

Drakenstein Municipality, an employer that is committed to equal employment opportunities, invite people who qualify to apply for the abovementioned vacancy within its Corporate and Planning Services Department.

**PERSONNEL VACANCY**  
**EXTERNAL APPLICATIONS WILL BE CONSIDERED**

**HUMAN RESOURCES OFFICER: BENEFITS (REF NO: CS-HA-SCL1)**

**DEPARTMENT: CORPORATE AND PLANNING SERVICES**

**SECTION: BENEFITS**

**DIVISION: Human Resources**

<b>SALARY SCALE</b>	<b>TASK LEVEL 11 -Total cost to company- R543 623.70 – R681 294.04 per annum</b> <b>Benefits: Housing subsidy, Medical aid, Pension and Grouplife</b>
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**JOB PURPOSE:**

Co-ordinating, monitoring, facilitating and conducting financial and administrative procedures associated with Benefits related matters by implementing policies and processes whilst ensuring POPIA compliance.

**SELECTION REQUIREMENTS FOR THE POST:**

- Grade 12
- A relevant three (3) year tertiary qualification in Human Resource Management or related field.

**OTHER REQUIREMENTS FOR THE POST:**

- Code B driver's licence
- Computer literacy (Ms Office)
- Good interpersonal skills
- Human relations and communication skills
- Ability to give attention to detail
- Maintain confidentiality
- Fluent in two (2) of the three (3) official languages of the Western Cape, of which one must be English

**EXPERIENCE:**

- **2 years relevant experience in a Human Resource environment**

**COMPETENCIES**

<ul style="list-style-type: none"> <li>• Consulting</li> <li>• HR Service Delivery</li> <li>• Interpersonal Relationships</li> <li>• Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Learning orientation</li> <li>• Accountability and ethical conduct</li> <li>• Problem solving and analysis</li> </ul>
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**GENERAL INFORMATION:**

1. A service bonus equivalent to one month's salary, where applicable, will be payable and be supplemented by the normal benefits applicable to the Municipality including housing allowance for homeowners subject to certain conditions.
2. The Municipality is an equal opportunity employer and respects the conditions of the Employment Equity Act. Preference will be given to candidates who comply with the Employment Equity Targets but will not be the only criteria applied.
3. All applications are subject to reference checking and verification of qualification checking, which means that by applying for a position at the Municipality, you give us consent to do the various checking.
4. Applications received after the closing date, or which have been received without the prescribed application form and documentation/s mentioned below will not be considered.
5. Canvassing of any councillor and/or member of the Appointment Committee and/or any personnel member of the Municipality will not be allowed and will immediately disqualify applicants.
6. Only short-listed applicants will be contacted for interviews. Applicants can regard their applications as being unsuccessful if no feedback has been received within three (3) months from the closing date.
7. Placement of candidates for work can be done in any area of Drakenstein. This area covers Simondium, Paarl, Wellington, Gouda, Hermon and Saron.
8. Applications within the **Drakenstein municipal area** will be receiving preference.
9. The Municipality respects the conditions of the Protection of Personal Information Act. By submitting your information and application you confirm that the information you have provided to us is true, correct and up to date.
10. Successful candidates will be expected to sign a contract of employment, disclosure of benefits and interest and a performance contract (where applicable) with the employer.
11. Candidates that arrive late for interviews will be disqualified.
12. The Municipality reserves the right not to make an appointment.

Prescribed application forms can be obtained from the Human Resources Offices at the Civic Centre, Berg River Boulevard, Paarl, 7622 (Mondays to Fridays from 08:00 until 15:30) or on the Drakenstein Municipal website [www.drakenstein.gov.za](http://www.drakenstein.gov.za). Clearly indicate the reference number for the post you are applying for on the prescribed application form. Your fully completed application form must be accompanied by your CV and relevant certified supporting documents when handing it in. Certified copies must not be older than three (3) months. **No fax copies will be accepted. No CVs will be returned on the applicant's request, therefore please do not send us your original certificates.**

Your application can be submitted via email to: [corporatejobs@drakenstein.gov.za](mailto:corporatejobs@drakenstein.gov.za), hand delivered or posted to Drakenstein Municipality, Human Resource Offices, PO Box 1, Berg River Boulevard, Paarl, 7622.

**Closing date for emailed applications: 13 December 2024 at 23h59**

**Closing date for hardcopies: 13 December 2024 at 15h30**

**CITY MANAGER**