

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

PERSONNEL VACANCY
INTERNAL AND EXTERNAL APPLICATIONS WILL BE CONSIDERED

MANAGER: LABOUR RELATIONS, EMPLOYEE RELATIONS & OHS (REF NO: CS-HL-HEAD)

DEPARTMENT: CORPORATE AND PLANNING SERVICES

DIVISION: HUMAN RESOURCES

SECTION: Labour Relations

SALARY SCALE	TASK LEVEL 15 – Total cost to company – R1 126 322.20 – R1 363 875.86 per annum BENEFITS: Car allowance, Medical aid, Housing allowance, Pension and Group life
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JOB PURPOSE:

Manage and coordinate the Labour Relations, Occupational Health & Safety and Employee wellness functions of the municipality including the coordination and implementation of relevant Labour Relations, Health and Safety and Employee Assistance programmes and policies in adherence to applicable legislation, collective agreements, council policy and best practices in order to render an effective and efficient Labour Relations, Health & Safety and Employee wellness function.

SELECTION REQUIREMENTS FOR THE POST:

- B-Tech or Degree in Human Resource Management specializing in Labour Relations.
- Municipal Minimum Competency

OTHER REQUIREMENTS/SKILLS:

- Computer literacy (MS Office Applications, Collaborator, Resource link, Solar)
- Health and Safety experience or qualification
- Leadership and management skills
- Good writing, administrative, interpersonal and communication skills
- Knowledge of relevant legislation
- Code B drivers' license
- Fluent in at least two of the official languages in the Western Cape
- Ability to handle conflict and deal with stressful situations

EXPERIENCE:

- 4 – 5 years relevant experience

COMPETENCIES

<ul style="list-style-type: none">• Planning and organising• Monitoring and control• Negotiation• Occupational and benefits management	<ul style="list-style-type: none">• Communication• Conflict management• Accountability and ethical conduct• Impact and influence
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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 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.

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. Clearly indicate the reference number for the post you are applying for on the pre-scribe 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, hand delivered or posted to Drakenstein Municipality, Human Resource Offices, PO Box 1, Berg River Boulevard, Paarl, 7622.

Closing date for emailed applications: 03 January 2025 at 23h59

Closing date for hardcopies: 03 January 2025 at 15h30

CITY MANAGER