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 FINANSIËLE DIENSTE

Kontroleur: Eiendomsbelasting & Dienste (Verw Nr 51/2026)

Kwalifikasies/ Ervaring:	B Com of Nasionale Diploma in Finansiële Rekeningkunde as hoofvak; 0-2 jaar toepaslike ondervinding; Rekenaargeletterd: MS Office; Kode B bestuurderslisensie
Sleutelprestasie gebiede:	Koördinering van vloei van werk onder faktuur- en meterlesingspersoneel; Beheer van die bereiking van daaglikse roetinewerkteikens deur faktuurpersoneel; Die instandhouding van debiteurekeninge deur die skepping van alle nuwe meesterlêer veranderings met besonderhede van diens- en personeelkodes te beheer; Hersiening en beheer van heffing van toepaslike diverse heffings in ooreenstemming met aanvaarde tariefstrukture; Ontwikkeling van verslae vir die proses om toepaslike aksie te neem en die administrasie van meterlesingsfunksies as geheel; Samestelling van faktuurwerkdokumente vir ouditdoeleindes; Koördinering van vloei van werk met betrekking tot eiendomsbelasting en die implementering van beleid; Hou toesig oor en lei die rekening- en meterlesers; Hersien en verwerk alle joernale wat deur personeel in die onderafdeling voorberei is.
Bevoegdhede:	Funksioneel – Rekeningkunde – Vestig toepaslike rekeningkundige stelsels vir die organisasie en verseker dat die reëls van GRAP en ander goeie rekeningkundige praktyke nagekom word – Verkryging – Bestuur die verkrygingsproses volgens heersende wetgewing, norme en standaarde – Begroting Vestig en bestuur geloofwaardige begrotings binne wetgewing , politieke en administratiewe mandate - Finansiële Bestuur - Dryf optimalisering van finansiële bestuur van die munisipaliteit aan deur gebruik te maak van standaard bedryfsprosedures - Kosteberekening - Vermoë om koste te produseer gebaseer op beste-praktyke, politieke imperatiewe en prosesse te standaardiseer - Finansiële Verslagdoening - Vermoë om oorhoofse doelwitte te identifiseer van finansiële verslagdoening, spesifieke inligtingsbehoeftes van belanghebbendes en die algemene inligtingsbehoeftes van ander - Finansiële Prosesbestuur - Vermoë om 'n effektiewe, ekonomiese en doeltreffende finansiële funksie deur finansiële prosesse te ondersteun - Mondelinge Kommunikasie - Die vermoë om komplekse konsepte op 'n verstaanbare, oortuigende wyse te verwoord wyse – Geskrewe Kommunikasie - Kommunikasie van komplekse inligting op 'n wyse wat verstaanbaar is (taal en formaat) aan die spesifieke gehoor - Organisasiebewustheid - Die vermoë om die sleuteldrywers in die sektor en die munisipaliteit te verstaan en om hierdie begrip toe te pas om die diensleweringsdoelwitte en -uitdagings te bereik - Probleemoplossing - Die vermoë om potensiële probleme te identifiseer, om die probleme in komponente op te breek, om

	potensiële 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 om te beplan - 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 te reageer op mondelinge en skriftelike 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 bereik van uitdagende doelwitte, die nakoming van spertye 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 doelwitte te volhard ten spyte van struikelblokke en terugslae - Kognitiewe vermoë - Die vermoë om inligting in te samel, kwessies te ontleed en kompleksiteit en dubbelsinnigheid te hanteer. Toon langtermyndenke, volg op 'n logiese wyse deur, bewus van gevolge en implikasies. Is in staat om die 'groter prentjie' te sien - Verandergereedheid - Die vermoë om te innoveer en die status quo uit te daag en die vermoë om verandering te hanteer wat deur ander gedryf word - Leeroriëntasie - Die gewilligheid en motivering om te leer, kennis te bekom, insig en fokus te ontwikkel oor deurlopende selfverbetering - 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 in die werk met ander 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 daarop om inkoop en toewyding tot die doelwitte te verkry - Afrigting en Mentorskap - Die vermoë om vaardighede, prestasie, en potensiaal van ondergeskiktes en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent.
Standplaas:	Ashton
Status:	Permanente aanstelling
Vergoeding:	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 U Nakasa, Bestuurder: Inkomste Dienste, by 023 615 8027**

DIREKTORAAT INGENIEURSDIENSTE

Bou Inspekteur (Heradvertering) (Verw Nr 52/2026)

Kwalifikasies/ Ervaring:	Toepaslike Nasionale Diploma (NQF6) kwalifikasie soos bepaal in die nasionale bouregulasies; 3 – 5 jaar toepaslike ondervinding, verkieslik by 'n Plaaslike Owerheid; Kode B bestuurderslisensie; Kennis van SANS10400 en Wet op Nasionale Bouregulasies en Boustandaarde, 103 van 1977, insluitend evaluering van bouplanne; Rekenaar geletterdheid: MS Office; In aanmerking te kom om te registreer as Vredesbeampte (Wetstoepassingsbeampte)
Sleutelprestasie gebiede:	Alle bouaktiwiteite binne die Munisipale area te kontroleer (ingesluit algemene Wetstoepassing) en die toepassing van die Nasionale

	Bouregulasies, Soneringskema Regulasies en toepaslike Munisipale Verordeninge; Aanbevelings ten opsigte van bouplan aansoeke te maak in term van die Nasionale Bouregulasies; Bywoon van vergaderings; Publiek by te staan ten opsigte van bouaktiwiteit navrae; Rekordhouding van aktiwiteite; Veilige bewaring van bouplanne; Beheer en monitering van onwettige bouwerk
Bevoegdhede:	Funksioneel - Gebou-ontwikkelingsbeheer - Vermoë om veiligheids- en sekuriteitsprobleme in die ontwikkeling van 'n gebou/geboue te voorkom of daarop te reageer; Bou-inspektoraat-kliëntgesentreerdheid - Vermoë om op die kliënt te fokus en 'n hoë-gehalte diens te lewer wat aangepas is om aan verskillende behoeftes in die gemeenskappe te voldoen wat bedien word; Regsadministrasie - Versamel inligting uit 'n reeks bronne en ontleed data om probleme en kwessies te identifiseer om doeltreffende 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; Etiek en Professionaliteit - Die vermoë om etiese kwessies en botsings van belange te identifiseer en te hanteer; Organisatoriese bewustheid - die vermoë om die sleuteldrywers in die sektor en die munisipaliteit te verstaan en om hierdie begrip toe te pas om die diensleweringsdoelwitte en -uitdagings te bereik; Probleemoplossing - versamel inligting uit 'n reeks bronne en ontleed data om probleme en kwessies te identifiseer om doeltreffende besluite te neem; Beplanning en Organisering - Die vermoë om aktiwiteite binne spesifieke tydraamwerke te beplan en dan hierdie aktiwiteite volgens plan uit te voer; Inligtingsbestuur - Die insameling en ontleding van data, ten einde daaroor af te sluit; Interpersoonlike Verhoudings - Die vermoë om produktiewe verhoudings met mense binne en buite die munisipaliteit te vestig en te handhaaf; Kommunikasie - Kommunikeer 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; 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-oriëntasie - Die vertoon van hoë werksetiek in die stel en bereiking van uitdagende doelwitte, die nakom van spertye en die nakoming van beloftes. Dit manifesteer in 'n mens se vermoë om gefokus te bly op taak, om energiek, aanhoudend en betroubaar te wees; Veerkragtigheid - Toon veerkragtigheid, selfs in moeilike omstandighede. Bereid om moeilike besluite te neem en het die selfvertroue om dit deur te sien; Verandergereedheid - Die vermoë om te innoveer en die status quo uit te daag en die vermoë om verandering te hanteer wat deur ander gedryf word; Leeroriëntasie - Die gewilligheid en motivering om te leer, kennis te bekom, insig te ontwikkel en op voortdurende selfverbetering te fokus; Verantwoordbaarheid en etiese gedrag - Vermoë om die hoogste standaarde van etiese en morele gedrag te toon en te bou ten einde vertroue en vertroue in die staatsdiens te bevorder en om kodes van goeie korporatiewe bestuur na te kom; Spanorientering - Die vermoë om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en toepaslike fasiliteringstegnieke toe te pas in die werk met ander om 'n gedeelde doelwit te bereik; Rigtingsinstelling - Die vermoë om 'n duidelike gevoel 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,

	prestasie en potensiaal van ondergeskiktes te assesseer en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent; Impak en Invloed - Die vermoë om 'n positiewe gesindheid by ander te inspireer en in staat te wees om ander effektief te beïnvloed.
Standplaas:	Montagu
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 Mev TL Brunings, Bestuurder: Stadsbeplanning, 023 614 8003**

Ambagsman: Meganies (Verw Nr 53/2026)

Kwalifikasies/ Ervaring:	Vakmanskap toets (Meganies) sertifikaat; 1-2 jaar ervaring; Kode EC bestuurderslisensie
Sleutelprestasie gebiede:	Herstel en instandhouding van voertuigvloot; Uitvoering van basiese outo-, elektriese- en sweiswerk; Voorbereiding van voertuie vir padwaardigheid; Uitvoering van relevante administratiewe take.
Bevoegdhede:	Kern professionele bevoegdhede – Bestuur van werk – Bestuur eie tyd en beskikbare hulpbronne en gereedskap effektief om te verseker dat werk doeltreffend en betyds voltooi word; Probleemoplossing - Identifiseer potensiële probleme, om die probleme in samestellende dele op te breek, om potensiële 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 om hierdie aktiwiteite volgens plan uit te voer; Gehalte-oriëntering - Verseker hoë kwaliteit uitset, kontroleer prosesse en take akkuraat en toon aandag aan detail; Funksioneel – Werkplekveiligheid – Die vermoë om toestande wat werknemers se veiligheid beïnvloed, te identifiseer en reg te stel; Dissipline-spesifieke vaardighede - Toon 'n bevredigende vlak van tegniese vaardigheid, kennis, ervaring en kwalifikasies relevant tot die rol; Staatsdiensoriëntering – Diensleweringsoriëntering – Die vermoë om nuwe maniere om dienste te lewer wat bydra tot die verbetering van munisipale prosesse te verken en te implementeer om munisipale doelwitte te bereik; Interpersoonlike verhoudings – Die vermoë om produktiewe verhoudings met mense binne en buite die dorp te vestig en in stand te hou; 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; Kliëntfokus – Verstaan die diensbehoeftes van 'n kliënt (intern of ekstern) en fokus aktief daarop om die behoeftes te antisipeer, te ontmoet en te oortref op 'n tydige en toepaslike wyse; Persoonlik – 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, aanhoudend 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; Verantwoordbaarheid en etiese gedrag – Vermoë om die hoogste standaarde van etiese en morele gedrag aan die dag te lê en te bou ten einde vertroue in die staatsdiens te bevorder en om aan kodes van goeie korporatiewe bestuur te voldoen; Leeroriëntasie – Die gewilligheid en motivering om te leer, kennis te bekom, insig te ontwikkel en op voortdurende selfverbetering te fokus; Bestuur / Leierskap - 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, Invloed en Spanorientering – Die vermoë om 'n positiewe houding by ander te inspireer en ander effektief te kan beïnvloed; Afrigting en Mentorskap – Die vermoë om vaardighede, prestasie en potensiaal van ondergeskiktes te assesseer en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent en potensiaal
Standplaas:	Robertson
Status:	Permanente aanstelling
Vergoeding:	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 CGH Posthumus, Snr Bestuurder: Siviele Ingenieursdienste, by 023 615 8000**

Nutsman: Paaie & Stormwater (Heradvertering) (Verw Nr 54/2026)

Kwalifikasies/ Ervaring:	Graad 10; 0-1 jaar toespaslike ondervinding; Kode EB met PDP bestuurderslisensie
Sleutelprestasie gebiede:	Doen konstruksie en bouwerk op leiwaterkanale, stormwaterpype, spoedwalle, munisipale geboue en mangate; Verantwoordelik vir die lê van randstene; Herstelwerk doen op stormwatersisteem; Vervaardig betonprodukte; Verantwoordelik vir veiligheid in werksplek; Vervoer van werkspan.
Bevoegdhede:	Bestuur - Werk - Algemene arbeid aktiwiteite. Koördinering van werk met die werkskedules van ander, d.w.s. kontrakteurs, ens. Werkplekveiligheid - Veiligheid rondom die werkplek/werkspasie. Verseker dat die werkarea en werkspasie skoon is - Operasiemonitering - Kyk na meters, wysers, of ander aanwysers om seker te maak dat 'n masjien behoorlik werk. Aanlegoperateurs: Klein aanleg, ligte toerusting; en Meganiese aanleg - Gehaltebeheeranalise - Uitvoer van toetse en inspeksies van produkte, dienste of prosesse om kwaliteit of werkverrigting te evalueer.Bedryf en beheer - Beheer bedrywighede van toerusting of stelsels - Foutsporing - Bepaal oorsake van bedryfsfoute en besluit wat om daaromtrent te doen - Werkplekveiligheid - Bevorder die beginsels van Beroepsgesondheid en -veiligheid - Taakverantwoordbaarheid - Die vermoë om basiese instruksies te verstaan en te volg en verantwoordelik gehou te word vir taakuitvoering - Gehalte-oriëntering - Gereedskap en toerusting berging en versorging. Verseker dat gereedskap beveilig, gestoor en gebruik word volgens spesifikasies - Mondelinge Kommunikasie - Interaksie met medewerkers om werk te koördineer. Interaksie met toesighouers om werkopdragte te ontvang - Beplanning en Organisering - Die vermoë om breë aktiwiteite binne spesifieke tydraamwerke te beplan en dan hierdie aktiwiteite volgens plan uit te voer – Diensleweringsoriëntering - 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 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 verbale en geskrewe kommunikasie van ander - Aksie-oriëntasie - Die vermoë om gefokus te bly op 'n taak, om energiek, volhardend en betroubaar te wees - Veerkragtigheid - Die vermoë om vol te hou met aksies / werkaflewerbares ten spyte van struikelblokke - Verantwoordbaarheid en Etiese Gedrag - Vermoë om

	standaarde van etiese en morele gedrag aan die dag te lê om vertroue te bevorder en om te voldoen aan kodes van goeie praktyk – Leeroriëntasie - Die gewilligheid en motivering om te leer, kennis te bekom, insig te ontwikkel en te fokus op voortdurende selfverbetering - 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 deur saam met ander te werk om 'n gedeelde doel te bereik
Standplaas:	Robertson
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 CGH Posthumus, Snr Bestuurder: Siviele Ingenieursdienste, by 023 615 8000**

DIREKTORAAT GEMEENSKAPDIENSTE

Masjien Operateur – Parke (Verw Nr 55/2026)

Kwalifikasies/ Ervaring:	Basiese geletterdheid tot op NQF vlak 1, 0-1 jaar ondervinding
Sleutelprestasie gebiede:	Laai en aflaai van voertuie; Sny van gras; Verwydering van onkruid in beddings; Skoonmaak van parke; Grawe van gate; Skoonmaak van toerusting; Opereer grassnyer, brush cutter en boomsaag; Installering van nuwe tuinareas; Skoonmaak van wandelpaaie, oornaghutte, lapa en piekniek areas; Toepassing van onkruid- en insekdoders met spuitkan
Bevoegdhede:	Koördinering van werk met die werkskedules van ander; Maak seker dat werkarea en werkspasie veilig en skoon is; Vermoë om basiese instruksies te verstaan en te volg en verantwoordelik gehou te word vir taakuitvoering; Verseker dat gereedskap volgens spesifikasies beveilig, geberg en gebruik word; Interaksie met medewerkers om werk te koördineer; Toon 'n bevredigende vlak van tegniese kundigheid om take en aktiwiteite wat verband hou met algemene instandhouding en herstelwerk uit te voer; In staat om meer in diepte-inspeksies uit te voer; Demonstreer dissipline spesifieke vaardighede en kennis van gereedskap en toerusting in 'n toegewysde werksarea; Neem verantwoordelikheid vir eie gereedskap en toerusting; Voer roetine-instandhouding uit; Rapporteer foute oor wanfunksie; Voldoen aan gesondheids- en veiligheidsreëls; Verseker dat werkplek skoon is en in stand gehou word in ooreenstemming met Gesondheid en Veiligheid vereistes; Dra alle veiligheidsklere en veiligheidstoerusting; Het algemene kennis van die prosedures om onveilige toestande, gevaarlike materiale en dreigende gevaar te identifiseer; Beplan werk volgens gevestigde projekte; Koördineer werk binne eie werkspan; Toon 'n verbintenis tot uitnemendheid en kwaliteit; Is vriendelik en reageer op gemeenskapslede; Betrek effektief met die algemene publiek en kliënte; Verstaan en artikuleer kliëntbehoeftes; Kom oor die weg met ander; Kommunikeer effektief; Werk saam met ander; Kom optimisties en positief voor; Erken bydraes van ander; Erken meriete in ander argumente; Onderhandel vaardig in moeilike situasies; In staat om basiese verbale kommunikasie van meerderes en kollegas te verstaan; Kontroleer eie begrip van take en en verwagtinge om foute te vermy; Verstaan basiese tegniese jargon; Kan tegniese inligting vertaal in terme wat verstaan word; Reageer op vrae met akkurate en volledige antwoorde; Kommunikeer effektief beide

	mondelings en skriftelik; Is in staat om roetine-korrespondensie / dokumente saam te stel en hou relevante rekord; Gebruik gepaste styl en formaat om met interne en eksterne kliënte te kommunikeer
Standplaas:	Robertson
Status:	Permanente aanstelling
Vergoeding:	R 141 948 – R 178 992 (T4) per jaar, asook die normale byvoordele soos van toepassing op ‘n Plaaslike Owerheid
Navrae met betrekking tot pos:	**Skakel Me V Flepu, Bestuurder: Parke & Geriewe, by 023 626 8254**

Lewensredders (Verw Nr 56/2026)

Kwalifikasies/ Ervaring:	Graad 12; 0–1 jaar relevante ervaring; Geldige Vlak 1-noodhulp-sertifikaat, of Vlak 2 noodhulp sertifikaat wat binne 6 maande na aanstelling verwerf word; Geldige lewensredderskwalifikasie of ekwivalent, met 'n huidige jaarlikse hertoets
Sleutelprestasie gebiede:	Patrollering, monitering en kontrolering van die munisipale swembad, dek en duikareas; Rapportering van insidente, onveilige kondisies en toerusting defekte, tesame met voldoening aan swembad reëls en noodtoestand prosedures; Monitor en kontroleer die ingang en uitgang van die swembad sowel as fisiese aktiwiteite of patrone wat voorkom; Identifisering, voorkoming en verwydering van gevare en bedreigings vir swembadgebruikers; Identifiseer en reageer vinnig op alle noodsituasies; Verseker eie veiligheid en die van ander tydens deelname aan reddings; Toespassing van korrekte en voorgeskrewe lewensredding en eerstehulp prosedures
Bevoegdhede:	Kern Professionele Bevoegdhede - Gemeenskaps- en Kliëntefokus - Verstaan die reeks kliënte wat bedien moet word; Handhaaf duidelike kommunikasie met kliënte rakende wedersydse verwagtinge en verseker kliëntetevredenheid; Neem persoonlike verantwoordelikheid vir die lewering van uitstekende diensgehalte; en Beantwoord basiese vrae beleefd en behulpsaam - Probleemoplossing - Identifiseer bronne van inligting en gebruik dit; Verkry soveel inligting as wat toepaslik is oor alle aspekte van 'n probleem; In staat om relevante en belangrike inligting te onderskei en te skei; Neem inligting vinnig en akkuraat in; Hersien al die inligting wat versamel is om die situasie te verstaan en logiese gevolgtrekkings te maak; Identifiseer en verbind oorsake en gevolge; Identifiseer wat verander kan en nie verander kan word nie; Volg 'n sistematiese benadering tot die oplossing van probleme; Bly onpartydig en vermy te haastige gevolgtrekkings; Verwys na wette en prosedures soos nodig, voordat besluite geneem word; en Neem goeie besluite wat alle relevante faktore in ag neem - Onderhandeling en Beïnvloeding - Verkoop die voordele van 'n besluit of situasie aan ander; Staaf argumente met feite; Gebruik logika en rede om ander te oorreed en te beïnvloed; en Bied kragtige argumente aan – Veerkragtigheid - Aanvaar kritiek oor prestasie in pas, terwyl werkstandaarde gehandhaaf word; Toon emosionele veerkragtigheid en hanteer moeilike situasies effektief; en Gaan voort om te probeer verbeter, ten spyte van terugslae of ander beperkings. Kommunikasie - Demonstreer effektiewe mondelinge en skriftelike kommunikasie; en Kommunikeer effektief met kollegas en kliënte - Etiek en Professionaliteit - Is op die uitkyk vir potensiële belangebotsings en volg prosedures om konflikte te hanteer; Verstaan en volg munisipale beleide en wetgewing; Verstaan hulpbronne wat in die munisipaliteit beskikbaar is om etiese kwessies

	op te los; en In staat om risiko's betrokke by alternatiewe handelswyses te identifiseer.
Standplaas:	Robertson (2 Poste)
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 Mev LJH April, Bestuurder: Gemeenskap Fasiliteite, by 023 626 8259**

DIREKTORAAT KORPORATIEWE DIENSTE

Verkeersbeampte (Verw Nr 57/2026)

Kwalifikasies/ Ervaring:	Graad 12; Gekwalifiseerde verkeersbeampte (Verkeers Diploma); Kode B bestuurderslisensie; Ondersoeker van voertuie/ Bestuurderslisensie Graad A sal as aanbeveling dien; 2-5 jaar toepaslike ondervinding; Geen kriminele rekord; Bereid om skofte en oortyd oor naweke te werk; Goeie gesondheid in ooreenstemming met die fisiese vereistes van die werk
Sleutelprestasie gebiede:	Onderneem verkeerswetstoepassing deur benutting van gevorderde tegnologie; Reguleer verkeer; Assisteer in die administrasie en prosessering van verkeersoortredings; Lewer uitspraak oor verkeersoortredings en hanteer navrae vanaf die publiek; Verleen algemene ondersteuning aan die Verkeersdepartement; Voer hofverpligtinge uit; Onderrig gee aan skole
Bevoegdhede:	Kern professionele bevoegdhede - Gemeenskaps- en Kliëntfokus - Vermoë om op die kliënt te fokus en 'n hoë-gehalte diens te lewer wat aangepas is om aan verskillende behoeftes in die gemeenskappe te voldoen wat bedien word; Probleemoplossing - Versamel inligting uit 'n reeks bronne en ontleed data om probleme en kwessies te identifiseer om 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 - Kommunikeer 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; Etiek en Professionaliteit - Die vermoë om etiese kwessies en botsings van belange te identifiseer en te hanteer; Funksioneel - Patrollie, Handhawing en Noodreaksie - Vermoë om veiligheids- en sekuriteitsprobleme vooruit te loop of daarop te reageer; Staatsdiensoriëntering – 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; Kliënt-oriëntasie en kliëntfokus – Verstaan die diensbehoeftes van 'n kliënt/kliënt (intern of ekstern) en aktief fokus op die antisipering, ontmoeting en oorskryding van die behoeftes op 'n tydige en toepaslike wyse; Persoonlik - Die vertoon van hoë werksetiek in die

	stel en bereiking van uitdagende doelwitte, die nakoming van spertye en die nakoming van beloftes. Dit manifesteer hom 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-/stressituasies te reageer en die vermoë om te volhard met doelwitte ten spyte van struikelblokke en terugslae; Verandergereedheid – 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 langtermyndenke, volg op 'n logiese wyse deur, bewus van gevolge en implikasies. Is in staat om die 'Bigger Picture' te sien; Leeroriëntasie – Die gewilligheid en motivering om te leer, kennis te bekom, insig te ontwikkel en op voortdurende selfverbetering te fokus; Bestuur / Leierskap - Spanorientering – Die vermoë om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en toepaslike fasiliteringstegnieke toe te pas in die werk met ander om 'n gedeelde doelwit te bereik; Rigtingsinstelling – Die vermoë om 'n duidelike gevoel 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, prestasie en potensiaal van ondergeskiktes te assesseer en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent; Impak en Invloed – Die vermoë om 'n positiewe houding by ander te inspireer en in staat te wees om ander effektief te beïnvloed.
Standplaas:	Langeberg gebied (2 Poste)
Status:	Permanente aanstelling
Vergoeding:	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 AP Phillips, Assistent Hoof: Verkeersdienste by 023 615 8053**

Ondersoeker van Voertuie (Heradvertering) (Verw Nr 58/2026)

Kwalifikasies/ Ervaring:	Graad 12; Ondersoeker van Voertuig Diploma; Kode EC en A bestuurderslisensie sowel as geldige PDP; Gekwalifiseerde werktuigkundige sal as aanbeveiling dien; Rekenaargeletterdheid: MS Office; 2 - 5 jaar toepaslike ondervinding; Geregistreer as Ondersoeker van Voertuie
Sleutelprestasie gebiede:	Verantwoordelik vir die toetsing van alle motorvoertuie; Inspeksieverslag te voltooi; Uitreiking van padwaardigheidssertifikate; Veiligheidstoetse op busse uit te voer; rekordhouding van alle inspeksies; Verantwoordelik vir die effektiewe operering van die voertuigstasie; Verrig Administratiewe Funksies; Rekord Houding; Verseker dat die Padvaardigheidstoetse voldoen aan die Nationale Padverkeerswet; Liasering van Dokumentasie
Bevoegdhede:	Kernprofessioneel - Gemeenskaps- en Kliëntfokus - Vermoë om op die kliënt te fokus en 'n hoëgehalte diens 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 - Patrollie, Handhawing en Noodreaksie - Vermoë om veiligheids- en sekuriteitsprobleme voorafgaan of daarop reageer - 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 te reageer gepas vir mondelinge en skriftelike 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 - Kliënteoriëntasie en kliëntfokus - Verstaan die diensbehoeftes van 'n kliënt / kliënt (intern of ekstern) en fokus aktief daarop om die behoeftes te antisipeer, te ontmoet en te oortref op 'n tydige en toepaslike wyse – Aksie - en Uitkoms-oriëntering - Die vertoon van hoë werksetiek in die stel en bereik van uitdagende doelwitte, die nakom van spertye 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 doelwitte te volhard ten spyte van struikelblokke en terugslae - Verandergereedheid - 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 ontleed en kompleksiteit en dubbelsinnigheid te hanteer. Toon langtermyndenke, 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 - Spanorientering - Die vermoë om 'n samewerkende klimaat te bevorder, groepdinamika te verstaan en toepaslike toepassing fasiliteringstegnieke om met ander saam 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 evalueer vaardighede, prestasie en potensiaal van ondergeskiktes en om hul ontwikkeling aan te moedig met die oog op die optimalisering van hul talent - Impak en Invloed - Die vermoë om 'n positiewe gesindheid by ander te inspireer en ander effektief te kan beïnvloed.
Standplaas:	Ashton
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 AP Phillips, Assistent Hoof: Verkeersdienste by 023 615 8053**

Sluitingsdatum: 12 November 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 31 Januarie 2027 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

LANGEBERG
MUNISIPALITEIT MUNICIPALITY MASIPALA

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 FINANCIAL SERVICES

Controller: Property Rates & Services (Ref Nr 51/2026)

Qualifications/ Experience:	B Com or National Diploma in Financial Accounting as major; 0-2 years relevant experience; Computer literacy: MS Office; Code B driving licence
Key performance areas:	Coordinating flow of work amongst billing and meter reading staff; Controlling the achievement of daily routine work targets by billing staff; Maintaining debtor accounts through controlling the creation of all new master file changes detailing service and staff codes. Reviewing and controlling levy of appropriate sundry charges in line with adopted Tariff structures; Generating, developing reports for the process of taking appropriate action and administering meter reading functions as a whole; Compilation of billing working documents for Audit purposes; Coordinating flow of work regards to Property Rates and the implementation of the Policy; Supervise and guidance the billing and meter reader. Reviewing and process all journals prepared by staff in the sub-section.
Competencies:	Functional – Accounting – Establishes appropriate accounting systems for the organization and ensures that the rules of GRAP and other good accounting practices are observed – Procurement – Manages the procurement process according to prevailing legislation, norms and standards – Budget Establishes and manages credible budgets within legislation, political and administrative mandates - Financial Management - Drive optimization of financial management of the municipality using standard operating procedures - Costing - Ability to produce costs based on best practices, political imperatives and standardize processes - Financial Reporting - Ability to achieve overall objectives to identify financial reporting, specific information needs of stakeholders and the general information needs of others - Financial Process Management - Ability to support an effective, economical and efficient financial function through financial processes - Oral Communication - The ability to articulate complex concepts in an understandable, persuasive way - Written Communication - Communicating complex information in a way that is understandable (language and format) to the specific audience - Organizational awareness - The ability to identify the key drivers in the sector and the municipality and to apply this understanding to achieve the service delivery objectives and challenges - Problem Solving - The ability to identify potential problems, to break the problems into components, to generate potential solutions, to choose an option and implement it - Planning and Organizing - The ability to

	plan activities within specific time frames and then plan these activities according to - Interpersonal Relationships - The ability to establish and maintain productive relationships with people inside and outside the municipality - Communication - The ability to listen attentively, understand issues, present information in a clear manner and respond appropriately to verbal and written communication from others - Service delivery orientation - The ability to explore and implement new ways to deliver services that contribute to the improvement of municipal processes in order to achieve municipal goals - Action and outcome orientation - The display of high work ethics in the setting and achieving challenging goals, meeting deadlines and keeping promises. It manifests in one's ability to remain focused on task, to be energetic, persistent and reliable - Resilience - The ability to respond constructively to pressure / stress situations and the ability to persevere with goals despite obstacles and setbacks - Cognitive ability - The ability to gather information, analyze 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' - Willingness to change - The ability to innovate and challenge the status quo and the ability to cope with change driven by others - Learning orientation - The willingness and motivation to learn, knowledge to acquire, 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 promote a collaborative climate, understand group dynamics and apply appropriate facilitation techniques in working with others to achieve a shared goal - Direction - 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 identify skills, performance, and potential of subordinates and to encourage development with a view to optimizing their talent.
Place of work	Ashton
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 U Nakasa, Manager: Income Services, at 023 615 8027**

DIRECTORATE ENGINEERING SERVICES

Building Inspector (Re-advertisement) (Ref Nr 52/2026)

Qualifications/ Experience:	Relevant National Diploma (NQF6) qualification as stipulated in the national building regulations; 3 – 5 years relevant experience preferable at a Local Authority; Code B driving licence; Knowledge of SANS10400 and National Building Regulations and Building Standards Act, 103 of 1977, including evaluation of building plans; Computer literacy: MS Office; Eligible to be registered as Peace Officer (Law Enforcement Officer)
Key Performance Areas:	To control (including general Law Enforcement) all building activities within the Municipal area and to apply the National Building Regulations, Zoning Scheme Regulations and applicable municipal by-laws; To make recommendations regarding building plans in accordance with the National Building Regulations; Attend meetings; To assist with public enquiries relating to building control and

	building activities; Record keeping of all activities; Safekeeping of building plans; Control and monitoring of illegal building activities
Competencies:	Functional - Building Development Control - Ability to pre-empt or respond to safety and security problems in the development of a building / buildings; Building Inspectorate Customer Centricity - Ability of focus on the customer and provide a high-quality service that is tailored to meet differing needs in the communities served; Legal Administration - 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; Ethics and Professionalism - The ability to identify and deal with ethical issues and conflicts of interest; 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 gathers information from a range of sources and analyses data to identify problems and issues in order to make effective decisions; Planning and Organising - The ability to plan activities within specific timeframes and then to execute these activities according to plan; Information Management - The gathering and analysis of data, in order to conclude thereon; Interpersonal Relationships - The ability to establish and maintain productive relationships with people within and outside of the municipality; 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; 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 to stay focused on task, to be energetic, persistent and reliable; Resilience - Shows resilience, even in difficult circumstances. Prepared to make difficult decisions and has the confidence to see them through; Change Readiness - The ability to innovate and challenge the status quo and the ability to cope with change driven by others; 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; 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; Impact and Influence - The ability to inspire a positive attitude in others and be able to influence others effectively.
Place of work:	Montagu
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 Mrs TL Brunings, Manager: Town Planning, at 023 614 8003**

Artisan: Mechanic (Ref Nr 53/2026)

Qualifications/ Experience:	Trade test (Mechanical) certificate; 1-2 years experience; Code EC driving licence
Key Performance Areas:	Repairing and maintenance of vehicle fleet; Executing of basic auto electrical and welding work; Preparation of vehicles for roadworthiness; Executing of relevant administrative tasks.
Competencies:	Core Professional competencies – Managing Work – Effectively manages own time and available resources and tools to ensure that work is completed efficiently and on time; Problem solving - 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 to execute these activities according to plan; Quality Orientation - Ensures high quality output, accurately check processes and tasks and shows attention to detail; Functional – 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; Public Service Orientation – 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 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; Personal – 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 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; Management / Leadership - 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, Influence and 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
Place of work:	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 CGH Posthumus, Snr Manager: Civil Engineering Services, at 023 615 8000**

Handyman: Roads & Stormwater (Re-advertisement) (Ref Nr 54/2026)

Qualifications/ Experience:	Grade 10; 0-1 year experience; Code EB with PDP driving licence
Key Performance Areas:	Do construction work on irrigation channels, stormwater pipes, speedbumps, municipal buildings and manholes; Responsible for the laying of curbs; Do repairs on stormwater system; Manufacture of concrete products; Responsible for safety in the workplace; Transport of work team
Competencies:	Functional – Managing Work – General labouring activities. Coordinating work with the work schedules of others, i.e. contractors etc.; Work Place Safety- Safety around the workplace / workspace. Ensures work area and work space is clean; Task Accountability – The ability to understand and follow basic instructions and be held accountable for task accomplishment; Quality Orientation – Tools and equipment storage and care. Ensures that tools are secured, stored and used according to specifications; Oral communication – Interact with co-workers to coordinate work. Interact with supervisors to receive work assignments; Public Service Orientation – 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 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; Personal – Action Orientation – The ability to stay focused on a task, to be energetic, persistent and reliable; Resilience- The ability to persist with actions / work deliverables despite obstacles; Accountability and Ethical Conduct – Ability to display standards of ethical and moral conduct to promote trust and to adhere to codes of good practice; 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 capacity to promote a cooperative climate in working with others to achieve a shared goal
Place of work:	Robertson
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 CGH Posthumus, Snr Manager: Civil Engineering Services, at 023 615 8000**

DIRECTORATE COMMUNITY SERVICES

Small Plant Operator - Parks (Ref Nr 55/2026)

Qualifications/ Experience:	Basic Literacy up to NQF level 1; 0-1 years experience

Key Performance Areas:	Load and offload of vehicles; Cutting of grass; Removing of undesirable plants in beds; Cleaning of parks; Digging of holes; Cleaning of equipment; Operate lawnmower, brush cutter and chainsaw; Installation of new garden areas; Cleaning of hiking trails, overnight huts, lapa and picnic areas; Applying of herbicides and insecticides with a knapsack sprayer
Competencies:	Co-ordinating work with the work schedules of others; Ensure work area and workspace is safe and clean; Ability to understand and follow basic instructions and be held accountable for task accomplishment; Ensure that tools is secured, stored and used according to specifications; Interact with co-workers to co-ordinate work; Shows a satisfactory level of technical expertise to perform tasks and activities associated with general maintenance and repair work; Able to perform more in in-depth inspections; Demonstrates discipline specific skills and knowledge of tools and equipment in an assigned area of work; Takes responsibility for own tools and equipment; Performs routine maintenance; Reports faults on mal-function; Adheres to Health and Safety rules; Ensures workplace is clean and is maintained in accordance to Health and Safety requirements; Wears all safety clothing and safety equipment; Has general knowledge of the procedures of identifying unsafe conditions, hazardous materials and imminent danger; Plan work according to established projects; Co-ordinates work within own working team; Shows a commitment to excellence and quality; Is friendly and responsive to community members; Engages effectively with the general public and clients; Understands and articulates client needs; Gets on with others; Communicates effectively; Co-operates with others; Appears optimistic and positive; Acknowledges contributions of others; Acknowledge merits in others arguments; Negotiates skillfully in tough situations; Able to understand basic verbal communication from superiors and colleagues; Checks own understanding of tasks and expectations to avoid making mistakes; Understands basic technical jargon; Can translate technical information into terms that are understood; Responds to questions with accurate and complete answers; Communicates effectively both verbal and written; Is able to compile routine correspondence / documents and keeps relevant record; Uses appropriate style and format to communicate to internal and external clients
Place of work:	Robertson
Status:	Permanent appointment
Remuneration:	R 141 948 – R 178 992 (T4) per annum as well as normal benefits as applicable to a Local Authority
Enquiries regarding post:	**Contact Ms V Flepu, Manager: Parks & Amenities, at 023 626 8254**

Lifeguards (Ref Nr 56/2026)

Qualifications/ Experience:	Grade 12; 0 -1 years relevant experience; Valid Level 1 First Aid certificate or have obtained Level 2 First Aid within 6 months of appointment; Valid Lifeguard Award or equivalent with current annual retest
Key Performance Areas:	Patrolling, monitoring and controlling the municipal swimming pool, deck and diving areas; Reporting incidents, unsafe conditions and equipment defects, together with compliance with swimming pool rules and emergency procedures; Monitoring and controlling the entrance to and exit from the pool and physical activities of patrons; Identifying, preventing and removing hazards and threats to pool users; Recognising and response quickly to all emergency situations;

	Ensuring own safety and that of others while participating in rescues; Applying the correct/ prescribed lifesaving and first-aid procedures.
Competencies:	Core Professional Competencies - Community and Customer Focus - Understands the range of clients to be served; Maintains clear communication with clients regarding mutual expectations and ensures client satisfaction; Takes personal responsibility for providing excellent service quality; and Answers basic questions politely and helpfully - Problem Solving - Identifies sources of information and uses them; Obtains as much information as is appropriate on all aspects of a problem; Able to distinguish and separate relevant and important information; Takes in information quickly and accurately; Reviews all the information gathered to understand the situation and draw logical conclusions; Identifies and links causes and effects; Identifies what can and cannot be changed; Takes a systematic approach to solving problems; Remains impartial and avoids jumping to conclusions; Refers to by laws and procedures as necessary, before making decisions; and Makes good decisions that take account of all relevant factors - Negotiation and Influencing - Sells the benefits of a decision or situation to others; Backs up arguments with facts; Uses logic and reason to persuade and influence others; and Presents powerful arguments – Resilience - Accepts criticism about performance in stride, while maintaining work standards; Shows emotional resilience and handles difficult situations effectively; and Continues to attempt to improve, despite setbacks or other constraints Communication - Demonstrates effective oral and written communication; and Communicates effectively with colleagues and clients - Ethics and Professionalism - Alert to potential conflicts of interest and follows procedures to deal with conflicts; Understands and follows municipal policies and legislation; Understands resources available in municipality to resolve ethical issues; and Able to identify risks involved in alternative courses of action.
Place of work:	Robertson (2 Posts)
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 Mrs LJH April, Manager: Community Facilities, at 023 626 8259**

DIRECTORATE CORPORATE SERVICES

Traffic Officer (Ref Nr 57/2026)

Qualifications/ Experience:	Grade 12; Qualified traffic officer (Traffic Diploma); Code B driving licence; Examiner of vehicles/ Examiner of Drivers licences Grade A will serve as recommendation; 2-5 years relevant experience; No criminal record; Willingness to work shifts and overtime on weekends; Proven good health in line with the physical requirements of the post
Key Performance Areas:	Undertake traffic law enforcement by using advanced technology; Regulate traffic; Assist in the administration and processing of traffic infringements; Adjudicate offences and deal with public enquiries; Provide general operational support to the Traffic Department; Execute court duties; Giving training to schools

Competencies:	Core Professional Competencies - 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 relevant 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; Functional - Patrol, Enforcement and Emergency Response - Ability to pre-empt or respond to safety and security problems; 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 relevantly 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 focuses on anticipating, meeting and exceeding the needs in a timely and relevant manner; Personal - 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 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 - Team Orientation – The capacity to promote a cooperative climate, understand group dynamics and apply relevant 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 optimizing their talent; Impact and Influence – The ability to inspire a positive attitude in others and be able to influence others effectively.
Place of work:	Langeberg area (2 Posts)
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 AP Phillips, Assistant Chief: Traffic Services, at 023 615 8053**

Examiner of Vehicles (Re-advertisement) (Ref Nr 58/2026)

Qualifications/ Experience:	Grade 12; Examiner of Vehicle Diploma; Code EC and A driving licence as well as valid PDP; Qualified mechanic will serve as recommendation; Computer Literacy: MS Office; 2 – 5 years relevant experience; Registered as Examiner of Vehicles
Key Performance Areas:	Responsible for the testing of all motor vehicles; Completion of inspection reports; Issuing of roadworthy certificates; Done safety checks on busses; Keeping record of all activities in vehicle testing centre; To effectively operate the vehicle testing centre; Perform Administrative functions; Record Keeping; Ensuring that all roadworthy tests complies with the National Road Trafic Act; Filling of documentation
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 relevant 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 - Patrol, Enforcement and Emergency Response - Ability to pre-empt or respond to safety and security problems - 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 relevantly 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 focuses on anticipating, meeting and exceeding the needs in a timely and relevant 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 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 - Team Orientation - The capacity to promote a cooperative climate, understand group

	dynamics and apply relevant 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 optimizing their talent - Impact and Influence - The ability to inspire a positive attitude in others and be able to influence others effectively.
Place of Work:	Ashton
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 AP Phillips, Assistant Chief: Traffic Services, at 023 615 8053**

Closing date: 12 November 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 31 January 2027 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
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ASHTON 6715