektor • In-diepte kennis van plaaslike regeringswetgewing en die statutêre vereistes met betrekking tot die pos • Die posbkleër moet die minimum

bevoegdheidsvlakke vir elke eenheidstandaard, soos voorgeskryf in Artikel 3 van die Minimum Bevoegdheidsregulasie (CPMD/MFMP) behaal het OF die nodige eenheidstandaarde binne 18 maande vanaf datum van aanstelling voltooi, (soos voorsien in Kennisgewingnommer 1146 van die Staatskoerant 41996 van 26 Oktober 2018). Leiding en kernvaardighede soos uiteengesit in die Plaaslike Regering: Regulasies vir Aanstelling en Diensvoorwaardes vir Senior Bestuurders (soos gepubliseer in Kennisgewingnommer 1146 van die Staatskoerant 41996 van 17 Januarie 2014) • Uitstekende fasiliterings- en kommunikasievaardighede in minstens twee van die drie amptelike tale in die Wes-Kaap • Rekenaarvaardighede • 'n Geldige Kode B-rybewys.

Sleutel prestasieareas: • Ontwikkel, implementeer en bestuur strategiese doelwitte, beleide en prosedures in belyning met die Munisipaliteit se strategiese doelwitte • Doeltreffende bestuur van Gemeenskapsveiligheid deur die instelling, implementering en instandhouding van 'n Gemeenskapsveiligheidsstrategie • Verantwoordelik vir die effektiewe en doeltreffende bestuur van die Direkoraat • Skakel en interaksie met individue, rolspelers en agente by seniorvlak in al drie sferes van regering • Assistering en ondersteuning aan die Munisipale Bestuurder met die rolle en verantwoordelikhede gedelegeer aan die Direkteur: Gemeenskapsveiligheid.

NEEM KENNIS:

1. Ten einde in die behoeftes van Mosselbaai Munisipaliteit te voorsien, moet die suksesvolle aansoeker aan die volgende vereistes voldoen: • In besit wees van die voorgeskrewe minimum statutêre kwalifikasie • Bereid wees om aan 'n onderhoud en deeglike evalueringsproses onderwerp te word • Vorige en huidige werkgewers sal gekontak word • Kwalifikasies, kriminele en kredietrekords sal nagegaan word • Verantwoordelik vir eie reis- en verblyfkoste, wat volgens Raadsbeleid terugbetaal sal word • Instem tot die nagaan van kwalifikasies, krediet- en kriminele rekords • 'n Gewaarmerkte afskrif van hoogste kwalifikasie moet saam met die aansoek ingedien word • Geen afskrifte van ander kwalifikasies moet op hierdie stadium ingedien word nie • Dit sal van die suksesvolle kandidaat verwag word om alle finansiële belange te verklaar en 'n dienskontrak en jaarlikse prestasie-ooreenkoms te onderteken.
2. Alle aansoeke moet ingedien word met 'n gedetailleerde CV (maksimum 6 bladsye), gewaarmerkte afskrifte van kwalifikasies, ID-dokument en bestuurslisensie, die name en e-posadresse van drie verwysings van huidige en vorige werkgewers en 'n volledig voltooide amptelike aansoekvorm vir indiensneming van 'n senior bestuurder ingevolge regeringskoerantnommer 37245 van 17 Januarie 2014 -Bylaag C, wat op die munisipale webwerf of by die Menslike Hulpbronne Afdeling van die Munisipaliteit verkrygbaar is. Versend dokumente asseblief per koerier na Posbus 25, Mosselbaai 6500. Administratiewe navrae kan gerig word aan Die Senior Bestuurder: Menslike Hulpbronne Mnr C Engelbrecht by tel. 044 606 5092. Elektroniese aansoeke na e-pos admin@mosselbay.gov.za sal aanvaar word.
3. Mosselbaai Munisipaliteit is verbind tot Gelyke Indiensneming. Aanstelling sal geskied volgens die munisipaliteit se Gelyke Indiensnemingsplan, wat verteenwoordiging van aangewese groepe in die munisipaliteit verseker. Ingevolge Mosselbaai Munisipaliteit se 2024 doelwitte vir gelyke indiensneming sal onderverteenvoordigde groepe voorkeur geniet.

Sluitingsdatum: 13 MEI 2022 (Geen aansoek ontvang na 13h00 sal aanvaar word nie)

Neem kennis: Laat aansoeke sal nie oorweeg word nie. Werwing van Raadslede vir die doel van aanstelling word nie toegelaat nie en bewys hiervan sal diskwalifikasie as gevolg hê.

Die Munisipaliteit behou die reg voor om nie 'n aanstelling te maak nie.

**MNR CB PUREN
MUNISIPALE BESTUURDER**

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The English version shall prevail in case of any discrepancy or inconsistency between English, Afrikaans & isiXhosa.

UMASIPALA WASE MOSSEL BHAYI

UMasipala wase Mossel Bhayi osebenza ngokugqibeleleyo ufuna iinkonzo zoMlawuli: uKhuseleko Loluntu, ogqibeleleyo ngeziqum zemfundo nonamava ukuqinisekisa ukusebenza okukwinqanaba eliphezulu kuMasipala wase Mossel Bhayi. Ingingqi kaMasipala, ephantsi kwekhowudi yochako lwemida engu WC043, ebubukhulu obuyi 2007m² kwaye ibandakanya ezi dolophu kunye neendawo zokuhlala eziyi Mossel Bhayi, iHartenbos, iGroot Braka, iKlein Braka, eGlentana, iBrandwag, iFriemersheim, iHerbertsdale kunye neVleesbaai.

Umntu oyakungena kwesi sithuba kufuneka abe unolwazi oluphangaleleyo kwimibandela yolawulo lukamasipala, abe unezakhono ezigqibeleleyo zolawulo/ukuphatha kwaye abe nomdla ophezulu wokusebenza ngokwenza. Abantu abaneziqum ezifanelekileyo zemfundo kwaye benobuganga bokucinga ngokuqala/ngokuqamba, kwakunye nesimo sokuziphatha esihle, bayamenywa ukuba benze izicelo zesi sithuba silandelayo siphantsi kwengqesho yesivumelwano sexesha elithile (njengoko kuyakuthetha-thethwana nomgqatswa okhethiweyo, sexesha elo lingafuyi kugqithisa kwiminyaka yesiqhelo yomhlala-phantsi engama-65 yeminyaka) kuMasipala wase Mossel Bhayi:

UMLAWULI: UKHESELEKO LOLUNTU:

Umvuzo: Kuyakuthetha-thethwana ngawo phantsi kweMigaqo Yonyino Oluphezulu oluhlawulwa kubaPhathi boMasipala kunye naBalawuli abaphantsi koMphathi kaMasipala ngqo okhutshwa rhoqo ngonyaka phantsi koMgaqo 35 kaRhulumente waseMakhaya: Imigaqo emalunga nokuQeshwa kunye neMiqathango yeNgqesho yaBaphathi abaPhezulu, [GNR.21 eyapapashwa phantsi ko GG 37245 yomhla we 17 Januwari 2014].

Umgqatswa ophumeleleyo uyakuphatha uLawulo Lokhuseleko Loluntu (Umlilo, Uhlangulo kunye noLawulo lweNtlekele kunye neZendlela noNyanzeliso loMthetho) ukuqinisekisa ukunikezelwa kweenkonzo okugqibeleleyo nolufezekileyo ngokungqamene nokhuseleko loluntu. Oyakungena kwesi sithuba uya kumisela, afezekise kwaye agcine neSimo soLawulo loKhuseleko Loluntu ngokungqamene nesiCwangciso Sophuhliso oluDityanisiweyo (IDP) khon'ukuze kufezekiswe ezi njongo zikaMasipala.

limfuno/Okulindelekileyo: * IsiDanga esiphunyelelweyo kuLawulo Loluntu / linzululwazi Zentlalo / ezoMthetho okanye okulingana no(NQF iNqanaba 8)

*Ubuncinane iminyaka elixhenxe (7) yamava angqamene nesithuba esiphezulu solawulo/ulawulo lomgangatho ophakathi, apho ubuncinane emibini yayo (kodwa ngokukhethekileyo iminyaka emihlanu) kufuneka ibe kumgangatho ophezulu wolawulo*Ukubhaliswa kwiBhunga laBagqibeleli kwiNtlalo yase Afrika (SACSSP) kuya kuthethelela okanye ibhunga elifanayo neli, kuya kukuthethelela*Ulwazi oluthe xhaxhe kwimisebenzi karhulumente wasemakhaya*Izakhono eziluhlalima zokuphatha nokukhokela, nokucinga ngengqiqo nobuganga bokuthabatha izigqibo eziqiqileyo*Ulwazi oluphangaleleyo lweNkqubo yoVavanyo lomgangatho womsebenzi kuRhulumente waseMakhaya*Ubungqina obuyimpumelelo ekuguquleni isimo sendawo yomsebenzi kwicandelo labucala kunye nelikarhulumente*Ulwazi olunzulu lemithetho karhulumente waseMakhaya kwakunye neemfuno zomthetho ezingqamene nesi sithuba*Ugqibelelo kwanokukhokela ngolwazi njengoko kucacisiwe kwiMigaqo kaRhulumente waseMakhaya: Imigaqo emayelana nokuQeshwa kunye neMiqathango yeNgqesho yooManejala abaPhezulu, epapashwe phantsi koGN1146ku GG41996 yomhla we 17 Janyuwari 2014*Oyakungena kwesi sithuba kufuneka abe uzizalisekile iimfuno ezingumyinge wogqibelelo kwinqanaba ngalinye kule migangatho ("imigangatho yecandelo") emiselwe kuMgaqo 3 weMigaqo ekuMyinge yoGqibelelo (CPMD?MFMP) OKANYE kufuneka akwazi ukugqibezela lomgangatho kwisithuba seenyanga ezili-18 ukusukela kumhla wokuqeshwa kwakhe njengoko kubonelelwe kwi GNR 1146 ephantsi ko GG 41996, yomhla wama 26 Oktobha 2018*Izakhono ezigqibeleleyo

zoququzelelo kunye nezonxibelelwano ubuncinane kwezimbini kwezintathu iilwimi ezisesikweni eNtshona-Kapa*Izakhono zeKhompuyutha*limpepha-mvume zokuqhuba neNqanaba B.

Iindima eziphambili zomsebenzi:

- Ukuphuhlisa, ukufezekisa kwanokulawula isimo sezigqaliselo, imigaqo-nkqubo kunye neenkqubo ngokungqamene neenjongo zikaMasipala
- Ulawulo olufezekileyo loKhuseleko Loluntu ngendlela yokumisela, ukufezekisa kwanokugcina isimo esifanelekileyo soKhuseleko Loluntu
- Ukuba noxanduva lolawulo olufezekileyo nolugqibeleleyo ekuphatheni eli candela loLawulo
- Ukunxibelelana kwanokuthetha-thethana nabantu, abachaphazelekayo kunye nee-arhente kwinqanaba eliphezulu kuwo omathathu la manqanaba karhulumente
- Ukuncedisa nokuxhasa uMphathi kaMasipala ngeendima kunye noxanduva olunikezelwe kuMlawuli: Ukhuseleko Loluntu.

NCEDA UQWALASELA:

1. Ukuze uzalisekise iimfuno zikaMasipala wase Mossel Bhayi, umenzi-sicelo ophumeleleyo uyakuzalisekisa ezi mfuno zintathu zilandelayo:
 - Abe unazo iziqu zemfundo ezimiseliweyo
 - Abe uzimisele ukuya kudliwano-ndlebe nakwinqubo yovavanyo*Abaqeshi bangoku kunye nabangaphambili baya kuqhagamshelwa*Uphicotho luya kwenziwa kwiziqu zemfundo, ezolwaphulo-mthetho kunye nezamatyala*Uyakuba noxanduva olulolwakhe lokuhambela kunye neendleko zendawo yokuhlala, neziyakubuyiswa phantsi koMgaqo-nkqubo weBhunga*Ukungenisa ikopi eqinisekisiweyo yeyona mfundo iphezulu kunye nesicelo*Akukho zikopi zimbi ziyimfuneko okwangoku*Umgqatswa ophumeleleyo uyakulindeleka ukuba adize yonke imidla yemali ayifumanayo, atyikitye isivumelwano sengqesho kwakunye nesivumelwano somgangatho wokusebenza sonyaka.
2. Zonke izicvelo kufuneka zingeniswe kunye ne CV (ubuninzi amaphepha ama-6), iikopi eziqinisekisiweyo zeziqo zemfundo, Isazisi kunye neempepha-mvume zokuqhuba, amagama kunye needilesi ze-imeyile zabantu abathathu ekufuneka kuqondwe kubo ngawo-abaqeshi bangoku kunye nabangaphambili kwakunye nefomu esesikweni yokwenza isicelo egcwalisiweyo yokuqeshwa kooManejala abaphezulu ngokwesimiselo seGazethi kaRhulumente Nombolo 37245 yomhla we 17 Janyuwari 2014 (Isihlomelo C) nefumaneka kwikhasi lothungelwano likamasipala okanye kuMphathi oPhezulu: kwiCandelo leMithombo Yoluntu likaMasipala. Nceda uwathumele ngekhuriya amaxwebhu kuMphathi oPhezulu: Imithombo Yoluntu, P.O. Box 25, Mossel Bay 6500. Imibuzo engqamene nolawulo ingabhekiswaku Mnu C Engelbrecht (uMphathi oPhezulu kwaHR) kule nombolo yomnxeba 044 606 5092. Izicelo ezenziwe ngobuchwepheshe ziyakwamkelwa kule imeyile : admin@mosselbay.gov.za
3. UMasipala wase Mossel Bhayi uzimisele kwiNgqesho Ngokulinganayo. Ingqesho iyakwenziwa phantsi kwesiCwangciso sikaMasipala seNgqesho Ngokulingana.

Umhla wokuvala: 13 MEYI 2022 (Izicelo ezifunyenwe emva ko 13h00 aziyi kwamkelwa)

Nceda uqonde: Izicelo ezingeniswe emva kokuvala aziyi kuqwalaselwa. Ukukhankasa kooCeba ngenjongo yokuqeshwa akuvumelekanga kwaye ubungqina balonto buyakukhokelela ekurhoxisweni kwesicelo eso.

UMasipala unelungelo eligodliweyo lokungayenzi ingqesho.

**MNU CB PUREN
UMPHATHI KAMASIPALA**

