



EXTERNAL NOTICE 133 OF 2026

The Oudtshoorn Local Municipality which includes the towns of Oudtshoorn, De Rust and Dyssseldorp 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, hospitality and tourism sectors.

Candidates that meet 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. **Applicants with a criminal record check report not older than (six) 6 months are requested to attach the outcome report to their application. Applicants with no criminal record check report are requested to attach proof of application for criminal record check to their application.**

SENIOR SUPERINTENDENT: STREETS, STORMWATER AND BUILDING MAINTENANCE
DEPARTMENT: INFRASTRUCTURE SERVICES
BRANCH: ROADS, TRANSPORT & STORMWATER
DIVISION: ROADS, TRANSPORT, STORMWATER AND BUILDING MAINTENANCE

SALARY SCALE T13
(R 495 955,13 - R 643 780,85 PER ANNUM)

PERMANENT
STATION: GREATER OUDTSHOORN
REF: (WC/045/IS/IS/005)

REQUIREMENTS

- A relevant Trade Test certificate or National Diploma in Civil Engineering.
- 5 years or more experience in a supervisory technical position required
- Valid Code B driver's license.
- Computer Literacy: MS Office and;
- Proficient in at least two (2) of the three (3) official languages of the Western Cape

KEY PERFORMANCE AREAS

- To ensure critical performance indicators are identified and specific measures established to enable and guide the department to plan, manage and or prioritize outcomes accordingly.
- Directs and controls outcome associated with utilization, productivity and performance of personnel within the Roads, Transport, Stormwater and Building Maintenance Section.
- To ensure a climate conducive to promoting and sustaining motivational levels, productivity, performance and improving the quality of work-life is cultivated and maintained enabling the department to meet its service delivery objectives.
- Prepares capital and operating estimates and controls expenditures against the approved budget allocations.
- To ensure accurate estimates are prepared in relation to requirements enabling the section to contribute positively towards meeting maintenance objectives and sustaining the quality and standards of service delivery.
- Manages the formulation of specific contracts and tender documents and controls contractual obligations.
- In order to ensure contractual terms and conditions entered into and agreed to are complied with and specific



responsibilities discharged accordingly without any risk to the Council.

- Directs and controls the professional, technical and operational outcomes associated with the functions related to Roads, Transport, Stormwater and Building Maintenance.
- In order to ensure activities, projects and assignments associated with the section are monitored, deviations addressed, and corrective measures introduced to curb nonconformance, poor quality and performance enabling the department to deliver in accordance with the laid down objectives, procedures and cost parameters.
- Disseminates functional and operational information on the immediate, short and long-term objectives and current developments, problems and constraints.
- To ensure information, advice or opinions on relevant matters are made available and/or communicated through the various mediums and accurately interpreted through the provision of adequate and clear explanation.
- To contribute towards the effective functioning and the efficient planning and supervision of activities and projects related to Roads, Transport, Stormwater and Building Maintenance.
- In order to ensure that communication channels are effective, and that information is obtained and shared, to secure the effective operation of plant and networks.
- To ensure that the workload and complexity of tasks at hand are carried out with the necessary guidance and in-job-training.
- To ensure personnel reach full potential in the work environment.
- In order to ensure personnel are capacitated and capable of performing at acceptable levels, deviations addressed, and corrective measures implement to sustain productivity and efficiency.
- In order to ensure accurate operational information is maintained and made available on request and specific administrative reporting deadlines are complied with.

COMPETENCIES (Supervisor/Foreman Competency Framework -Level 4)

- **Core Professional Competencies:** problem solving, planning and organizing, organizational awareness.
- **Functional Competencies:** discipline specific skills, people management, task management, work place safety, budgeting.
- **Public Service Orientation Competencies:** interpersonal relationships, communication, service delivery orientation.
- **Personal Competencies:** action and outcome orientation, resilience, ethics and accountability.
- **Management/Leadership Competencies:** direction setting, impact and influence, coaching and mentoring, team orientation

Candidates must be willing to be subjected to an interview and written/competency assessment. They must also be aware that previous employers and recent references may be contacted, and their qualifications, criminal and medical records be verified. The appointment will be subject to the signing of an employment contract, performance agreement and disclosure of interest.

Application must be on the official application form 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. Applications must be submitted to **HR Manager: Support Services, Department Corporate Services, P.O. Box 255, Oudtshoorn, 6620 or Oudtshoorn Municipality, 69 Voortrekker Road, Oudtshoorn, 6620. Application forms can be**



downloaded from the Oudtshoorn Municipality website
www.oudtshoorn.gov.za.

For any enquiries contact Jean Heunis at 044-203 3136 or heunis@oudtmun.gov.za

CLOSING DATE: 14 August 2026 at 12:00

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's will not be returned. Council will make appointments in line with its employment equity plan and reserves the right not to make an appointment. Applications sent via e-mail/late applications will not be considered. Any misrepresentation in your application will lead to automatic disqualification.

**MR M. YEKANI
MUNICIPAL MANAGER**

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