

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 ORGANISATIONAL EFFICIENCY (REF NO: CS-HE-HEAD)**

**DEPARTMENT: CORPORATE AND PLANNING SERVICES**

**DIVISION: HUMAN RESOURCES**

**SECTION: Organisational Efficiency**

<b>SALARY SCALE</b>	<b>TASK LEVEL 15 -Total cost to company- R1 126 322.20 – R1 363 875.86 per annum</b> <b>Benefits: Car Allowance, Housing subsidy, Medical aid, Pension and Grouplife</b>
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**JOB PURPOSE:**

Managing the development, facilitation, implementation and maintenance of Organisational Efficiency services, efficiency monitoring frameworks and systems, norms and standards, services strategies and policies. Managing the operations of the section and provide guidance and advice.

Provide and advisory service to the organisation on Organisational Efficiency matters related to Business process Re-engineering Organisational design, job description development, job evaluation and performance management and development system.

**SELECTION REQUIREMENTS FOR THE POST:**

- A relevant 3-year tertiary qualification in Human Resources Management or related field

**OTHER REQUIREMENTS FOR THE POST:**

- In-depth knowledge of HR principle including work-study functions
- Knowledge of relevant legislation
- Knowledge of performance management practices
- Organisational design knowledge and experience
- Computer literacy (MS Office Applications, Collaborator)
- Good writing, administrative, interpersonal and communication skills
- Knowledge of relevant legislation
- Presentation skills
- Supervisory skills
- Facilitation skills
- Code B drivers' license
- Fluent in at least two of the official languages of the Western Cape
- Knowledge of job evaluation systems

**EXPERIENCE:**

- **8 years or more relevant experience covering a broad range of human resources functions and**
- **At least 3 years supervisory experience**

## **COMPETENCIES**

<ul style="list-style-type: none"><li>• Organisational awareness</li><li>• Consulting</li><li>• Monitoring and control</li><li>• Negotiation</li><li>• Planning and organising</li><li>• Direction setting</li></ul>	<ul style="list-style-type: none"><li>• Written communication</li><li>• Impact and influence</li><li>• Team orientation</li><li>• Performance management</li><li>• Communication</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: 03 January 2025 at 23h59**

**Closing date for hardcopies: 03 January 2025 at 15h30**

**CITY MANAGER**