



ADVERTISEMENT: NOTICE NO. 10/2026

Emthanjeni Municipality, with its Headquarters in De Aar, invites suitably qualified candidates to apply for the following vacant post. The Municipality is an equal opportunity, affirmative action employer, subscribes to the principles of employment equity, and actively promotes representation in terms of race, gender and disability.

DIRECTORATE: INFRASTRUCTURE SERVICES

POSITION: SENIOR MANAGER: INFRASTRUCTURE SERVICES
LEVEL: MANAGER DIRECTLY REPORTING TO THE MUNICIPAL MANAGER
CENTRE: DE AAR, NORTHERN CAPE

A. Annual Total Remuneration Package:

- Salary scale: as per the annual Gazette on Upper Limits for Senior Managers. - Negotiable in terms of Government Gazette No. 53882 of 18 December 2025, i.e., Upper Limits of Total Remuneration Packages Payable to Municipal Managers and Managers Directly Accountable to the Municipal Managers.
- Minimum Total Remuneration Package – R956 012.00 - Midpoint Remuneration Package- R1 074 171.00– Maximum Remuneration Package- R1 175 182.00.
- A Remote Allowance of 10% of the Total Annual Remuneration Package may also be payable as well as cellphone allowance

B. Term of Appointment:

Permanent employment as provided for in the amended Local Government: Municipal Systems Act, No. 3 of 2022, and includes signing of an employment contract and performance agreement in terms of Section 57 of the Municipal Systems Act, as well as a declaration of financial interest.

C. Essential and Non-negotiable Requirements:

Knowledge of the specified fields, knowledge of interpretation and implementation of policies and procedures, knowledge of performance management and reporting, knowledge of developmental local government in the South African context, competency in policy conceptualization, analysis and implementation.

- A minimum qualification of a recognized B. Degree in Engineering or an equivalent qualification of at least NQF level 7;
- A minimum of five (5) years of experience at middle management level preferably in Local Government.
- 3-4 years must be a professional/management level engineering management experience.
- Compliance with all requirements as contained in the Municipal Regulations on Minimum Competency levels, Gazette No. 29967 of 15 June 2007; i.e. CPMD MFMP, etc. if a newly appointed person is not in possession of this competency, he/ she must complete it within 18 months from the date of appointment, in accordance with Government Notice No. 91 of February 3, 2017 as promulgated in Government Gazette No. 40593
- Personal attributes of integrity, honesty, maturity, courtesy, transparency, and commitment to ensure progressive democratic and accountable governance that delivers sustainable and efficient services;
- Transformational and developmentally driven managerial experience based on through knowledge of complex local government statutory framework and functional challenges to ensure good corporate governance that will maximize a climate conducive to promotion of improved socio-economic development;
- Good knowledge and understanding of:
 - Relevant policy and legislation;
 - Municipal infrastructure planning, construction and maintenance systems and performance management;
 - Service delivery imperatives, development and town planning services;
 - Legislative, regulatory, standards, policy, practices and operating standards compliance imperatives;
 - Supply Chain Management Regulations and Relevant Legislation;
 - Occupational Health and Safety Act, applicable regulations and other related prescripts ;
 - Municipal Infrastructure Grant implementation and compliance processes;
- Certificate of competency as required in terms of the General Machinery Regulations, 1998 or registration with a recognized relevant engineering professional body will serve as an added advantage
- Valid driver's license
- Proven ability to negotiate and communicate at all spheres and levels of government and
- A municipal infrastructure and Town Planning background will be an added advantage.

D. Key Performance Areas (KPA's):

- Responsive to the service delivery and spatial planning needs of the institution;
- Lead and direct the functions related to basic service delivery, spatial planning and land use management in accordance with applicable legislation, regulations, directives, contracts and agreements;
- Must be able to formulate engineering master planning, project management and implementation;
- Manage and facilitate development and reviews of policies and by-laws;
- Manage the functionality of service delivery and spatial planning structures and systems;
- Manage operations, maintenance, planning and administration of municipal infrastructure capital projects;
- Manage the Department's budget planning, implementation and budget review to support priorities and deliveries in the IDP
- Provide visionary and innovative leadership to a diverse workforce to ensure optimal utilization of the Council resources in terms of implementing its strategic objectives articulated in the IDP and fulfilment of its legislative mandate.
- Provide advice and support to Council and the Municipal Manager;

- Implement the service delivery budget implementation plan and Council resolutions and
- Ensure that the Municipality is provided with effective and efficient infrastructure and planning services aligned with political priorities and programs of Council.

Please Note:

- No faxed applications will be considered;
- Candidates are required to complete the prescribed “Annexure C” application form as per Regulations on Appointment and Conditions of Employment of Senior Managers, Government Notice No. 21, Government Gazette No. 37245 dated 17 January 2014, which is obtainable from the internet at www.gpwonline.co.za, or on the Municipal website at www.emthanjeni.co.za, (failure to do so will result in the candidate being disqualified);
- Short-listed candidates will be subjected to security vetting/screening, verification of qualifications and employment history/reference check and competency assessment and should also disclose financial interest;
- Emthanjeni Municipality reserves the right to nullify or cancel an employment contract and recover all costs incurred by the Municipality including remuneration, advertisement, etc.; should it be discovered that the successful candidate submitted false or insufficient information which resulted in the contravention of the provisions of Municipal Council Policies, Municipal Systems Amendment Act No. 7 of 2011 or any other relevant legislation;
- If no communication has been received from us within 90 days after the closing date, please consider your application as unsuccessful. The Municipality reserves the right to appoint or not appoint any person.
- Canvassing for appointment is strictly prohibited and any collaborating evidence thereof will automatically disqualify the applicant.
- The successful candidate will be held personally liable for certain costs incurred during recruitment if he/she after being appointed declines to accept the appointment.
- If you meet the stated requirements, a fully completed Annexure C Application Form, detailed Curriculum Vitae, recently certified copies of all qualifications, a recently certified copy of the Identity Document and Driver’s License (certified copies must not be older than three months) and proof of Competency level, where applicable, must be addressed to:

**Attention: Mr DH Molaole
Municipal Manager
Emthanjeni Local Municipality
PO Box 42
DE AAR
7000**

Or can be hand delivered at:

**Emthanjeni Municipality
45 Voortrekker Street
DE AAR
7000**

Enquiries may be directed to the Municipal Manager, Mr D Molaole, at dmolaole@emthanjeni.co.za or telephonically on 084 083 5111 during office hours (08:00 – 16:25).

Closing date: 26 March 2026 at 16:25