

The Mangaung Metropolitan Municipality hereby invites applications from suitable qualified, experienced, innovative, committed visionary leaders for appointment to the following positions, which will be based in Bloemfontein (Head Office). The appointments will be made in terms of Sections 54(a) and 56 of the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000), as amended. Mangaung Metropolitan Municipality promotes and applies the principles of employment equity, in line with the City's Employment Equity plan.



CITY MANAGER (Ref. No. E05/01)

REMUNERATION: All-inclusive remuneration package between: Minimum R 1,721,483.00 Mid-Point R 2,086,646.00 Maximum R 2,451,810.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023).

CONDITION OF EMPLOYMENT: 4 (four) years fixed term performance-based contract not exceeding a period of one year after the election of the next council. The successful candidate will be required to sign an employment contract before commencement of duty, a performance agreement and to disclose financial benefits and interests.

APPOINTMENT REQUIREMENTS: Bachelors Degree in Public Administration / Political Science / Social Sciences / Law or equivalent qualification as recognised by SAQA. Minimum of 5 years relevant experience at senior management level. Have proven successful institutional transformation within public or private sector. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Financial Management will be expected to obtain such certificate within a period of 18 months from the date of appointment. Valid driver's licence free from endorsements is a requirement. No criminal record (excluding previous convictions related to political activities under the previous dispensation) and the applicant must undergo security vetting. Undergo a competency assessment. Computer literacy.

KNOWLEDGE: Advanced knowledge and understanding of relevant local government policies and legislation. Advanced understanding of institutional governance systems and performance management systems. Advanced understanding of council operations and delegation of powers. Good governance. Audit and risk management establishment and functionality and Budget and finance management.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREAS: The Municipal Manager, as the Head of Administration and the Accounting Officer of the municipality reporting to the Executive Mayor will be responsible for: Carrying out all the duties of the Municipal Manager as contained in section 55 of the Municipal Systems Act. Implementing the municipality's integrated development plan and monitor progress thereof. Establishment of an economic, effective, efficient, and accountable administration within the administrative and financial capacity of the municipality. Managing the municipality's administration in accordance with and other applicable legislation. Managing the provision of services to the local communities in a sustainable and equitable manner. Appointment of staff to enable the municipality to perform its functions, subject to the Employment Equity Act 55 of 1998. Ensuring effective utilization, training, and discipline of staff. Provide sound and strategic advice to political structures and political office-bearers of the municipality. Management of communication between the municipality's administration and its political structures. Exercising of any powers and duties delegated by the municipal council, or sub-delegated by other relevant legislation or delegating authorities of the municipality. Ensuring the implementation of national and provincial legislation applicable to the municipality. Perform any other function that may be assigned to him/ her by the Municipal Council.

HEAD OF DEPARTMENT – CORPORATE SERVICES (Ref. No. E05/02)

REMUNERATION: Category 7 annual all-inclusive remuneration package between: Minimum R 1,415,748.00 Midpoint R 1,669,319.00 Maximum R 1,961,448.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023.

CONDITION OF EMPLOYMENT: Permanent performance-based contract. The successful candidate will be required to sign an employment contract before commencement of duty, a performance agreement and to disclose financial benefits and interests.

APPOINTMENT REQUIREMENTS: Bachelor's Degree in Public Administration / Management Sciences / Law or Equivalent as recognised by SAQA | A minimum of seven (07) years at senior and middle management level, of which at least four (04) years must be at senior management level. | Postgraduate qualifications will be an added advantage. Have proven successful management experience in administration. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Finance will be expected to obtain such certificate within a period of 18 months from the date of appointment.

KNOWLEDGE: Good knowledge and understanding of relevant policies and legislation. Good knowledge and understanding of institutional governance systems and performance management. Good knowledge of corporate support services, including Human Capital management; Legal services; facilities management; Information communication technology; and council support. Good knowledge of supply chain management and the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000); Good governance; Labour Relations Act, and other labour related prescripts, Legal background and human capital management and knowledge of coordination and oversight of all specialised support functions.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREAS: The Head of Department will oversee optimal functioning of Human Resources and Development systems, policies, procedures, and controls | Ensure adequate provision of digital and technological solutions to the municipality | Lead and initiate opportunities to enhance internal relationships between management, organised labour and employees, and support processes to maximise a collaborative working relationship | Ensure efficient and effective support is rendered to the offices of public office bearers and the Municipal Manager | Ensure an effective provision of a facilities and fleet services to the municipality. | Lead and direct all staff in the Department to ensure that staff meets the Department's objectives in line with the Municipality's requirements and resource constraints. Manage, implement, and monitor the performance management and development system (PMDS) in the municipality to ensure that staff performs to the Municipality's standards. | Control, manage, and monitor budget | Coordinate and Review, draft, recommend and implement relevant by-laws to ensure effective regulatory mechanisms exist. | Oversee and manage the property management function so that all Council buildings are managed according to policy and procedure. Develop, maintain

and oversee fleet management systems to ensure effective and efficient utilization of fleet within the municipality. Provide technical and legal support to council and its committees and render legal services such as development of legal opinion, drafting and review of policies The incumbent is required to operate within bylaws, resolutions, and policies of Council, as well as any other legislative requirements | The incumbent must perform functions as delegated in the delegation of powers and functions | The incumbent has to develop and ensure implementation of policies and strategies and recommend those for Council approval.

CHIEF FINANCIAL OFFICER (Ref. No. E05/03) FINANCE DEPARTMENT

REMUNERATION: Category 7 annual all-inclusive remuneration package between: Minimum R 1,415,748.00 Midpoint R 1,669,319.00 Maximum R 1,961,448.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023.

CONDITION OF EMPLOYMENT: Appointment will be on a permanent basis and will be subject to signing an employment contract, annual performance agreement as well as disclosing financial interest.

APPOINTMENT REQUIREMENTS: At least NQF Level 7 in fields of Accounting, Finance or Economics or any other study field related to the position. Registration as a Chartered Accountant will be an added advantage. A minimum of seven (07) years at senior and middle management level, of which at least four (04) years must be at senior management level. Registration with a relevant professional body will be an added advantage. Proven experience in successful institutional transformation in the public and private sector. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Finance will be expected to obtain such certificate within a period of 18 months from the date of appointment.

KNOWLEDGE: Advanced knowledge and understanding of relevant policies and legislation. Advanced knowledge and understanding of institutional governance systems and performance management. Advanced understanding of Council operations and delegations of powers. Good governance skills. Budget and financial management skills. Good knowledge of supply chain and revenue management and the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000); Good governance.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREAS: The Chief Financial Officer will develop, manage and control the short- and medium-term capital and operating budgets of the municipality. Monitor expenditure and recommend and implement corrective measures to rectify deviations to budgetary provisions and audit requirements. Consolidate and provide financial accounting-related information for the annual report in compliance with relevant financial reporting standards. Advise and assist the Accounting Officer and Senior Managers in the exercise of the powers and functions assigned and delegated in terms of the MFMA and other relevant legislation. Monitor compliance with the Municipal Finance Management Act and all other municipal finance regulations. Ensure compliance with best practice accounting norms and standards. Foster a good working relationship with the Auditor General's Office and other stakeholders. Contribute to policy development. The Chief Financial Officer is the administrative head of the Budget and Treasury Office that has the following delegated core functions: Budget preparation, monitoring and reporting; Accounting, Analysis and financial reporting, Cash Management, Debt Management, Supply Chain Management, Financial Management and Asset Management. The incumbent is required to operate within the laid down policies and procedures of Council, as well as bylaws and any other legislative requirements | The incumbent has to develop and ensure implementation of policies and strategies and recommend those for Council approval | The incumbent has to perform function as delegated in the delegation of powers and functions.

HEAD OF DEPARTMENT – TECHNICAL SERVICES (Ref. No. E05/04)

REMUNERATION: Category 7 annual all-inclusive remuneration package between: Minimum R 1,415,748.00 Midpoint R 1,669,319.00 Maximum R 1,961,448.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023.

CONDITION OF EMPLOYMENT: Appointment will be on a permanent basis and will be subject to signing an employment contract, annual performance agreement as well as disclosing financial interest.

APPOINTMENT REQUIREMENTS: Bachelor of Science/ Degree in Engineering / B Tech: Engineering or Equivalent and Pr. Eng registered with ECSA. A minimum of seven (07) years at senior and middle management level, of which at least four (04) years must be at senior management level | Postgraduate qualification, Certificate of competency as required in terms of the General Machinery Regulations, 1988 or Registration with a recognised relevant engineering professional body will be an added advantage. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Financial Management will be expected to obtain such certificate within a period of 18 months from the date of appointment. No criminal record (excluding previous convictions related to political activities under the previous dispensation) and the applicant must undergo security vetting. Undergo a competency assessment. Computer literacy.

KNOWLEDGE: Good knowledge and understanding of relevant policy and legislation. Good knowledge and understanding of institutional governance systems and performance management. Must have extensive knowledge of the public office environment and must be able to formulate engineering master planning, project management and implementation. Budget and financial management skills. Ability to make high-risk decisions of a long-term and strategic nature.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREAS: The Head: Technical Services will drive energy demand management, operate and maintain transmission networks and retail operations | Deliver on the assigned mandate for Technical Services pertaining to Water Services Authority and Water Provider | Deliver on revenue

commitments by driving the minimisation of losses | Provide oversight of the construction, maintenance, and control of accessible municipal road networks and infrastructure | Expedite capital projects to agreed quality, budget and timelines. | Manages multidisciplinary projects and programmes and project requirements of funders. Designs, confirm and apply operations and maintenance service delivery standards; Develops models to inform in-house, outsourced and PPP capital and operations and maintenance contracts / projects. Oversees and evaluates the planning of complex engineering projects; Integrates engineering / infrastructure planning with broader development planning; Interprets IDP and spatial planning initiatives into specific project requirements; Projects and forecasts short-, medium- and long-term infrastructure needs for the municipality. | Oversee and ensure that integration of planning, engineering, and other bulk-infrastructure related housing activities (roads, sewage etc) with the Housing strategy and implementation plan, so that housing and settlement delivery is habitable and in accordance with the principles and objectives of the Housing strategy. Control, manage, and monitor the budget. The incumbent is required to operate within the laid down policies and procedures of Council, as well as bylaws and any other legislative requirements | The incumbent has to develop and ensure implementation of policies and strategies and recommend those for Council approval | The incumbent has to perform function as delegated in the delegation of powers and functions.

HEAD OF DEPARTMENT – PLANNING, ECONOMIC DEVELOPMENT & HUMAN SETTLEMENTS (Ref. No. E05/05)

REMUNERATION: Category 7 annual all-inclusive remuneration package between: Minimum R 1,415,748.00 Midpoint R 1,669,319.00 Maximum R 1,961,448.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023.

CONDITION OF EMPLOYMENT: Permanent Employment Contract and the appointed candidate will be required to sign employment contract, annual performance agreement and to annually disclose his/her financial interest.

APPOINTMENT REQUIREMENTS: Bachelor of Science Degree in Building Sciences / Architect / Bachelors Degree in Town and Regional Planning / Development Studies or equivalent as recognised by SAQA | A minimum of seven (07) years at senior and middle management level, of which at least four (04) years must be at senior management level. Have proven successful Professional Development/ Town and Regional Planning and build environment and or economic development experience. Post graduate qualification and Project Management Certificate or Diploma, or Registration as a Professional Planner in accordance with the Planning Professions Act, 2002, (Act No. 36 of 2002) will be an added advantage. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Financial Management will be expected to obtain such certificate within a period of 18 months from the date of appointment. No criminal record (excluding previous convictions related to political activities under the previous dispensation) and the applicant must undergo security vetting. Undergo a competency assessment. Computer literacy.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREA: The Head of Department reports to the City Manager and assume overall responsibility over management and administration of the Departments responsible for Planning, economic development, and integrated human settlements. | Provide strategic leadership and oversee implementation on economic development and investment programmes | Provide strategic leadership and oversee implementation of economic development and investment attraction programmes. Oversee climate change strategies, integrated environmental management and conservation practices| Control, manage, and monitor the budget of the Department. This includes motivating the Department's budgetary needs for approval by Council and monitoring expenditure against the budget. | Represent the Department in all meetings, conferences, and forums etc. that are relate to the work of the Department. | Facilitates the funding of all planning, investments and development projects in the municipality. | Oversee and manage the development and implementation of transportation policies, strategies, and guidelines at a municipal-wide, regional and neighbourhood level for both public and private development and investment initiatives (housing; environment; planning etc).

HEAD OF DEPARTMENT – COMMUNITY SERVICES (Ref. No. E05/06)

REMUNERATION: Category 7 annual all-inclusive remuneration package between: Minimum R 1,415,748.00 Midpoint R 1,669,319.00 Maximum R 1,961,448.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023.

CONDITION OF EMPLOYMENT: Appointment will be on a permanent basis and will be subject to signing an employment contract, annual performance agreement as well as disclosing financial interest.

APPOINTMENT REQUIREMENTS: Bachelor's degree in Social Services / Public Administration / Law or equivalent as recognised by SAQA | A minimum of seven (07) years at senior and middle management level, of which at least four (04) years must be at senior management level. | Postgraduate qualifications or equivalent and Registration with the South African Council for Social Services Professional (SACSSP) or similar recognized professional body will be an added advantage. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Financial Management will be expected to obtain such certificate within a period of 18 months from the date of appointment. No criminal record (excluding previous convictions related to political activities under the previous dispensation) and the applicant must undergo security vetting. Undergo a competency assessment. Computer literacy.

KNOWLEDGE: Good knowledge and understanding of relevant policy and legislation. Good knowledge and understanding of institutional governance systems and performance management. Understanding of council operations and delegations of powers, as well as Health service management; Cemetery management; Public Safety and Parks and recreation management.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREAS: The Head of Department, Community Services reports directly to the City Manager and is responsible to drive programmes associated with provision of optimal services to the community that relate to Municipal Health Services, social, library, recreational, refuse removal and transport services | Ensure parks and open spaces are maintained to acceptable standards | Comply and adhere to legislative requirements for provision of cemeteries services | Monitor and deliver acceptable waste management services to the residents. | Ensure that the municipal health service are delivered within the norms and standards | Lead and direct all staff in the Department to ensure that staff meets the Department's objectives in line with the Municipality's requirements and resource constraints. Manage, implement, and monitor the performance management system (PMS) in the Department to ensure that staff performs to the Municipality's standards. | Control, manage, and monitor the budget of the Department to ensure effective and efficient functioning of the Department within the budgetary constraints of Municipality. This includes motivating the Department's budgetary needs for approval by Council and monitoring expenditure against the budget. | Liaison with provincial and national government and compliance and reporting.

HEAD OF DEPARTMENT – PUBLIC SAFETY & SECURITY (Ref. No. E05/07)

REMUNERATION: Category 7 annual all-inclusive remuneration package between: Minimum R 1,415,748.00 Midpoint R 1,669,319.00 Maximum R 1,961,448.00, as determined by the Minister responsible for local government and published in Government Gazette No. 48789 of 14 June 2023.

CONDITION OF EMPLOYMENT: Appointment will be on a permanent basis and will be subject to signing an employment contract, annual performance agreement as well as disclosing financial interest.

APPOINTMENT REQUIREMENTS: Bachelor's degree in Social Sciences / Public Administration / Law or Equivalent as recognised by SAQA or at least NQF level 7 in the fields of Law Enforcement, Traffic Law Enforcement, Security Management or Crime Prevention or equivalent and registered peace officer|. A minimum of seven (07) years at senior and middle management level, of which at least four (04) years must be at senior management level. | Postgraduate qualifications and registration with a relevant professional body will be an added advantage. Compliance with the minimum competency levels as prescribed in Government Gazette No. 29967 of 15 June 2007 as amended in terms of Government Gazette No. 41996 of 26 October 2018 is essential. Candidates who are not in possession of the Certificate in Municipal Financial Management will be expected to obtain such certificate within a period of 18 months from the date of appointment. No criminal record (excluding previous convictions related to political activities under the previous dispensation) and the applicant must undergo security vetting. Undergo a competency assessment. Computer literacy.

KNOWLEDGE: Good knowledge and interpretation of policy and legislation. Good knowledge of performance management systems. Good governance and good knowledge of supply chain management regulations and the Preferential Procurement Policy Framework.

LEADING COMPETENCIES: Strategic direction and leadership skills; business management skills; people management skills; programme and project management skills; financial management skills; change management skills; change leadership skills; governance leadership skills.

CORE COMPETENCIES: Moral competence; planning and organising skills; analysis and innovation skills; knowledge and information management skills; communication skills; ability to focus on results and quality; ability to work under pressure.

KEY PERFORMANCE AREAS: To ensure the overall optimisation of the law enforcement, traffic, emergency services management value chain through effective strategic planning, direction and alignment with functional management framework and operational service delivery. The Head of Department reports to the City Manager and is responsible and accountable for the following key performance areas: Oversee and ensure effective planning, development, management and implementation of Municipal Health, Traffic, Fire & Emergency, Security Services, Law Enforcement and related functions. Oversee law enforcement operational planning with respect to land invasions and regulation of informal trading | Ensure adequate traffic services and road safety measures are put into place, as well as capability of the municipality is guaranteed for emergencies and natural disasters. | Maintain discipline in the Department | Plan, direct and control the budget. Implement policies and procedures and ensure that by-laws, regulations and crime prevention are enforced. Manage several operational areas such as building control. Ensure the optimal use and maintenance of resources and equipment and adhere to performance management criteria.

SUBMISSION OF APPLICATIONS:

- Applications must be made on a prescribed Application Form for Employment which may be downloaded from the Municipal Website www.mangaung.co.za
- Completed Application Forms must be accompanied by the following documents: comprehensive CV, certified copies of Certificates, Qualifications, Identity Document and Driver's Licence.
- By applying for these positions, candidates give consent that their personal information may be accessed for verification purposes in adherence to the POPI Act. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to attach proof thereof.
- Applications should be submitted through the following methods:

Via email to the relevant address:

- City Manager: mangaungCM@armourvest.co.za
- Head of Department Corporate Services: mangaungCS@armourvest.co.za
- Chief Financial Officer: mangaungCFO@armourvest.co.za
- Head of Department: Technical Services: mangaungTS@armourvest.co.za
- Head of Department: Planning, Economic Development & Human Settlements: mangaungPEDHS@armourvest.co.za
- Head of Department: Community Services: mangaungCOMS@armourvest.co.za
- Head of Department: Public Safety & Security: mangaungPSS@armourvest.co.za

OR Hand-deliver in Sealed Envelopes at: 4 Kolze Street, Oranjesig, Bloemfontein.

- Contact Person: All enquiries may be directed to recruitment@armourvest.co.za or Tel: 051 430 9866

Those who previously applied for the positions of City Manager, Head of Department Corporate Services, Technical Services and Chief Financial Officer are encouraged to re-apply.

THE CLOSING DATE FOR APPLICATIONS IS MONDAY, 21 AUGUST 2023 AT 15:30