



## **(EXTERNAL ADVERTISEMENT)**

**DIRECTORATE: ENGINEERING SERVICES**  
**DIVISION: CIVIL ENGINEERING SERVICES**  
**LOCATION: WORCESTER**

**MANAGER: CIVIL ENGINEERING SERVICES (PERMANENT)**

**SALARY: R 692 080.60 – R 898 338.07 per annum (T16)**

**TOTAL COST TO COUNCIL: R 1 167 196 – R 1 434 644 per annum**

*(Inclusive of Municipal benefits: Group Life Scheme, Pension Fund etc.)*

**Ref: ES/CES01/1125**

**Job Purpose:** Manage and control the key performance areas associated with the theory and principles of civil engineering in reporting, planning and designing of municipal infrastructure (i.e. roads, storm water, water, sewerage, irrigation systems, facilities, etc.) in accordance with the relevant legislation, policies, standard operating procedures and guidelines.

**Duties:** Developing objectives and strategies for sustainable service delivery by establishing long term objectives and specifying/developing plans for projects and actions to prioritize, organize and accomplish civil engineering planning and design goals. • Implements procedures, systems and controls to regulate specific work sequences associated with the relevant functionality. • Plans, prioritises and schedules the planning and design of civil engineering projects • Applying the theory and principles of civil engineering in planning and design. • Providing guidance and expert advice to management and technical staff on technical, systems or process related issues and/or preferred technical alternatives, drafting detailed dimensional drawings and design layouts for civil engineering projects. • Creating and/or certify engineering design plans and installation drawings by hand or with computer aided design (CAD) software ensuring conformance to specifications, preparing estimates of labour costs and the amount and type of materials and drawing up timescales for the delivery of supplies and equipment. • Co-ordinates and controls the administration of contracts for civil engineering goods and services. • Examine and approve drawings of new infrastructure development. • Exercising expenditure control over line items on the budget and analysing resource requirements against project scope and time frames with a view to optimising utilisation and achieving cost effectiveness. • Ensure the application of processes, methods, skills, knowledge and experience to achieve specific project objectives according to the project acceptance criteria within agreed parameters. • Managing deliverables that are constrained to a finite timescale and budget. • Monitoring operating expenditure within the Division and implementing various checks and balances. • Performs and co-ordinates specific administrative and reporting requirements associated with the key performance and result indicators of the functionality. • Liaising with external/internal bodies (Governmental Bodies, User Departments, Service Providers, Ward Committees, Community, etc.) regarding civil engineering project planning and design. • Manage the implementation and adherence to Occupation Health and Safety Act and regulations. • Directs and controls the Key Performance Indicators and outcomes of personnel within the Section.

**Minimum Requirements:**

- BEng or BSc (Eng) Degree in Civil Engineering or BTech in Civil Engineering
- Eligible for Professional Registration in terms of Act 46 of 2000, sec 18 (1)(a)(i) Professional Engineer or sec 18 (1)(a)(ii) Professional Engineer Technologist and must complete required professional registration within eight (8) months period from date of appointment
- 8 years or more relevant experience
- Computer Literacy: MS Office and Computer Aided Design
- Valid 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 eighteen (18) months period from the date of appointment as provided for in GNR 1146 under GG 41996, dated 26 October 2018

**Preferred Requirements:**

- BEng or BSc (Eng) Degree in Civil Engineering
- Professional Registration in terms of Act 46 of 2000, sec 18 (1)(a)(i) as Professional Engineer
- 3 years relevant management experience
- Computer Literacy: MS Office, Costing Software, Computer Aided Design & Civil Designer

**Competencies:** *(For a detailed description of competencies, read competency level 4 from page 173/187 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 comply with the requirements of the **Employment Equity Act** and its **EE plan**.
3. **Only online applications will be accepted via the link:**
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 three (3) contactable WORK REFERENCES and the relevant numbers), certified copies of qualifications, valid driver's license and supporting documents not older than six (6) months and covering letter.**
6. **Applicant with a foreign/ international 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 subject to probation per the Local Government: Municipal Staff Regulations.
9. **For enquiries contact the Human Resources Office at 023 348 4961** or by email address: [jobs@bvm.gov.za](mailto:jobs@bvm.gov.za)
10. Canvassing with Councillors or any other decision-maker is not permitted, and proof thereof will result in disqualification.
11. Misrepresentation of information or fraudulent qualifications documentation will immediately disqualify any applicant.
12. If you have not heard from us within sixty (60) days of the closing date, please accept that your application has been unsuccessful.

All applications should reach us by **11 December 2025** at **14:00**.

**The Municipality reserves its right not to make an appointment.**