



Mafube Local Municipality

OFFICE OF THE MUNICIPAL MANAGER

64 J.J Hadebe Street
P O Box 2
FRANKFORT, 9830

Phone: 063 644 9157
Fax: N/A
E-mail: mm@mafubelm.co.za

Enquiries: Adv. M.F Lepheana

Date: 29 November 2024

RE- EXTERNAL ADVERTISEMENT

Mafube Local Municipality comprises of the following towns: Frankfort, Villiers, Tweeling and Cornelia. Mafube Local Municipality subscribes to the principles of affirmative action and all accompanying regulations that seek to address the imbalances of the past and need to appoint a suitable and experienced person in the under mentioned position. People with the skill and expertise to discharge the duties of the under mentioned position are invited to apply.

JOB ADVERTISEMENT									
JOB TITLE	DIRECTOR TECHNICAL SERVICES								
TERM OF APPOINTMENT	Permanent, subjected to an annual performance agreement								
PLACE TO BE STATIONED	Frankfort municipal offices								
REMUNERATION PACKAGE	<p>As per the Annual Total Remuneration Package for senior managers, published in Government Gazette No.4897 dated 30 May 2024 for a Category 3 municipality:</p> <table><tr><td>MINIMUM</td><td>MIDPOINT</td><td>MAXIMUM</td></tr><tr><td>R965 958</td><td>R1 103 953</td><td>R1 224 083</td></tr></table> <p>The pay scale will be determined by competence-based assessment outcome, experience and qualifications.</p>			MINIMUM	MIDPOINT	MAXIMUM	R965 958	R1 103 953	R1 224 083
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BENEFITS / CONDITIONS OF EMPLOYMENT	A remote allowance of 4% of the Total annual remuneration package.								
MINIMUM REQUIREMENTS	<ul style="list-style-type: none">• Bachelor of Science Degree in Engineering/ B.Tech: Engineering or equivalent in related fields of study, such qualification having been obtained from a recognized tertiary institution• 5 years’ experience at middle management level or as programme/project manager; and• 3-4 years must be at professional/management level engineering experience.• A valid driver’s license and a suitable vehicle for proper performance of duties.• Willingness to work irregular hours with extensive traveling.• Adherence to Schedule 2 of Government Gazette 37245 dated 17 January 2014.								

ADDED ADVANTAGE	<ul style="list-style-type: none"> • A Certificate Programme in Municipal Development (CPMD) or Municipal Finance Management Programme (MFMP) - (if not in possession thereof, the appointee will be afforded 18 months to obtain the qualification in terms of Government Gazette 29967 as amended by Government Gazette 41996) • Certificate of Competence as required in terms of General Machinery Regulations of 1998 • A relevant post graduate qualification • Registration/membership with a relevant recognized engineering Professional body;
KNOWLEDGE, SKILLS, COMPETENCIES AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Must meet competency levels (Leading & Core Competencies) for Senior Managers as published in the Government Gazette No 37245 dated 17 January 2014 • Good knowledge and understanding of Local Government – environment, relevant policies and legislation especially related to technical services. • Good knowledge and understanding of institutional governance systems and performance management. • Must have extensive knowledge of the public office environment. • Must be able to formulate engineering master planning, project management and implementation. • Knowledge of occupational health and safety Act and its regulations. • Knowledge of occupational health and safety Act and its regulations. • Have a working knowledge and understanding of Water Services Act and DORA • Good knowledge of Supply Chain Management Regulations and Policies (Preferential Procurement Policy Framework Act, Act no. 5 of 2000) • Knowledge of coordination and oversight of all specialized support functions • Ethical, integrity, honesty, maturity and courtesy* Diplomacy and commitment to providing progressive democratic and accountable government* Strategist and excellent corporate planner * Excellent communication (written and verbal) and motivational skills * Interpersonal skills and Customer focused * Advanced negotiation skills * conceptual and Analytical thinker * Diversity

	management skills. * Computer literacy in MS Word, Excel and PowerPoint.
KEY PERFORMANCE AREAS	<ul style="list-style-type: none"> • Manage the Technical Services Department • Overall responsible for PMU, Fleet Management, Roads and storm water, Electricity, Water and Sanitation provision and management • Contribution towards the development of the Integrated Development Plan (IDP) as the strategic document of the institution together with the Service Delivery Budget & Implementation Plan (SDBIP). • Establish the key performance indicators and measures for determining and accessing the level of service delivery. • Facilitating and managing the Directorate staff, budget planning, implementation and budget review to support priorities and deliverables in relation to the Integrated Development Plan • Ensure compliance of all legal aspects and conditions required from the different spheres of government. • Manage related Municipal Infrastructure Grant Programs (MIG) • Develops, implement, monitor, and control capital projects and contract administration. • Develop plans and programs for infrastructural services within Mafube Local Municipality area in line with IDP objectives, Manage Operations, maintenance, planning and administration of electricity, water, sanitation, roads, and storm water networks. • Ensuring technical knowledge leverage, sharing and integration • Developing standards, functional plans, policies, and practices • Integrating functional output with other directorates • Advising the Municipal Manager timeously and effectively on matters pertaining to the directorate. • Providing advice and support to Council and other Office Bearers on all functions of the Directorate • Providing visionary and innovative leadership to a diverse workforce, to ensure optimal utilization of the Council's resources in terms of implementing its strategic objectives articulated in the IDP and in the fulfillment of its statutory mandate. • Ensure that municipal Performance Management System is fully implemented in the Directorate.

<p>APPLICATIONS</p>	<p>We appreciate your demonstrated interest of being part of Mafube Local Municipality.</p> <ul style="list-style-type: none"> • Only SA citizens or permanent residents are eligible to apply • Application form: The applicant must submit an originally completed standard application form (Annexure C of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers) which can be downloaded directly from www.gpwonline.co.za, and the municipal website www.mafube.fs.gov.za, together with their CV containing at least three contactable references (telephonically and e-mail) and originally certified copies (not older than (6 months) of qualifications, ID/ proof of permanent residency, and driver's license. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to attach proof thereof. <p>The Acting Municipal Manager: Adv. M.F Lepheana; P.O Box 2; Frankfort; 9830, alternatively the applications can be hand delivered at the municipality during office hours to no. 64 JJ Hadebe Str, Frankfort, in the office of the Administrator, Office no 9, First Floor.</p> <ul style="list-style-type: none"> • Shortlisted candidates will be subjected to vetting processes (i.e. reference and qualification checks as well as any previous misconduct or criminal record verification) to determine suitability. • Applicants submitting their curriculum vitae in response to this advertisement specifically agree and authorize Mafube Local Municipality and or/ its representatives to undertake the necessary confirmation/ certification of any information or documents in the curriculum vitae. The applicant therefore gives consent that their personal information may be accessed for verification purposes in adherence to the POPI Act (include signed consent letter). • Recommended candidate(s) will be subjected to a two-day competency-based assessment for prior appointment. • The successful candidate: Will be stationed at the administrative offices of the Municipality as situated in Frankfort; but will be expected to regularly visit the towns that comprise the municipality, furthermore Council reserves the right to place and move the candidate anywhere within the municipal jurisdiction. • The appointee will be expected to sign an employment contract before assumption of duty, and performance agreement and disclosure of financial interest within 60-days of appointment and then annually thereafter. • On appointment the appointee should not be holding any political office in a political party whether in a permanent, temporary or acting capacity. • NOTE: No faxed or emailed applications will be accepted. • The Municipality reserves the right to reference check all short-listed candidates and verify their qualifications.
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	<ul style="list-style-type: none"> • The employer reserves the right not to fill the position if no suitable candidate is found. • Correspondence will be limited to shortlisted candidates only and applicants who have not been contacted within 30-days from the closing date should consider their applications unsuccessful. • Direct or indirect canvassing for preferential treatment will result in automatic disqualification of affected candidate. • The appointment will be made in compliance with the provisions of the relevant sections of the Local Government Municipal Systems Amendment Act, 3 of 2022, and other relevant Legislation and Regulations. • NOTE: Applicants who previously applied need to re-apply
CONTACT PERSON FOR ENQUIRIES	Adv. M.F Lepheana: 063 644 9157
CLOSING DATE OF APPLICATIONS	17 December 2024

Approved by:
 Adv. M.F Lepheana
 Municipal Manager
 Mafube Local Municipality