

Die Langeberg Munisipaliteit (Wes Kaap Provinsie) bedien die dorpe Ashton, Robertson, Montagu, Bonnievale en McGregor in die skilderagtige Breëriviervallei/Klein Karoogebied, waar mense nog na aan die natuur leef. Aansoeke word hiermee ingewag van persone wat oor die nodige kwalifikasies en ondervinding beskik vir aanstelling in die onderstaande poste:

KANTOOR VAN DIE MUNISIPALE BESTUURDER

Hoof Uitvoerende Ouditeur (Verw Nr 40/2025)

Kwalifikasies/ Ervaring:	Relevante 3 jaar kwalifikasie (NQF7) in oudit of interne oudit as voorkeur, Rekenaargeletterdheid: MS Office, 8 jaar of meer met 2 jaar toesighouding wat alle aspekte van die oudit funksie dek in IIA Standards 1000 en 2000, Registrasie by Professionele Liggaam van Interne Ouditeure; Kode B bestuurslisensie
Sleutelprestasie gebiede:	Verantwoordelik vir Interne Oudit, Prestasiebestuur Oudit, Risikobestuur en Besigheids Kontinuiteit; Verantwoordelik vir die bestuur van die personeel in die Interne Oudit afdeling; Ontwikkeling van 'n doeltreffende professionele verhouding met die Oudit en Prestasie Komitee en voorsiening van 'n sekretariële funksie aan die Oudit en Prestasie Komitee; Koördineer spesifieke prosesse om die formulering van en uitrol van 3 jaar strategiese oudit plan te ondersteun; Monitor die nakoming en onderneem ondersoeke om te bepaal wat die mate van variasie of nie-ooreenstemming aan statutêre vereistes, beleide en prosedures is; Adviseer direkteure/bestuurders oor die ontwerp en implementering van kostebesparende beheerstelsels; Verantwoordelik om te verseker dat risiko's geïdentifiseer en bestuur word.
Byvoegdhede:	Kern Professioneel - Geskrewe Kommunikasie: Die vermoë om komplekse inligting in verstaanbare dokumente vir spesifieke gehore te kommunikeer. Mondelinge Kommunikasie: Die vermoë om komplekse konsepte op 'n verstaanbare en oortuigende wyse te verwoord. Navorsing en Analise: Vermoë om 'n ouditprobleem in samestellende dele te verdeel, sleutelkwessies te identifiseer, gesag in die vorm van statuut/beleid op te spoor en ouditverslae saam te stel om 'n posisie te ondersteun. Voorspraak / Onderhandeling: Die vermoë om Interne Ouditbelangstelling in toepaslike forums te ontwikkel en aan te bied, die beste moontlike uitkomst aan te bied en te onderhandel. Etiek en Professionaliteit: Die vermoë om etiese kwessies en botsende belange te identifiseer en te hanteer. Organisatoriese bewustheid: Die vermoë om die munisipaliteit se doelwitte te verstaan, en die impak van besluite op die publiek en die funksionering van die verskillende direkteorate. Interne Ouditkunde: Vermoë om die doeltreffendheid van risikobestuur, bestuur en interne beheerprosesse te evalueer. Betrokkenheidsbestuur: Vermoë om eie take en van ander te beplan, te koördineer en te beheer om uitkomstes te lewer volgens die vereiste spesifikasie en binne begroting en skedule. Inligtingsbestuur: Die insameling en ontleding van data en die bestuur daarvan deur gebruik te maak van verskeie tegnieke om die resultate van die ouditproses die beste te verduidelik. Interpersoonlike Verhoudings: Die vermoë om produktiewe verhoudings met mense binne en buite die munisipaliteit

te vestig en in stand te hou. Kommunikasie: Die vermoë om aandagtig te luister, kwessies te begryp, inligting op 'n duidelike manier aan te bied en gepas te reageer op mondelinge en geskrewe kommunikasie van ander. Diensleweringsoriëntering: Die vermoë om nuwe werkwyse en ondersoeke te verken en te implementeer om dienste te lewer wat bydra tot die verbetering van munisipale prosesse om munisipale doelwitte te bereik. Kliëntoriëntasie en kliëntfokus: Verstaan die diensbehoefte van 'n kliënt (intern of ekstern) en fokus aktief daarop om die behoeftes te antisipeer, te ontmoet en te oorskry op 'n tydige en toepaslike wyse. Aksie- en Uitkoms-oriëntering: Die vertoon van hoë werksetiek in die stel en bereiking van uitdagende doelwitte, die nakoming van spertye en die nakoming van beloftes. Die vermoë om gefokus te bly op take, om energiek, volhoudend en betroubaar te wees. Veerkragtigheid: Die vermoë om konstruktief op druk-/stressituasies te reageer en die vermoë om doelwitte te volhard ten spyte van struikelblokke en terugslae. Veranderingsgereedheid: Die vermoë om te innoveer en die status quo uit te daag en die vermoë om verandering te hanteer wat deur ander gedryf word. Kognitiewe vermoë: Die vermoë om inligting in te samel, kwessies te analiseer en kompleksiteit en dubbelsinnigheid te hanteer. Toon langtermyn denke, volg op 'n logiese wyse deur, bewus van gevolge en implikasies. Is in staat om die 'Groter Prentjie' te sien. Leeroriëntasie: Die gewilligheid en motivering om te leer, kennis op te doen, insig te ontwikkel en op voortdurende selfverbetering te fokus. Impak en Invloed: Die vermoë om 'n positiewe gesindheid by ander te inspireer en ander effektief te kan beïnvloed. Spanorientering: Die vermoë om 'n positiewe gesindheid by ander te inspireer en ander effektief te kan beïnvloed. Afrigting en Mentorskap: Die vermoë om vaardighede, prestasie en potensiaal van ondergeskiktes te assesser en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent en potensiaal. Strategiese vermoë / Leierskap of Rigtingstelling: Bepaal en artikuleer die visie, gee die rigting vir die organisasie en/of eenheid en inspireer ander om die organisasie mandaat na te kom.

Standplaas:

Ashton

Status:

Permanente aanstelling

Vergoeding:

R 692 088 – R 898 368 (T16) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid. Deelname aan perk vervoerskema.

Navrae met betrekking tot pos: **Skakel Mnr DP Lubbe, Munisipale Bestuurder, by 023 615 8001**

DIREKTORAAT INGENIEURSDIENSTE

Superintendent: Vaste Afval (Verw Nr 41/2025)

Kwalifikasies/ Ervaring:

Relevante tersiêre kwalifikasie verkies 'n Nat Dipl of B Tech in Omgewingsgesondheid, Rekenaargeletterdheid: MS Office, 2-5 jaar relevante ondervinding; Kode B bestuurslisensie

Sleutelprestasie gebiede:

Direk verantwoordelik vir beplanning en bestuur van vaste afval dienste; Bestuur van voertuigvloot; Bestuur van vullisterreine en oorlaaistatie; Verantwoordelik vir Afvalbestuur binne die munisipale area; Bestuur en motivering van personeel en dissiplinêre optredes; Hantering van klagtes van publiek ten opsigte van reiniging en afval; Verrig administratiewe funksies soos byhou van statistiek, personeelrekords asook die skryf van verslae; Verantwoordelik vir die netheid en sindelikhed van die omgewing; Verantwoordelik vir lugbesoedeling.

Byvoegdhede:

Professioneel - Probleemoplossing; Die vermoë om inligting in te samel, kwessies te analiseer en kompleksiteit en dubbelsinnigheid te hanteer. Toon langtermyn denke, volg op 'n logiese wyse deur, bewus van gevolge en implikasies. Is in staat om die 'Groter prentjie' te sien; Beplanning en Organisering; Die vermoë om die werkseenheid te beplan en te organiseer deur doelwitstelling, doelwitte, teikens te gebruik, werkskodes en werkplanne met gepaardgaande hulpbronne en begrotings te skep, volgens die munisipaliteit se prosedures om die take, funksies, resultate van die werkseenheid te bereik; Organisatoriese bewustheid; Streef billike dienslewering aan met inagneming van hoe politieke en dienskwessies, program, beleide en besluite openbare belange / bekommernisse beïnvloed; Dissipline spesifieke vaardighede; 'n bevredigende vlak van tegniese en professionele vaardigheid of kennis in posverwante gebiede bereik het; tred te hou met huidige ontwikkelings en neigings in gebiede van kundigheid; Mensebestuur; Bestuur en moedig mense aan, optimaliseer hul uitsette en bestuur verhoudings effektief om munisipale doelwitte te bereik; Taakbestuur; Beplan, bestuur, moniteer en evalueer spesifieke aktiwiteite om die verlangde uitsette en uitkomste te lewer; Werkplekveiligheid; Die vermoë om die behoeftes van werknemers te assesser en dit te koppel aan die munisipaliteit se beleid oor gesondheid, veiligheid en welstand; Begroting; Maksimeer die munisipaliteite se besigheidsin en toon 'n goeie besigheidsbegrip in die toepassing van die mees doeltreffende bestuurspraktyke om munisipaliteite en departemente se finansieringsdoelwitte en -doelwitte te bereik; Interpersoonlike Verhoudings; Die vermoë om produktiewe verhoudings met mense binne en buite die Munisipaliteit te vestig en te handhaaf; Kommunikasie; Die vermoë om aandagtig te luister, kwessies te begryp, inligting op 'n duidelike wyse aan te bied en gepas te reageer op mondelinge en geskrewe kommunikasie van ander; Diensleweringsoriëntering; Die vermoë om nuwe maniere te verken en te implementeer om dienste te lewer wat bydra tot die verbetering van munisipale prosesse ten einde munisipale doelwitte te bereik; Aksie en uitkoms; Oriëntering; Die vertoon van hoë werksetiek in die stel en bereiking van uitdagende doelwitte, die nakoming van sperte en die nakoming van beloftes. Dit manifesteer in 'n mens se vermoë om gefokus te bly op take, om energiek, aanhoudend en betroubaar te wees; Veerkragtigheid; Die vermoë om konstruktief op druk-/stressituasies te reageer en die vermoë om te volhard met doelwitte ten spyte van struikelblokke en terugslae; Etiek en aanspreeklikheid; Die vermoë om te innoveer en die status quo uit te daag en die vermoë om verandering te hanteer wat deur ander gedryf word; Rigtingstelling; Die vermoë om ander te motiveer en te inspireer om vrywillig hul beste te lewer in die rigting van 'n gemeenskaplike visie of doelwit. Impak en Invloed; Die vermoë om 'n positiewe gesindheid by ander te inspireer en ander effektief te kan beïnvloed; Afrigting en Mentorskap; Die vermoë om vaardighede, prestasie en potensiaal van ondergeskiktes te assesser en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent en potensiaal; Spanorientering; Die vermoë om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en toepaslike fasiliteringstegnieke toe te pas om saam met ander te werk om 'n gedeelde doelwit te bereik

Robertson

Standplaas:

Status:

Vergoeding:

Permanente aanstelling

R 420 636 – R 545 988 (T12) per jaar, asook die normale voordele soos van toepassing op 'n Plaaslike Owerheid.

Navrae met betrekking tot pos: Skakel Mnr GM Slingers, Bestuurder: Vaste Afvalbestuur, by 023 616 8008

Sluitingsdatum: 31 Julie 2025 om 12:00. Aansoeke (Aansoekvorm, CV, kwalifikasies, getuigskrif, ID en Bestuurslisensie) moet gestuur word na Ashton Kantoor **Fisiese adres:** Hoofweg 28, Ashton, 6715 of; **E-pos:** tcarstens@langeberg.gov.za; Verdere inligting is beskikbaar by die Bestuurder: Menslike Hulpbronne by Ashton Kantoor, Tel (023) 615 8035 en Menslike Hulpbronne Praktisyn: Me V Matthys by Tel (023) 615 8033 tydens normale kantoorure. Die aansoekvorm is op die munisipale webwerf (www.langeberg.gov.za) en by alle munisipale kantore beskikbaar

NB: Gunswerwing by Raadslede of enige lid van die Aanstellingskomitee sal aansoekers onmiddellik diskwalifiseer. Die Munisipaliteit is gebonde aan die beginsels van regstellende optrede soos uiteengesit in sy Diensbillikheidsplan. Aansoekers wat teen 30 September 2025 nog geen terugvoer ontvang het nie, moet aanvaar dat hulle aansoeke nie geslaag het nie. CV's sal nie terugbesorg word nie. Geen aansoek sal oorweeg word as 'n aansoekvorm nie voltooi is nie. Die Munisipaliteit behou die reg voor om geen aanstelling te maak nie. Geen laat aansoeke sal aanvaar word nie. Alle suksesvolle kandidate se aanstellings is onderhewig aan die verifikasie van kwalifikasies en kriminele rekords. Indiensneming sal onderworpe wees aan die ondertekening van dienskontrakte en waar nodig, prestasie-ooreenkomste asook openbaarmaking van finansiële belange. U stem in dat die persoonlike inligting wat as deel van u aansoek ingedien word, gebruik mag word vir die doeleindes van die Werwing- en Keuringsproses.

DP Lubbe
Munisipale Bestuurder
Munisipale kantore
Hoofweg 28
ASHTON 6715



The Langeberg Municipality (Western Cape Province) serves the towns Ashton, Robertson, Montagu, Bonnievale and McGregor in the picturesque Breede River Valley/Klein Karoo area, where people still live close to nature. Applications are hereby invited from persons with the necessary qualifications and experience for appointment in the following positions:

OFFICE OF THE MUNICIPAL MANAGER

Chief Audit Executive (Ref Nr 40/2025)

Qualifications/ Experience:	Relevant 3 year qualification with preference in auditing or internal audit (NQF7), Computer literacy: MS Office, 8 or more years with 2 years supervisory experience covering all aspects of the audit function (activities as depicted in IIA Standards 1000 and 2000)., Registered with professional body of Internal Auditors; Code B driving licence
Key Performance Areas:	Responsible for Internal Audit, Performance Management Audit, Risk Management and Business Continuity; Responsible to manage the personnel in the Internal audit section; Develop an effective and professional relationship with the Audit and Performance Committee and provide a secretarial function to the Audit and Performance Committee; Coordinating specific processes to support the formulation of and rolling out of 3 year strategic audit plan; Monitoring compliance and conducting investigations to determine the extent of variation or non-conformance to statutory requirements, policies and procedures; Advise directors/managers on designing and implementing cost effective control systems; Responsible to ensure that risks are appropriately identified and managed.
Competencies:	Core Professional - Written Communication: The ability to communicate complex information in understandable documents for specific audiences.Oral Communication: The ability to articulate complex concepts in an understandable convincing manner. Research and Analysis: Ability to break an audit problem into component parts, identify key issues, locate authority in the form of statute / policy and compile audit reports to support a position. Advocacy / Negotiation: The ability to develop and present Internal Audit interest in appropriate forums, presenting and negotiating the best possible outcomes. Ethics and Professionalism; The ability to identify and deal with ethical issues and conflicts of interest. Organisational Awareness: The ability to understand the municipality's objectives, and the impact of decisions on the public and the functioning of the various directorates. Internal Auditing: Ability to evaluate the effectiveness of risk management, governance and internal control processes. Engagement Management: Ability to plan, co-ordinate and control the tasks of self and others to deliver on engagements to the required specification and within budget and schedule. Information Management: The gathering and analysis of data and the management thereof utilising various techniques to best explain the results of the audit process. Interpersonal Relationships; The ability to establish and maintain productive relationships with

people within and outside of the municipality. Communication: The capacity to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others. Service Delivery Orientation: The ability to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals. Customer Orientation and Customer Focus: Understands the service needs of a client / customer (internal or external) and actively focuses on anticipating, meeting and exceeding the needs in a timely and appropriate manner. Action and Outcome Orientation: The display of high work ethic in setting and achieving challenging goals, meeting deadlines and keeping promises. It manifests itself in one's ability to stay focused on task, to be energetic, persistent and reliable. Resilience: The ability to respond constructively to pressure / stress situations and the ability to persist goals despite obstacles and setbacks. Change Readiness: The ability to innovate and challenge the status quo and the ability to cope with change driven by others. Cognitive Ability: The ability to gather information, analyse issues and deal with complexity and ambiguity. Shows long-term thinking, follows through in a logical manner, aware of consequences and implications. Is able to see the 'Bigger Picture'. Learning Orientation: The willingness and motivation to learn, acquire knowledge, develop insight and focus on continuous self-improvement. Impact and Influence: The ability to inspire a positive attitude in others and be able to influence others effectively. Team Orientation: The ability to inspire a positive attitude in others and be able to influence others effectively. Coaching and Mentoring: The ability to assess skills, performance, and potential of subordinates and to encourage their development with the view of optimising their talent and potential. Strategic Capability / Leadership or Direction Setting: Determines and articulates the vision, sets the direction for the organisation and / or unit and inspires others to deliver on the organisational mandate.

Place of work: Ashton
 Status: Permanent appointment
 Remuneration: R 692 088 – R 898 368 (T16) per annum as well as normal benefits as applicable to Local Authority. Participation in perk vehicle scheme.
 Enquiries regarding post: **Contact Mr DP Lubbe, Municipal Manager, at 023 615 8001**

DIRECTORATE ENGINEERING SERVICES

Superintendent: Solid Waste (Ref Nr 41/2025)

Qualifications/ Experience: Relevant tertiary qualification preferable a Nat Dipl or B Tech in Environmental Health, Computer literacy: MS Office, 2-5 years relevant experience; Code B driving licence
 Key Performance Areas: Direct responsible for planning and management of solid waste; Manage vehicle fleet, dumping site and transfer station; Responsible for Waste Management inside municipal area; Manage, motivate staff and apply disciplinary code; Respond to complaints from public with regards to cleansing & waste; Undertake administrative functions including statistics, staff records and report writing; Responsible for environmental hygiene and neatness; Responsible for air pollution.
 Competencies: Professional - Problem Solving; The ability to gather information, analyse issues and deal with complexity and ambiguity. Shows long-

term thinking, follows through in a logical manner, aware of consequences and implications. Is able to see the 'Bigger Picture'; Planning and Organising; The ability to plan and organise the work unit using goal setting, objectives, targets, creating work schedules and work plans with associated resources and budgets, according to the municipality's procedures to achieve the tasks, functions, results of the work unit; Organisational Awareness; Drives equitable service delivery taking into account how political and service issues, program, policies and decisions impact public interest / concerns; Discipline Specific Skills; Having achieved a satisfactory level of technical and professional skill or knowledge in position related areas; keeping up with current developments and trends in areas of expertise; People Management; Manages and encourages people, optimises their outputs and effectively manages relationships in order to achieve municipal goals; Task Management; Plans, manages, monitors and evaluates specific activities in order to deliver the desired outputs and outcomes ; Work Place Safety; The ability to assess the needs of employees and linking that to the municipality's policies on health, safety and wellness; Budgeting; Maximises the municipalities' business sense and displays a sound business understanding in applying the most effective management practices to achieve municipality and department financing goals and objectives; Interpersonal Relationships; The ability to establish and maintain productive relationships with people within and outside of the Municipality; Communication; The capacity to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others; Service Delivery Orientation; The ability to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals; Action and outcome; Orientation; The display of high work ethic in setting and achieving challenging goals, meeting deadlines and keeping promises. It manifests itself in one's ability to stay focused on tasks, to be energetic, persistent and reliable; Resilience; The ability to respond constructively to pressure / stress situations and the ability to persist with goals despite obstacles and setbacks; Ethics and Accountability; The ability to innovate and challenge the status quo and the ability to cope with change driven by others; Direction Setting; The ability to motivate and inspire others to voluntarily give off their best in working towards a common vision or goal. Impact and Influence; The ability to inspire a positive attitude in others and be able to influence others effectively; Coaching and Mentoring; The ability to assess skills, performance, and potential of subordinates and to encourage their development with the view of optimising their talent and potential; Team Orientation; The capacity to promote a cooperative climate, understand group dynamics and apply appropriate facilitation techniques in working with others to achieve a shared goal.

Place of work:

Robertson

Status:

Permanent appointment

Remuneration:

R 420 636 – R 545 988 (T12) per annum as well as normal benefits as applicable to a Local Authority

Enquiries regarding post:

Contact Mr GM Slingers, Manager: Solid Waste Management, at 023 616 8008

Closing date: 31 July 2025 at 12:00. Applications (Application form, CV, qualifications, testimonial, ID and driver's licence) must be submitted to the Municipal Manager at **Physical Address:** 28 Main Road, Ashton, 6715; **E-mail:** tcarstens@langeberg.gov.za; Further information is available from the Manager: Human Resources at Tel (023) 615 8035 and Human Resources Practitioner: Ms V Matthys at Tel:

(023) 615 8033 during normal office hours. The application form can be obtained from the municipal website (www.langeberg.gov.za) and is at all administrative municipal offices available.

NB: Canvassing of Council members or any member of the Appointment Committee will immediately disqualify applicants. The Municipality is bound by the principles of affirmative action as set out in its Employment Equity Plan. Applicants that have not received any feedback by 30 September 2025 must accept that their applications were unsuccessful. CV's will not be returned. No application will be considered if an application form is not completed. The Municipality have the right not to make an appointment. No late applications will be accepted. All successful candidates' appointments are subject to verification of qualifications and criminal records. Appointment will be subjected to the signing of a service contract and where applicable performance contract as well as disclosure of financial interest. You are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection process.

DP LUBBE
Municipal Manager
Municipal Offices
28 Main Road
ASHTON 6715