



## EXTERNAL NOTICE

### NOTICE 95 OF 2025

The Oudtshoorn Local Municipality, with its head office in Oudtshoorn, includes the towns of Oudtshoorn, De Rust and Dysselsdorp and is situated in the heart of the Little Karoo in the Western Cape. The Municipality strives to provide the best possible services and facilities to its residents, business community, industries and hospitality and tourism sectors.

Candidates with at least the minimum requirements, necessary integrity and excellent track record may apply for the following position(s) to enhance the town's vision of prosperity for all.

#### **1 X DIRECTOR: PLANNING & DEVELOPMENT**

#### **STATION: OUDTSHOORN**

**TOTAL REMUNERATION PACKAGE (PER ANNUM)**  
**MIN R1 050 411 MID R1 196 881 MAX R1 358 462**

#### **(PERMANENT POSITION)**

**REFERENCE NUMBER: WC/045/PD/PD/001**

**A total remuneration package of a Category 4 Municipality (in terms of the prevailing Government Notice on the Upper Limits of Total Remuneration Packages Payable to Municipal Managers and Managers Directly Accountable to Municipal Managers) per annum may be offered subject to compliance with the minimum prescribed higher education qualification, experience and attainment of demonstrated evidence of competent, advanced or superior competency level as measured against the competency framework for Senior Managers contained in Annexure A to the Regulations on Appointment and Conditions of Employment of Senior Managers [GNR 21 published under Government Gazette 37245 of 17 January 2014].**

The successful candidate will effectively manage the planning & development department of the municipality [Land use management & spatial planning, building control, Strategic Services & Tourism (LED & Cango Caves/Resorts)] through the establishment, implementation and maintenance of a management strategy to achieve the Integrated Development Plan (IDP) objectives for the Municipality.

### **Minimum Requirements:**

- Bachelor of Science Degree in Building Sciences/Architect/Bachelor's degree in Town and Regional Planning or Development Studies; or equivalent NQF Level 7 with a minimum of 360 credits • SA Citizenship • Minimum of 5 years' experience at middle management level with proven successful Professional Developmental/Town and Regional Planning experience
- Compliance with the Municipal Regulations on Minimum Competency Levels [GNR. 493 published under GG. 29967 of 15 June 2007 and as amended by GNR. 1146 published under GG. 41996 of 26 October 2018]. • Candidates who have not yet attained the required Minimum Competency Level in the Unit standards for Senior Managers will be afforded 18 months from the date of appointment to attain such competencies as prescribed in GNR 91 published under Government Gazette 40593 of 03 February 2017.
- Core and leading competencies requirements (Leading competencies: Strategic Direction and Leadership • People Management • Programme and Project Management • Financial Management • Change Leadership • Governance Leadership Core Competencies: Moral Competence • Planning and Organising • Analysis and Innovation • Knowledge and Information Management • Communication • Results and Quality Focus as stipulated In Annexure A of the Regulations on Appointment and Conditions of Employment of Senior Managers as promulgated in Government Gazette 37245 dated 17 January 2014 • Good knowledge and understanding of relevant policies and legislation • Good understanding of institutional governance systems and performance management • Good knowledge of supply chain management regulations and the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000) • Knowledge of geographical information systems • Knowledge of spatial, town and development planning • Project management certificate or diploma or registration as a Professional Planner in accordance with the Planning Professions Act, 2002, (Act No. 36 of 2002) will be an added advantage • Excellent communication and facilitation skills in at least two of the official languages of the Western Cape. Proven successful institutional transformation with public or private sector • Advanced knowledge and understanding of relevant policy and legislation applicable to local government • Advanced understanding of institutional governance systems and performance management • Advanced understanding of council operations and financial delegations • Competencies as per GNR21, GG 37245 dated 17 January 2014 • Registration with the relevant professional body will be an added advantage • A high degree of aptitude for strategic/operational planning and management, decision-making, leadership, innovation and motivation • Advanced computer skills (MS Word, MS Excel, MS PowerPoint and MS Outlook) • Excellent communication skills in at least two of the three official languages of the Western Cape • A valid Code B Driver's license.

### **Key Performance Areas**

- Report directly to the Municipal Manager • Manage the Directorate Planning & Development • Develop, implement and manage strategic goals, policies and procedures in alignment to the municipality's strategic objectives • Effectively and efficiently manage the Directorate • Liaise and interact with individuals, role-players and agencies at senior level in all three spheres of government • Assist and support the Accounting Officer with the roles and responsibilities delegated to the Director Planning & Development • Manage the provisioning of building control services • Manage the provisioning and control of Local Economic Development and Tourism Services within the Greater Oudtshoorn • Manage the provisioning and control of Land use management & spatial planning services • Support and advise the Municipal Manager and Council • Provide strategic management and leadership for the directorate • Manage and improve departmental administrative functions • Develop and implement council policies and strategies • Compile and manage directorate's budget • Ensure legislative compliance of relevance to the directorate • Manage all related grants and funding allocated to the municipality • Ensure community participation on matters of governance.

Please Note:

1. Complete advertisements with a list of duties/responsibilities and requirements, as well as an application form for Senior managers, can be downloaded from the Municipality's website at [www.oudtshoorn.gov.za](http://www.oudtshoorn.gov.za).
2. Candidates must be willing to be subjected to an interview, practical and/or written assessment. They must also be aware that previous employers and references must be contacted, and their qualifications, credit and criminal records verified.
3. The appointment is subject to the signing of an employment contract and performance agreement in terms of Section 57 of the Municipal Systems Act, 32 of 2000, and the disclosure of financial interests.
4. **Application must be made on the official application form for Senior Managers of the Oudtshoorn Municipality** and a covering letter accompanied by a comprehensive curriculum vitae and certified copies of qualifications and identity document (not older than three (3) months) as well as particulars of at least three recent contactable references, and must be submitted to:  
**HR Manager: Support Services, Department Corporate Services, P.O. Box 255, Oudtshoorn, 6620 (submit applications to Recruitment & Selection section, Oudtshoorn Municipality, Voortrekker Road, Oudtshoorn).**

**All enquiries may be directed to Mr. M. Yekani at 044 203 3015.**

**CLOSING DATE: Thursday, 05 June 2025**

**Please note:** Canvassing will result in automatic disqualification. If you have not been contacted within 30 working days after the closing date of this advertisement, you may assume that your application was unsuccessful. Curriculum vitae will not be returned. The council reserves the right not to make an appointment. No applications sent via e-mail or fax will be considered.

**MR M. YEKANI  
MUNICIPAL MANAGER  
ADVERTISEMENT DATE: 24 & 25 MAY 2025**