



DIRECTORATE: ENGINEERING SERVICES
DIVISION: ROADS & STORMWATER
LOCATION: WORCESTER

MANAGER: ROADS & STORMWATER (PERMANENT)
SALARY: R 659 061.61 – R 855 478.59 per annum (T16)
TOTAL COST TO COUNCIL: R 1 107 140 – R 1 360 365 per annum
(Inclusive of Municipal benefits: Group Life Scheme, Pension Fund etc.)
Ref: ES/RSW01/0625

Job Purpose:

Manage and co-ordinate the key performance areas and result indicators associated with the roads and storm water, departmental contracts and Extended Public Works contracts in the Breedevale Valley Municipal Area. Manage the operational and maintenance requirements through investigation, analysis and interpretation against the capacity and capability of the Department to accomplish immediate, short-, medium- and long-term objectives. Manage the implementation and execution of specific administrative procedures in order to ensure that an acceptable standard of service are adhered to.

Duties:

- Identify the key deliverables and immediate goals detailed in the Municipality's internal strategies and plans, including:
 - Integrated Development Plan
 - Service Delivery Objectives
 - Budget Implementation Plan
- Keep abreast with technological developments in the maintenance of roads and storm water operational and maintenance contracts, public works programme and extended public works programmes.
- Present initiatives and conceptual frameworks of current and future interventions necessary to achieve acceptable levels and standards of service delivery for consideration and inclusion into immediate/ short/ long term performance and service delivery plans.
- Manage and coordinate the operations carried out by the Roads and Storm Water Division to regulate specific sequences associated with the functionality.
- Monitor and control the utilization of resources and the cost effectiveness of activities against operational and maintenance plans.
- Establish, implement and monitor safe working practices, procedures, perform and record routine safety inspections on equipment and work sites.
- Ensuring that equipment conforms to health and safety regulations to minimise any danger or accidents.
- Formulation of specifications, tender documents and control contractual obligations.
- Prepare capital and operating estimates, and control expenditure against approved budget allocations to support budget planning sequences.
- Compile monthly statistical reports pertaining to activities of the Division.

- Analysis of data and forward recommendations to the immediate superior on procedural enhancements.
- Participate in various meetings (Council, Management, Committees, etc.) and provide comments and opinions on matters affecting or concerning the Division.
- Manage and control the utilization, productivity and performance of resources.

Minimum Requirements:

- A relevant National Diploma in Engineering,
- Registration as a Pr Techni Eng with Engineering Council of South Africa (ECSA)
- 10 Years or more relevant experience post registration
- Computer Literacy: MS Office
- Code B driver's license
- Must be able to communicate in at least two (2) of the three (3) official languages in the Western Cape
- **Compliance with the National Treasury Regulations on the required Minimum Competency Level Unit Standards applicable to this position, or must complete the unit standards within an 18-month period from the date of appointment as provided for in GNR 1146 under GG 41996, dated 26 October 2018**

Preferred Requirements

- BSc Civil Engineering or BTech Civil Engineering

Competencies: *(For detail description of competencies, read competency level 5 from page 189/201 of the Competency Framework on our website / on this link- <https://bvm.gov.za/download/municipal-staff-regulations-competency-framework/>)*

Core Professional Competencies: Planning, Organizational Awareness & Attention to Detail.

Functional Competencies: Design, Project Management, Construction, Operations & Maintenance

Public Service Orientation Competencies: Interpersonal Relationships, Communication, Service Delivery Orientation

Personal Competencies: Action & outcome orientation, Resilience, Change Readiness, Cognitive Ability, Learning Orientation, Accountability & Ethical Conduct.

Management / Leadership Competencies: Impact & Influence, Team Orientation, Direction Setting, Coaching & Mentoring

PLEASE NOTE: *Please read the below conditions carefully, only those who comply with the conditions will be considered*

1. No late applications will be considered.
2. The Municipality is an equal opportunity employer and as such will observe the requirements of the **Employment Equity Act** and its **EE plan**.
3. **Only online applications will be accepted via the link: <https://bvmjobs.mcidirecthire.com>**
4. **When applying via the link above please ensure that you fill in all required fields.**
5. **Also attach an updated CV (Including details of at least 3 contactable WORK REFERENCES and the relevant numbers), certified copies of qualifications not older than 6 months, supporting documents, covering letter and driver's licence.**
6. **Applicant with a foreign educational qualification must submit a certificate of verification by SAQA**
7. **Candidates will be subjected to thorough evaluations and that previous and current employer and reference will be contacted. Verification will be done on education qualifications, criminal and credit record.**

8. Any candidate appointed at the **Breede Valley Municipality** will sign an employment and performance agreement that will be subject to probation monitoring and performance monitoring in accordance with the Local Government: Municipal Staff Regulations.
9. **Candidates will be subjected to competency-based assessments.**
10. **For enquiries contact the Human Resources Office at 023 348 4961 or on email address: jobs@bvm.gov.za**
11. Canvassing with Councillors or any other decision-maker is not permitted, and proof thereof will result in disqualification.
12. Fraudulent qualifications documentation will immediately disqualify any applicant.
13. If you have not heard from us within 60 days of the closing date, please accept that your application has been unsuccessful.

All applications should reach us by **27 June 2025** at **13:00**.

The Municipality reserves its right not to make an appointment