

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:

DIREKTORAAT INGENIEURSDIENSTE

Hoof Tegnikus: Siviele Ingenieursdienste (Verw Nr 38/2026)

Kwalifikasies/ Ervaring:	Toepaslike Nasionale Diploma Ingenieurswese (NQF6) en kwalifikasie vir registrasie as Pr.Ing; 8 jaar of meer toepaslike ervaring na registrasie; Kode B bestuurderslisensie; Rekenaargeletterdheid: MS Office
Sleutelprestasie gebiede:	Koördinerings en toesig oor die funksionering van die Siviele Ingenieursdepartement; Begrotingsbeheer; Uitvoering van spesifieke administratiewe take; Beplanning; kontrakbestuur en -administrasie; Bestuur van installasies en pompstasies; Hantering van kliënte; Voertuigonderhoud en ritstate; Beroepsgesondheid en -Veiligheid.
Byvoegdhede:	Kern Professionele Bevoegdhede Beplanning - Die vermoë om opsies sistematies te identifiseer, te analiseer en te prioritiseer om aan die kort-, medium- en langtermynvereistes van die munisipaliteit te voldoen - Organisatoriese Bewustheid - Die vermoë om die belangrikste dryfvere in die Plaaslike Regeringsektor en die munisipaliteit te verstaan om hierdie begrip toe te pas om die diensleweringssuitdagings die hoof te bied - Aandag vir Detail - Vermoë om eie werk en dié van ander te ondersoek om akkuraatheid en voldoening aan die relevante ingenieursstandaarde te verseker - Ontwerp - Die vermoë om infrastruktuur te ontwerp in ooreenstemming met ingenieurskodes en -standaarde, en met behoorlike inagneming van operasionele vereistes, begrotings, veiligheid, koste-effektiwiteit en omgewingsstandaarde - Projekbestuur - Vermoë om die take van jouself en ander in die lewering, bedryf en instandhouding van infrastruktuur en ander take te beplan, koördineer en beheer, volgens die vereiste spesifikasie en binne begroting en skedule - Konstruksie - Kennis van konstruksie- en instandhoudingsprosesse, monitor voldoening aan ontwerp spesifikasies, gesondheids- en veiligheidsregulasies; en Kommuniqueer in gepaste styl in die toesig van konstruksiepersoneel - Bedrywigheide en Onderhoud - Die toepassing van batebestuur vir die bedrywigheide en onderhoud in die verskaffing van munisipale dienste en die vermoë om daardie begrip in die operasionele omgewing toe te pas - Interpersoonlike Verhoudings - Die vermoë om produktiewe verhoudings met mense binne en buite die munisipaliteit te vestig en te handhaaf - Diensleweringssoriëntasie - Die vermoë om nuwe maniere om dienste te lewer te verken en te implementeer wat bydra tot die verbetering van munisipale prosesse ten einde munisipale doelwitte te bereik - Kommunikasie - Die vermoë om aandagtig te luister, kwessies te begryp, inligting duidelik aan te bied en gepas te reageer op mondelinge en skriftelike kommunikasie van ander - Aksie- en uitkomsoriëntasie - Die vertoon van hoë werketiek in die stel en bereiking van uitdagende doelwitte,

die nakoming van sperdatums en die nakoming van beloftes. Dit manifesteer in 'n mens se vermoë om gefokus te bly op taak, om energiek, volhardend en betroubaar te wees – Veerkragtigheid - Die vermoë om konstruktief te reageer op druk-/stressituasies en die vermoë om doelwitte te handhaaf ten spyte van struikelblokke en terugslae - Veranderingsgereedheid - Die vermoë om te innoveer en die status quo uit te daag en die vermoë om verandering wat deur ander gedryf word, te hanteer - Kognitiewe vermoë - Die vermoë om inligting in te samel, kwessies te analiseer en kompleksiteit en dubbelsinnigheid te hanteer. Toon langtermyn denke, volg dit op 'n logiese manier op, bewus van gevolge en implikasies. Is in staat om die 'Grootse Pragmatiek' te sien - Leeroriëntasie - Die bereidwilligheid en motivering om te leer, kennis op te doen, insig te ontwikkel en te fokus op voortdurende selfverbetering - Verantwoordelikheid en Etiese Gedrag - Vermoë om die hoogste standaarde van etiese en morele gedrag te vertoon en te bou ten einde vertroue in die staatsdiens te bevorder en om kodes van goeie korporatiewe bestuur na te kom - Impak en Invloed - Die vermoë om 'n positiewe houding in ander te inspireer en ander effektief te kan beïnvloed - Spanoriëntasie - Die kapasiteit om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en toepaslike fasiliteringstechnieke toe te pas in samewerking met ander om 'n gedeelde doelwit te bereik - Rigtingstelling - Die vermoë om 'n duidelike gevoel van gemeenskaplike doel en visie vir ander te skep met die oog op die verkryging van inkoop en toewyding aan die doelwitte - Afrigting en Mentorskap - Die vermoë om vaardighede, prestasie en potensiaal van ondergeskiktes te assesser en hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent.

Standplaas:

Ashton

Status:

Permanente aanstelling

Vergoeding:

R 496 032– R 643 920 (T13) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid. Deelname aan essensiële vervoerskema.

Navrae met betrekking tot pos:

Skakel Mnr CGH Posthumus, Snr Bestuurder: Siviele Ingenieursdienste, by 023 615 8000

Ambagsman: Elektriesien (Verw Nr 39/2026)

Kwalifikasies/ Ervaring:

Ambag sertifikaat; Kode C1 bestuurderslisensie; Rekenaargeletterdheid: MS Office; 1-2 jaar toepaslike ondervinding Bou en instandhouding van 66000/11000/420 volt oorhoofse elektriese lyne; Installering en instandhouding van straatligte; Installering, beeindiging en hegting van 11000/420/230 volt elektriese kables; Installering van 11000/415 volt distribusietransformators en miniatuursubstasies; Installering van 11000/110 volt metings transformators en metingstoerusting; Installering van dienskonneksies met konvensionele en voorafbetaalde elektrisiteitsmeters; Herstel van elektriese installerings van die munisipaliteit; Opspoor van foute op 415/230 volt kables

Byvoegdhede:

Kernprofessioneel - Bestuur van werk - Bestuur eie tyd en beskikbare hulpbronne en gereedskap doeltreffend om te verseker dat werk doeltreffend en betyds voltooi word - Probleemoplossing - Die vermoë om potensiële probleme te identifiseer, om die probleme in komponente op te breek, om potensiële oplossings te genereer, om kies 'n opsie en implementeer dit - Beplanning en Organisering -

Die vermoë om aktiwiteite binne spesifieke tydraamwerke te beplan en om hierdie aktiwiteite volgens plan uit te voer - Kwaliteit-oriëntering - Verseker hoë kwaliteit uitset, kontroleer prosesse en take akkuraat en toon aandag aan detail - Werkplekveiligheid - Die vermoë om toestande wat werknemerveiligheid affekteer te identifiseer en reg te stel - Werkplekveiligheid - Die vermoë om toestande te identifiseer en reg te stel wat werknemerveiligheid beïnvloed - Dissiplinespesifieke vaardighede - Toon 'n bevredigende vlak van tegniese vaardigheid, kennis, ervaring en kwalifikasies relevant tot die rol - Dienslewingsoriëntering - Die vermoë om nuwe maniere te verken en te implementeer om dienste te lewer wat bydra tot die verbetering van munisipale prosesse om munisipale doelwitte te bereik - Interpersoonlike verhoudings - Die vermoë om produktiewe verhoudings met mense binne en buite die Stad 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 op mondelinge en geskrewe kommunikasie van ander te reageer - Kliëntoriëntasie en kliëntfokus - Verstaan die diensbehoefte van 'n kliënt/kliënt (intern of ekstern) en fokus aktief daarop om die behoeftes op 'n tydige en toepaslike wyse te antisipeer, te ontmoet en te oorskry - Aksie-oriëntasie - Die vertoon van hoë werksetiek om uitdagende doelwitte te stel en te bereik, spertye na te kom en beloftes na te kom. Dit manifesteer hom in 'n mens se vermoë om gefokus te bly op taak, om energiek, volhardend en betroubaar te wees - Veerkragtigheid - Die vermoë om konstruktief te reageer op druk / stres situasies en die vermoë om te volhard met doelwitte ten spyte van struikelblokke - Aanspreeklikheid en Etiese Gedrag - Vermoë om te vertoon en bou die hoogste standaarde van etiese en morele gedrag ten einde vertroue en vertroue in die staatsdiens te bevorder en om te voldoen aan kodes van goeie korporatiewe bestuur - Leeroriëntasie - Die gewilligheid en motivering om te leer, kennis te bekom, insig te ontwikkel en te fokus op voortdurende selfverbetering - Rigtingstelling - Die vermoë om 'n duidelike sin van gemeenskaplike doel en visie vir ander te skep met die oog op die verkryging van inkoop en toewyding tot die doelwitte van die eenheid - 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 - Dissiplinespesifieke vaardighede - Toon 'n bevredigende vlak van tegniese vaardigheid, kennis, ervaring en kwalifikasies relevant tot die rol.

Standplaas:

Status:

Vergoeding:

Montagu/Robertson

Permanente aanstelling

R 316 176 – R 410 364 (T10) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid

Navrae met betrekking tot pos:

Skakel Mnr DC Louw, Bestuurder: Elektriese Ingenieursdienste, by 023 626 8266

Toesighouer: Onderhoud (Heradvertering) (Verw Nr 40/2026)

Kwalifikasies/ Ervaring:	Graad 9 of gelykwaardige tegniese kwalifikasie; 1-2 jaar relevante ondervinding; Kode C bestuurderslisensie
Sleutelprestasie gebiede:	Toesighouding en leiding neem van personeel; Onderhoud van alle water en riool retikulasies; Installering van goedgekeurde water en riool aansluitings; Aanol van nuwe water en riool lyne; Assisteer die finansies departement met meterlesings; Doen administratiewe werk; Bystand diens te verrig; Oorsien van verwydering van modder, skoonmaak van leiwatertoor damme, sny van heinings, verwyder van vullis en onderhoudswerk; Bestuur van digger loader en laaigraaf
Bevoegdhede:	Verstaan potensiele impak van probleme in die werksomgewing; Handel met duidelike gedefinieerde probleme wat taakspesifiek is; Demonstreer logiese probleemoplossing en voorsien rasionale voorgestelde oplossings; Bepaal oorsake van probleme en evalueer watter oplossings hierdie oorsake sal aanspreek; Kry toepaslike persone betrokke om komplekse taakverwante probleme op te los; Beplan take op 'n daaglikse basis volgens 'n vasgestelde skedule; Fokus op korttermyn take volgens projekbasis; Identifiseer hulpbronn vereistes om spesifieke take te onderneem; Verstaan hoe besigheids eenheid funksioneer; Basiese verstaan van die munisipaliteit, die prioriteite en doelwitte; Bedag wees op beleide en prosedures en om binne hierdie raamwerke te opereer; Bedag op sake wat impakkeer op dienslewering; Verstaan die beginsels en die teorie mby die professie; Vermoe om taak spesifieke probleme te identifiseer en ontleed alle faktore wat die oplossing beïnvloed; Vermoe om die voorgestelde oplossing te ontwikkel deur 'n proses van sintese met die toepassing van alle informasie verkry deur die ondersoek van die probleem; Vermoe om take uit te voer en te implementeer, verseker die effektiewe aanwending van persone, materiaal, masjiene, toerusting om eindresultaat binne die vasgestelde raamwerke te bereik; Wees ondersteunend en samewerkend in die uitvoering van take; Organiseer die span en ontwikkel 'n werksplan; Effektief allokkeer eie tyd om werk te voltooi; Ko-ordineer eie en ander skedules om konflik te vermy; Vermoe om hulpbronne optimaal te gebruik; Voordeel te verkry uit beskikbare hulpbronne om werk effektief te voltooi; Vermoe om take te prioritiseer; Identifiseer meer kritieke en minder kritieke aktiwiteite en take; Pas prioriteite aan soos van toepassing; Bly gefokus op take; Kyk na kwaliteit van werk teen vooropgestelde spesifikasies; Verseker dat vasgestelde prosedures vir voltooiing van take gevolg word; Inisieer aksie om kwaliteits probleme op te los; Voorsien kennis van verwante veiligheid of sekuriteit regulasies; Bedag wees op medewerkers se veiligheid in die werksplek; Verstaan die gebruik van toerusting; Demonstreer en/ of verduidelik veiligheidstoerusting en/ of prosedures; Afdwing van veiligheid en/ of sekuriteits prosedures; Dokumenteer en/ of monitor veiligheid of sekerheid aanslage; Wees bedag op gevaarlike materiaal; Verstaan basiese operasionele vereistes en invoer daarvan in begrotingsproses; Vermoe vir daarstel, rapportering en oor die wegom met ander; Kommunikeer effektief; Aanvaar bydraes van ander; Demonstreer effektiewe verbale en geskrewe kommunikasie; Kommunikeer effektief met kollegas en kliente; Toegewyd tot uitnemendheid; Hou verpligtinge en beloftes in die uitvoering van take en die nakoming van spertye; Toon entoesiasme om nuwe projekte aan te pak; Is 'n selfaansitter; Dryf om spertye te haal en motiveer ander om dieselfde te doen; Skep 'n aksie-

georiënteerde kultuur wat die werkseenheid ondersteun in die bereiking van sy doelwitte; Aanvaar kritiek oor prestasie, terwyl werkstandaarde gehandhaaf word; Gaan voort om te probeer verbeter ten spyte van terugslae of ander beperkings; Gee homself in ooreenstemming met organisatoriese waardes; Neem verantwoordelikheid vir eie optrede; Erken eie foute en swakhede en soek hulp van ander waar nie in staat is om te lewer nie; Behandel alle werknemers met gelyke respek; Gee rigting aan spanne om doelwitte en spertye te bereik; Definieer rolle en verantwoordelikhede vir spanlede en kommunikeer verwagtinge duidelik; Maak positiewe impak en kom selfversekerd en professioneel voor; Afdwing van respek van eweknieë en ondergeskiktes; Besleg geskille so vinnig en effektief as moontlik; Deel kennis en inligting met eweknieë en ondergeskiktes; Kommunikeer take en verwagtinge en stel realistiese standaarde; Antisipeer foute en bied vryelik hulp aan sonder om aanmatigend te wees; Verstaan ondergeskiktes se beperkings; Moedig opleiding aan by die werk en die aanleer van nuwe vaardighede; Toon inisiatief en selfvertroue in die hantering van ander; In staat om 'n span te bestuur wat effektief as 'n spanlid werk; Deel inligting en werk maklik met ander saam; Skep sterk moraal / spangees

Standplaas:

McGregor

Status:

Permanente aanstelling

Vergoeding:

R 221 592 – R 287 556 (T7) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid

Navrae met betrekking tot pos:

Skakel Mnr CGH Posthumus, Snr Bestuurder: Siviele Ingenieursdienste, by 023 615 8000

DIREKTORAAT FINANSIËLE DIENSTE

Voorsieningskanaalpraktisyn (Verw Nr 41/2026)

Kwalifikasies/ Ervaring:

Relevante 3 jaar tersiêre kwalifikasie, verkieslik in VKB / Logistiek / Verkryging; Rekenaargetuigskap: MS Office; 2-5 jaar toepaslike ondervinding; Kode B bestuurderslisensie

Sleutelprestasie gebiede:

Samestelling, opdateer en monitering van bodverwante prosesse; Monitering van bodspesifikasieproses; Monitering van bod-evalueringsproses; Verantwoordelik vir die oopmaak en opneem van bod; Monitor verval van geldigheidstydperk en berei dokumente voor vir goedkeuring van verlenging van geldigheidstydperk; Verantwoordelik vir aankoopfunksie in ooreenstemming met die voorsieningskanaalbestuurbeleid vir die munisipaliteit; Evaluering van minder as R30 000 (RFQ of direkte versoek om te kwoteer); Rapporteer aan Snr Praktisyn; Interne en eksterne kommunikasie

Byvoegdhede

Kernprofessioneel – Mondelinge Kommunikasie - Die vermoë om komplekse konsepte op 'n verstaanbare, oortuigende wyse te verwoord - Geskrewe Kommunikasie - Kommunikasie van komplekse inligting op 'n wyse wat verstaanbaar is (taal en formaat) aan die spesifieke gehoor - Organisasoriese Bewustheid - Die vermoë om die sleuteldrywers in die sektor en die munisipaliteit te verstaan en om hierdie begrip toe te pas om die diensleweringskomponent te bereik om die probleemoplossingsdoelwitte en uitdagings te identifiseer - Die probleemoplossingsprobleme en uitdagings te identifiseer dele, om potensiele oplossings te genereer, om 'n opsie te kies en dit te implementeer - Beplanning en Organisering - Die vermoë om

aktiwiteite binne spesifieke tydraamwerke te beplan en dan hierdie aktiwiteite volgens plan uit te voer - Verkryging en Tenders - Bestuur die verkrygings- en tenderproses volgens heersende wetgewing, norme en standaarde - Inligtingsbestuur - Die insameling en ontleding van data, ten einde die bestuur daarvan af te sluit, te monitor en te monitor - bevele, monitor en bestuur om die verlangde uitsette en uitkomste te lewer - Projekbestuur - Vermoë om die take van self en ander te beplan, te koördineer en te beheer in die lewering, bedryf en instandhouding van infrastruktuur en ander take, volgens die vereiste spesifikasie en binne begroting en skedule - Finansiële Prosesbestuur - Vermoë om 'n effektiewe, ekonomiese en doeltreffende VKB-funksie deur finansiële prosesse te ondersteun. - 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 toepaslik op mondelinge en skriftelike kommunikasie van ander te reageer - Diensleweringsoriëntering - Die vermoë om nuwe maniere te verken en te implementeer om dienste te lewer wat bydra tot die verbetering van munisipale prosesse in orde - Die doelwit van munisipale prosesse te bereik en hoë doelwit te bereik. werksetiek om uitdagende doelwitte te stel en te bereik, spertye na te kom en beloftes na te kom. Dit manifesteer hom in 'n mens se vermoë om gefokus te bly op take, om energiek, aanhoudend en betroubaar te wees - Veerkragtigheid - Die vermoë om konstruktief te reageer op druk / stres situasies 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 - Impak en Invloed - Die vermoë om 'n positiewe houding by ander te inspireer en ander effektief te kan beïnvloed - 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 duidelike doel te bereik om 'n duidelike doel te bereik. en visie vir ander met die oog op die verkryging van inkoop en verbintenis tot die doelwitte - 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.

Standplaas:

Ashton

Status:

Permanente aanstelling

Vergoeding:

R 373 212 – R 484 464 (T11) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid

Navrae met betrekking tot pos:

Skakel Mnr S Ngcongolo, Bestuurder:
Voorsieningskanaalbestuur by 023 615 8057

Klerk: Voorafbetaalde Elektrisiteit Meters/Aflos (Verw Nr 42/2026)

Kwalifikasies/ Ervaring:

Graad 12; Rekenaargetletterdheid: MS Office; 0-2 jaar ondervinding; Registreer voorafbetaalde elektrisiteits meters in finansiële stelsel; Rekordhouding; Aflos kassier wanneer benodig; Opdatering van ontvangste; Assisteer met data verwerking en liasering

Byvoegdhede:

Kernprofessioneel - Skriftelike kommunikasie - Die vermoë om skriftelik te kommunikeer op 'n wyse wat by spesifieke gehore pas - Mondelinge kommunikasie - Die vermoë om 'n boodskap op 'n verstaanbare en oortuigende wyse oor te dra - Aandag aan detail - Die vermoë om eie werk en dié van ander noukeurig na te gaan ten

einde akkuraatheid en voldoening aan relevante munisipale standaarde te verseker – Beïnvloeding - Die vermoë om met ander te kommunikeer en hulle te beïnvloed om die beste alternatief uit 'n reeks opsies te kies - Etiek en Professionaliteit - Die vermoë om etiese kwessies en belangebotsings te identifiseer en te hanteer - Organisatoriese bewustheid - Die vermoë om die Munisipaliteit se doelwitte te verstaan, asook die impak van besluite op die gemeenskap en die funksionering van die departement – Probleemoplossing - Die vermoë om potensiële probleemgebiede te identifiseer, die probleem in komponente te verdeel, moontlike oplossings te genereer, 'n opsie te kies en dit te implementeer - Beplanning en organisering - Die vermoë om aktiwiteite binne spesifieke tydsraamwerke te beplan en dit vervolgens volgens plan uit te voer - Funksionele Bevoegdhede Besigheidsprosesse - Vermoë om met stelsels of komponentprosesse te werk en voortdurende verbeterings aan te bring - Gebruik van Tegnologie - Die vermoë om tegnologie in die werkplek te gebruik om die funksionering van die Munisipaliteit te optimaliseer - Dataverwerking en -analise - Vermoë om data te verwerk en verbeterings aan te bring in die manier waarop dit verwerk word - Oriëntering op Openbare Dienste Bevoegdhede 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 duidelik aan te bied en gepas te reageer op mondelinge en skriftelike kommunikasie van ander - Oriëntering op Dienslewering - Die vermoë om nuwe maniere 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 op die antisipeer, voldoening aan en oortref van die behoeftes op 'n tydige en gepaste wyse - Persoonlike Bevoegdhede Aksie-oriëntasie - Die vertoon van hoë werksetiek in die stel en bereiking van uitdagende doelwitte, die nakoming van sperdatums en die nakoming van beloftes. Dit manifesteer in 'n mens se vermoë om gefokus te bly op taak, om energiek, volhardend en betroubaar te wees – Veerkragtigheid - Die vermoë om konstruktief te reageer op druk-/stres situasies en die vermoë om vol te hou met doelwitte ten spyte van struikelblokke en terugslae – Veranderingsgereedheid - Die vermoë om te innoveer en die status quo uit te daag en die vermoë om verandering wat deur ander gedryf word, te hanteer - 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 manier deur, bewus van gevolge en implikasies. Is in staat om die 'Grootse Pragmatiek' te sien - Leer-oriëntasie - Die bereidwilligheid en motivering om te leer, kennis op te doen, insig te ontwikkel en te fokus op voortdurende selfverbetering - Bestuurs-/Leierskapsbevoegdhede Impak en Invloed - Die vermoë om 'n positiewe houding in ander te inspireer en ander effektief te kan beïnvloed – Spanoriëntasie - Die vermoë om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en gepaste fasiliteringstegnieke toe te pas in samewerking met ander om 'n gedeelde doel te bereik – Rigtingstelling - Die vermoë om 'n duidelike gevoel van gemeenskaplike doel en visie vir ander te skep met die oog op die verkryging van instemming en toewyding aan die doelwitte. Afrigting en mentorskap - Die vermoë om die vaardighede, prestasie en potensiaal van ondergeskiktes te

	beoordeel en hul ontwikkeling aan te moedig met die oog daarop om hul talent te optimaliseer.
Standplaas:	McGregor
Status:	Permanente aanstelling
Vergoeding:	R 156 012 – R 201 540 (T5) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid
Navrae met betrekking tot pos:	Skakel Mnr U Nakasa, Bestuurder: Inkomste Dienste, by 023 615 8027

Snr Klerk: Eiendomsbelasting (Verw Nr 43/2026)

Kwalifikasies/ Ervaring:	Graad 12, Rekenaargeletterdheid: MS Office, 2-5 jaar toepaslike ondervinding
Sleutelprestasie gebiede:	Verantwoordelik vir alle transaksies wat verband hou met heffings, regstellings en navrae ten opsigte van belastings en leiwat; Terugbetaal van krediete op rekening; Hanteer oordragte vanaf die Aktekantoor en teken die korrekte eienaar op die debiteure stelsel aan; Hantering van uitklaring- en waardasiesertifikate.
Byvoegdhede	Kernprofessioneel - Beïnvloeding - Die vermoë om met ander te kommunikeer en hulle te beïnvloed om die beste alternatief uit 'n reeks opsies aan te neem - Tegniese Kommunikasie - Die vermoë om tegniese inligting en idees effektief deur 'n verskeidenheid media aan individue of groepe oor te dra wat hul aandag en begrip van die boodskap trek en behou - Organisatoriese Bewustheid - Toon 'n bewustheid van die Munisipaliteit se sleuteldrywers, impak op dienslewering en verstaan die politieke ondertone en gevolge binne die Munisipaliteit - 4. Konseptuele denke - Die vermoë om inligting in te samel, kwessies te ontleed en kompleksiteit en dubbelsinnigheid te hanteer. Toon langtermyn denke, volg op 'n logiese wyse deur, bewus van die gevolge en implikasies en toon kreatiwiteit - Projekbestuur - Vermoë om self en ander se take te beplan, koördineer en te beheer om projekte en take te lewer volgens die vereiste spesifikasie en binne begroting en skedule - . Finansiële Bestuur - Toon 'n bewustheid van begrotingsbeperkings en funksioneer versigtig binne finansiële perke - Inligtingsmeting en -monitering - Toon 'n vermoë om inligting in te samel, te hersien en te ontleed, tendense te identifiseer en daarvoor verslag te doen - Tegnologiegebruik - Toon 'n vermoë om tegnologie in die werkplek om prestasie te optimaliseer en voortreflike resultate te lewer - 1. Diensleweringsoriëntering - Die vermoë om personeel te fokus op dienslewering en die belange van die inwoners en hul gemeenskappe - Interpersoonlike Verhoudings - Die vermoë om produktiewe verhoudings met mense binne en in stand te hou en te handhaaf. buite die Munisipaliteit – Kommunikasie – Kommuniqueer idees en inligting effektief, beide mondelings en skriftelik. Gebruik taal en 'n styl van kommunikasie wat gepas is vir die situasie en mense wat aangespreek word, wat 'n gemeenskaplike begrip verseker - Kliënt-oriëntasie en kliëntfokus - Verstaan die diensbehoefte van 'n kliënt / kliënt (intern of ekstern) en fokus aktief daarop om te antisipeer, die behoeftes op 'n tydige en toepaslike wyse te bevredig en te oortref - Persoonlike vaardighede - Aksie-oriëntasie - Die vertoon van hoë werksetiek om uitdagende doelwitte te stel en te bereik, spertye na te kom en beloftes na te kom. Dit manifesteer in 'n mens se vermoë om gefokus te bly op taak, om energiek, aanhoudend en betroubaar te wees - Veerkragtigheid - Die vermoë om konstruktief te reageer op druk / stres situasies en die vermoë om met doelwitte te volhard ten spyte van struikelblokke en

terugslae - Verandergereedheid - Die vermoë om innoveer en daag die status quo uit en die vermoë om verandering te hanteer wat deur ander gedryf word - Leeroriëntasie - Die gewilligheid en motivering om te leer, kennis op te doen, insig te ontwikkel en op voortdurende selfverbetering te fokus - Probleemoplossing - Die vermoë om inligting in te samel, kwessies te ontleed 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 - Verantwoordbaarheid en etiese gedrag - Vermoë om die hoogste standarde van etiese en morele gedrag te toon en te bou ten einde vertroue en vertroue in die staatsdiens te bevorder en om te voldoen aan kodes van goeie korporatiewe bestuur - Rigting Omgewing - Die vermoë om 'n duidelike gevoel van gemeenskaplike doel en visie vir ander te skep en die vermoë om ander te motiveer en te inspireer om vrywillig van hul beste te lewer in die rigting van 'n gemeenskaplike visie of doelwit - 2. Impak en Invloed - Die vermoë om 'n positiewe gesindheid in ander en in staat wees om ander effektief te beïnvloed - 3. 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 kapasiteit om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en toepaslike fasiliteringstegnieke toe te pas in samewerking met ander om 'n gedeelde doelwit te bereik.

Standplaas:

Ashton

Status:

Permanente aanstelling

Vergoeding:

R 183 204 – R 237 864 (T6) per jaar, asook die normale byvoordele soos van toepassing op 'n Plaaslike Owerheid

Navrae met betrekking tot pos:

Skakel Mnr U Nakasa, Bestuurder: Inkomste Dienste, by 023 615 8027

DIREKTORAAT GEMEENSKAPDIENSTE

Snr Brandbestryder (Verw Nr 44/2026)

Kwalifikasies/ Ervaring:

Graad 12; Kwalifikasie as Pompoperaateur / Operateur van Lugreddingsvoertuie; Kursus in Brandvoorkoming; Brandondersoek; Instrukteur in Brandweerdienste (vlak 1); Redding op groot hoogtes (Vlak 1); Hoër Sertifikaat in Brandtegnologie (Brandweerdienste); en Brandweerman (Vlak 2); Bewustheid van gevaarlike materiale; Eerstehulp Vlak 3; 4 jaar operasionele ervaring, waarvan 2 jaar op 'n "Firefighting 2"-vlak moet wees; Kode C1 bestuurderslisensie.

Sleutelprestasie gebiede:

Uitvoer van operasionele funksies met betrekking tot die voorkoming en uitbreek of verspreiding van brande; Die beveg of blus van brande en die red van lewens as span of sektorleier; In beheer van 'n brandweer depot deur beheer te neem van primêre insidente; Toesien dat toetsing, onderhoud en skoonmaakfunksies van alle noodvoertuie, brandweerfasiliteit (buite en binne) en toerusting plaasvind; Uitvoer van kommunikasie tydens skotte by die beheerstasie; Uitvoer van in-pos opleiding van alle brandbestryding reëls en prosedures; Uitvoer van nood insidente; Uitvoer van administratiewe funksies; Doen van publieke opvoeding (skole, ens.), Nasien van voertuig state, opstel van insident verslag van elke insident, bywining van daaglikse parade, Bywining van interne en eksterne opleiding, moet 'n insig vir disipline het asook inisiatief kan neem, invul van personeel bywonings register, afsluit van voertuig

Byvoegdhede:

state, insident verslae, ens. Voor einde van skof, Hantering van ander take soos ontvang van senior offisier

Kernprofessioneel - Gemeenskaps- en Kliëntfokus - Vermoë om op die kliënt te fokus en 'n diens van hoë gehalte te lewer wat aangepas is om aan verskillende behoeftes in die gemeenskappe te voldoen - Probleemoplossing - Versamel inligting uit 'n reeks bronne en ontleed data om probleme te identifiseer en kwessies ten einde effektiewe besluite te neem - Onderhandeling en Beïnvloeding - Vermoë om ander te oorreed en te beïnvloed deur logika en rede te gebruik. In staat om oplossings te vind en te verkoop wat aanvaar sal word – Veerkragtigheid – Toon veerkragtigheid, selfs in moeilike omstandighede. Bereid om moeilike besluite te neem en het die selfvertroue om dit deur te sien - Kommunikasie - Dra idees en inligting effektief oor, beide mondelings en skriftelik. Gebruik taal en 'n styl van kommunikasie wat gepas is vir die situasie en mense wat aangespreek word, wat 'n gemeenskaplike begrip verseker - Etiek en Professionaliteit - Die vermoë om etiese kwessies en belangebotsings te identifiseer en te hanteer - Brandbestryding - Vermoë om brande te bestry - Reddingsoperasies - Vermoë om redding en bevryding uit te voer - Spesiale operasies - (Hazmat, Stedelike Soek en Redding) - Vermoë om spesiale operasies uit te voer - Brandveiligheid en -voorkoming - Vermoë om brandrisiko's en voorkomingsmaatreëls te identifiseer (verwant aan brandbestryding operasionele personeel) - Veiligheid en Welsyn - Vermoë om die omgewings- en werkplekgevaar binne toepaslike wette, beleide en riglyne te bestuur - Mediese noodsoorg - Vermoë om mediese noodhulp te verleen - Oproep neem en versending - Verwys na die vermoë om toepaslike aksies vir noodoproepe te ontvang, te verwerk en te kies - Interpersoonlike Verhoudings - Die vermoë om produktiewe verhoudings met mense binne en buite die munisipaliteit te vestig en te handhaaf - Diensleweringsoriëntering - Die vermoë om gemeenskapsbehoeftes en verwagtinge te verstaan, aan te spreek en te bestuur - Aksie- en Uitkoms-oriëntering - Die vertoon van hoë werksetiek in omgewing en om uitdagende doelwitte te bereik, spertye na te kom en beloftes na te kom. Dit manifesteer in 'n mens se vermoë om gefokus te bly op taak, om energiek, aanhoudend en betroubaar te wees – Veerkragtigheid – Die vermoë om konstruktief op druk/stres situasies te reageer en die vermoë om doelwitte te volhard ten spyte van struikelblokke en terugslae – Veranderingsgereedheid – Die vermoë om te innoveer en daag die status quo uit 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 te bekom, insig te ontwikkel en te fokus op voortdurende selfverbetering - Probleemoplossing - Die vermoë om inligting in te samel, kwessies te ontleed 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 - Impak en Invloed - Die vermoë om 'n positiewe gesindheid by ander te inspireer en ander effektief te kan beïnvloed - 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 - Rigtingstelling - Die vermoë om 'n duidelike sin van gemeenskaplike doel en visie vir ander te skep met

die oog op die verkryging van inkoop en verbintenis tot die doelwitte
- Afrigting en Mentorskap - Die vermoë om vaardighede te
assesseer, prestasie en potensiaal van ondergeskiktes en om hul
ontwikkeling aan te moedig met die oog op die optimalisering van hul
talent.

Standplaas:

Hele Langeberg gebied

Status:

Permanente aanstelling

Vergoeding:

R 280 812 – R 364 512 (T9) per jaar, asook die normale byvoordele
soos van toepassing op 'n Plaaslike Owerheid.

Navrae met betrekking tot pos: Skakel Mnr NE Mdluli, Hoof: Brand en Rampbestuur, by 615 8000

Sluitingsdatum: 17 September 2026 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 8061 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 November 2026 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:

DIRECTORATE ENGINEERING SERVICES

Principal Technician: Civil Engineering Services (Ref Nr 38/2026)

Qualifications/ Experience:	Relevant National Diploma Engineering (NQF6) and eligibility for registration as Pr Eng; 8 years or more relevant experience post registration; Code B driving licence; Computer literate: MS Office
Key Performance Areas:	Co-ordinate and supervise the functioning of the Civil Engineering Department; Budget Control; Conduct specific administrative tasks; Planning; Contract Management and administration; Management of plants and pumpstations; Handle Customers; Vehicle maintenance and log sheets; Occupational Health and Safety
Competencies:	Core Professional Competencies Planning - The ability to systematically identify, analyse and prioritise options to meet the short, medium- and long-term requirements of the municipality - Organisational Awareness - The ability to understand the key drivers in the Local Government Sector and the municipality in order to apply this understanding to meet the service delivery challenges - Attention to Detail - Ability to scrutinise own work and that of others to ensure accuracy and compliance with the relevant engineering standards – Design - The ability to design infrastructure in accordance with engineering codes and standards, and with due consideration for operational requirements, budgets, safety, cost effectiveness and environmental standards - Project Management - Ability to plan, co-ordinate and control the tasks of self and others in the delivery, operations and maintenance of infrastructure and other tasks, to the required specification and within budget and schedule – Construction - Knowledge of construction and maintenance processes, monitors compliance to design specifications, health and safety regulations; and Communicates in appropriate style in the oversight of construction personnel - Operations and Maintenance - The application of asset management for the operations and maintenance in the provision of municipal services and the ability to apply that understanding in the operational environment - Interpersonal Relationships - The ability to establish and maintain productive relationships with people within and outside of the municipality - 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 – Communication - The capacity to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others - 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 - Accountability and Ethical Conduct - Ability to display and build the highest standards of ethical and moral conduct in order to promote confidence and trust in the public service and to adhere to codes of good corporate governance - Impact and Influence - The ability to inspire a positive attitude in others and be able to influence others effectively - 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 - Direction Setting - The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy-in and commitment to the goals - 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.

Place of work:

Ashton

Status:

Permanent appointment

Remuneration:

R 496 032 – R 643 920 (T13) per annum as well as normal benefits as applicable to a Local Authority. Participation in essential vehicle scheme.

Enquiries regarding post:

Contact Mr CGH Posthumus, Snr Manager: Civil Engineering Services, at 023 615 8000

Artisan: Electrician (Ref Nr 39/2026)

Qualifications/ Experience:

Trade certificate; Code C1 driving licence; Computer literate: MS Office; 1-2 years relevant experience

Key Performance Areas:

Building and maintain 66000/11000/420 volt overhead electrical lines; Install and maintain street lights; Install, terminate and join 11000/420/230 volt electrical cables; Install 11000/415 volt distribution transformers miniature substations; Install 11000/110 volt metering transformers and metering equipment; Install service connections with conventional as well as prepaid electricity meters; Repair electrical installations of municipal buildings; Finding of 415/230 volt cable faults

Competencies:

Core Professional - Managing Work - Effectively manages own time and available resources and tools to ensure that work is completed efficiently and on time - Problem solving - The ability to identify potential problems, to break the problems into component parts, to generate potential solutions, to select an option and implement it - Planning and Organizing - The ability to plan activities within specific timeframes and to execute these activities according to plan - Quality Orientation - Ensures high quality output, accurately checks processes and tasks and shows attention to detail - Work Place Safety - The ability to identify and correct conditions that affect

employee safety - Work Place Safety - The ability to identify and correct conditions that affect employee safety - Discipline Specific Skills - Shows a satisfactory level of technical skill, knowledge, experience and qualifications relevant to the role - 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 - Interpersonal relationships - The ability to establish and maintain productive relationships with people within and outside of the City – Communication - The capacity to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others - 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 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 with goals despite obstacles - Accountability and Ethical Conduct - Ability to display and build the highest standards of ethical and moral conduct in order to promote confidence and trust in the public service and to adhere to codes of good corporate governance Learning Orientation - The willingness and motivation to learn, acquire knowledge, develop insight and focus on continuous self-improvement - Direction Setting - The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy-in and commitment to the goals of the unit - 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 - Discipline Specific Skills - Shows a satisfactory level of technical skill, knowledge, experience and qualifications relevant to the role.

Place of work:

Montagu/Robertson

Status:

Permanent appointment

Remuneration:

R 316 176 – R 410 364 (T10) per annum as well as normal benefits as applicable to a Local Authority.

Enquiries regarding post:

Contact Mr DC Louw, Manager: Electrical Engineering Services, at 023 626 8266

Supervisor: Maintenance (Re-advertisement) (Ref Nr 40/2026)

Qualifications/ Experience:

Grade 9 or equivalent technical qualification; 1-2 years relevant experience; Code C driving licence

Key Performance Areas:

Supervising and leads personnel; Maintenance of all water & sewerage reticulations; Install approved new water and sewer connections; Install water & sewer lines; Assist finance department with meter readings; Do administrative work; Do standby duties; Oversee removal of muck, cleaning of irrigation water storage dams, cutting of hedges, refuse removals and maintenance works. Operate digger loader and front-end loader

Competencies:

Understands potential impact of problems to own working environment; Deals with clearly defined problems that are task

specific; Demonstrates logical problem solving approach and provides rationale proposed solutions; Determines root causes of problems and evaluates whether solutions address root causes; Involves the appropriate people, to resolve complex task related problems; Plan tasks on a daily basis according to a set schedule; Focuses on the short to medium tasks on a project basis; Identifies resource requirements for undertaking specific tasks; Understands how the business unit functions; Has basic understanding of the municipality, its priorities and goals; Aware of policies and procedures and works in strict accordance within those parameters; Aware of issues impacting service delivery; Understands the principles and theory underpinning the specific profession; Has the ability to identify task specific problems and analyze all factors that influence the solution; Able to fully develop the preferred solution to the problem through a process of synthesis, with the application of all information acquired during the problem investigation; Able to execute or implement tasks or projects, ensuring the efficient utilization of people, materials, machines, equipment to achieve the end result within the set parameters; Appears supportive of initiatives and co-operates willingly in execution of tasks and duties; Organises the team and develops a work plan; Effectively allocates own time to complete work; Co-ordinates own and others' schedules to avoid conflicts; Able to use resources optimally; Take advantage of available resources to complete work efficiently; Able to prioritise tasks; Identifies more critical and less critical activities and tasks, adjust priorities when appropriate; Remains focused on task at hand; Check quality of work against pre-determined specifications; Ensures that established procedures for completing work tasks are followed; Initiates action to correct quality problems or notifies others of quality issues as appropriate; Displays knowledge of all related safety or security regulations; Is aware of co-workers safety in the workplace; Understands how to use and operate equipment; Demonstrates and / or explains safety equipment and / or procedures; Enforces safety and / or security procedures; Documents and / or monitor safety or security violations; Is aware of the working with dangerous materials; Understand basic operational requirements and is able to feed this into the budgeting process; Able to establish rapport and gets on with others; Communicates effectively; Acknowledge contributions of others; Demonstrate effective oral and written communication; Communicates effectively with colleagues and clients; Committed to excellence; Keeps commitments and promises in undertaking tasks and meeting deadlines; Shows enthusiasm to take on new projects; Is a self starter; Drive to meet deadlines and motivates others to do the same; Creates an action oriented culture that supports the work unit in achieving its goals; Accepts criticism about performance in stride, while maintaining work standards; Continues to attempt to improve despite setbacks or other constraints; Conducts self in accordance with organizational values; Takes responsibility for own actions; Admits own mistakes and weaknesses and seeks help from others where unable to deliver; Treat all employees with equal respect; Gives direction to teams in meeting objectives and deadlines; Defines roles and responsibilities for team members and clearly communicates expectations; Makes positive impact and comes across as confident and professional; Commands respect from peers and subordinates; Settles disputes as quickly and as effectively as possible; Shares knowledge and information with peers and subordinates; Communicates tasks and expectations and sets realistic standards; Anticipates mistakes and freely offers assistance

without being overbearing; Understands subordinates limitations; Encourages on-the-job training and the acquisition of new skills; Shows initiative and confidence in dealing with others; Able to manage in a team working effectively as a team member; Shares information and collaborates easily with others; Creates strong morale / team spirit

Place of work:

McGregor

Status:

Permanent appointment

Remuneration:

R 221 592 – R 287 556 (T7) per annum as well as normal benefits as applicable to a Local Authority

Enquiries regarding post:

Contact Mr CGH Posthumus, Snr Manager: Civil Engineering Services, at 023 615 8000

DIRECTORATE FINANCIAL SERVICES

Supply Chain Practitioner (Ref Nr 41/2026)

Qualifications/ Experience:

Relevant 3 year tertiary qualification, preferably in SCM / Logistics / Procurement; Computer literacy: MS Office; 2-5 years relevant experience; Code B driving licence

Key Performance Areas:

Compile, update and monitoring of bidding and bidding related processes; Monitoring of Bid Specification Process; Monitoring of Bid Evaluation Process; Responsible for opening and recording of bids; Monitor lapsing of validity period and prepare documents for approval of extension of validity period; Responsible for buyer function in accordance with the supply chain management policy for the municipality; Evaluation of below R 30 000 (RFQ or direct request to quote); Reporting to Snr Practitioner; Internal and External communication

Competencies:

Core professional – Oral Communication - The ability to articulate complex concepts in an understandable, convincing manner - Written Communication - Communication of complex information in a manner that is understandable (language and format) to the specific audience - Organisational Awareness - The ability to understand the key drivers in the sector and the municipality and to apply this understanding to meet the service delivery objectives and challenges - Problem Solving - The ability to identify potential problems, to break the problems into component parts, to generate potential solutions, to select an option and implement it - Planning and Organising - The ability to plan activities within specific timeframes and then to execute these activities according to plan - Procurement and Tenders - Manages the procurement and tenders process according to prevailing legislation, norms and standards - Information management - The gathering and analysis of data, in order to conclude thereon - Task management - Plans, manages, monitors and evaluates specific activities in order to deliver the desired outputs and outcomes - Project Management - Ability to plan, co-ordinate and control the tasks of self and others in the delivery, operations and maintenance of infrastructure and other tasks, to the required specification and within budget and schedule - Financial Process Management - Ability to support an effective, economic and efficient SCM function through financial processes. - 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 - Impact and Influence - The ability to inspire a positive attitude in others and be able to influence others effectively - 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 - Direction Setting - The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy in and commitment to the goals - 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.

Place of work:

Ashton

Status

Permanent appointment

Remuneration:

R 373 212 – R 484 464 (T11) per annum as well as normal benefits as applicable to a Local Authority

Enquiries regarding post:

Contact Mr S Ngcongolo, Manager: Supply Chain Management at 023 615 8057

Clerk: Prepaid Electricity Meters/Relief (Ref Nr 42/2026)

Qualifications/ Experience:

Grade 12; Computer literacy: MS Office; 0-2 years experience

Key Performance Areas:

Register of the prepaid electricity meters into the financial system; Recordkeeping; Relief cashier when required; Update of receipts; Assist with data capturing and filing

Competencies:

Core Professional - Written Communication - The ability to communicate in writing as appropriate to specific audiences; Oral Communication - The ability to articulate a message in an understandable and convincing manner; Attention to detail - Ability to scrutinise own work and that of others to ensure accuracy and compliance with the relevant municipal standards; Influencing - The ability to interact with others and influence them to adopt the best alternative from a range of options; 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 community and the functioning of the department; Problem Solving - The ability to identify potential problem areas, to break the problem into component parts, generates potential solutions, select an option and implement it; Planning and Organising - The ability to plan activities within specific timeframes and then to execute these activities according to plan; Functional - Business processes - Ability to engage with systems or component processes and make continuous improvements; Use of technology - The ability to utilise technology in the workplace to optimise functioning of the Municipality; Data processing & Analysis - Ability to process data and bring out about improvements in the way in which it is processed; Public Service Orientation - 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; Client Orientation And Customer Focus - Understands the service needs of a client/customer (internal or external) and actively focusses on anticipating, meeting and exceeding he needs in a timely and appropriate manner; Personal - Action Orientation - The display of high work ethic in setting and achieving challenging goals, meeting deadlines and keeping promise. 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 with 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; Management / Leadership - Impact and influence - The ability to inspire a positive attitude in others and be able to influence others effectively; 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; Direction setting - The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy-in and commitment to the goals; 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.

Place of work: McGregor
 Status: Permanent appointment
 Remuneration: R 156 012 – R 201 540 (T5) per annum as well as normal benefits as applicable to a Local Authority
 Enquiries regarding post: **Contact Mr U Nakasa, Manager: Income Services, at 023 615 8027**

Snr Clerk: Rates (Ref Nr 43/2026)

Qualifications/ Experience: Grade 12, Computer literacy: MS Office, 2-5 years relevant experience
 Key Performance Areas: Responsible for all transactions relating to charges, corrections and enquiries with regards to rates and irrigation water; Payment of credits on accounts; Handle transfers from the Deeds office and record the correct owner on the debtor systems; Handle clearance- and valuation certificates.
 Competencies: Core Professional - Written Communication - The ability to communicate in writing as appropriate to specific audiences; Oral Communication - The ability to articulate a message in an understandable and convincing manner; Attention to detail - Ability to scrutinise own work and that of others to ensure accuracy and compliance with the relevant municipal standards; Influencing - The

ability to interact with others and influence them to adopt the best alternative from a range of options; 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 community and the functioning of the department; Problem Solving - The ability to identify potential problem areas, to break the problem into component parts, generates potential solutions, select an option and implement it; Planning and Organising - The ability to plan activities within specific timeframes and then to execute these activities according to plan; Functional - Business processes - Ability to engage with systems or component processes and make continuous improvements; Use of technology - The ability to utilise technology in the workplace to optimise functioning of the Municipality; Data processing & Analysis - Ability to process data and bring out about improvements in the way in which it is processed; Public Service Orientation - 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; Client Orientation And Customer Focus - Understands the service needs of a client/customer (internal or external) and actively focusses on anticipating, meeting and exceeding he needs in a timely and appropriate manner; Personal - Action Orientation - The display of high work ethic in setting and achieving challenging goals, meeting deadlines and keeping promise. 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 with 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; Management / Leadership - Impact and influence - The ability to inspire a positive attitude in others and be able to influence others effectively; 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; Direction setting - The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy-in and commitment to the goals; 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.

Place of work:

Ashton

Status

Permanent appointment

Remuneration:

R 183 204 – R 237 864 (T6) per annum as well as normal benefits as applicable to a Local Authority

Enquiries regarding post:

Contact Mr U Nakasa, Manager: Income Services, at 023 615 8027

DIRECTORATE COMMUNITY SERVICES

Snr Firefighter (Ref Nr 44/2026)

Qualifications/ Experience:	Grade 12; Pump Operator / Aerial Appliance qualification; Fire Prevention course; Fire Investigation; Fire service instructor 1; High Angle Rescue 1; Higher Certificate in Fire Technology (Fire Services); and Firefighter 2 level; Hazmat Awareness and Hazmat Operations; First Aid Level 3; 4 years operational experience of which 2 years must be firefighting 2 level; Code C1 driving licence
Key Performance Areas:	Performing operational functions regarding the prevention of the outbreak or spreading of a fire, the fighting or extinguishment of a fire and the rescue of lives as a team or sector leader; In charge of a Fire Depot by taking charge of primary incidents; Oversees that testing, maintenance and cleaning functions on all emergency vehicles, fire facility (inside and outside) and equipment take place; Executes communication during shifts at the control centre; Conducts in-task training of all firefighting rules and procedures; Respond to emergency calls; Execute administrative functions; Do public education (schools, ect), Update log vehicle logbooks, compile report for each incident, Attend daily parades, Attend regular internal and external training, must possess a keen sense of discipline and have initiative, Complete personnel attendance register, Complete vehicle log books, incident reports, ect. before end of shift, Perform any other duties as given by senior officer.
Competencies:	Core Professional - Community and Customer Focus - Ability of focus on the customer and provide a high-quality service that is tailored to meet differing needs in the communities served - Problem Solving - Gathers information from a range of sources and analyses data to identify problems and issues in order to make effective decisions - Negotiation and Influencing - Ability to persuade and influence others using logic and reason. Able to find and sell solutions that will be accepted – Resilience - Shows resilience, even in difficult circumstances. Prepared to make difficult decisions and has the confidence to see them through - Communication - Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed, ensuring a common understanding - Ethics and Professionalism - The ability to identify and deal with ethical issues and conflicts of interest – Firefighting - Ability to fight fires - Rescue Operations - Ability to perform rescue and extrication - Special Operations - (Hazmat, Urban Search and Rescue) - Ability to perform special operations - Fire Safety and Prevention - Ability to identify fire risks and prevention measures (relates to firefighting operational personnel) - Safety and Welfare - Ability to manage the environmental and workplace hazards within applicable laws, policies and guidelines - Emergency Medical Care - Ability to render emergency medical assistance - Call Taking and Dispatch - Refers to the ability to receive, process and select appropriate actions to emergency calls - Interpersonal Relationships - The ability to establish and maintain productive relationships with people within and outside of the municipality - Service Delivery Orientation - The ability to understand, address, and manage community needs and expectations - 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 responds 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 - 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' - Impact and Influence - The ability to inspire a positive attitude in others and be able to influence others effectively - 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 - Direction Setting - The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy-in and commitment to the goals - 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.

Place of work:

Whole Langeberg area

Status:

Permanent appointment

Remuneration:

R 280 812 – R 364 512 (T9) per annum as well as normal benefits as applicable to a Local Authority

Enquiries regarding post:

Contact Mr NE Mdluli, Chief: Fire & Disaster Management at 023 615 8000

Closing date: 17 September 2026 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 8061 during normal office hours. The application form can be obtained from the municipal website (www.langeberg.gov.za) and is also available at all administrative municipal offices.

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 November 2026 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 has 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. Appointments will be subject to the signing of a service contract and where applicable, a 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