



## **BITOU LOCAL MUNICIPALITY**

*Bitou Municipality is inviting applications for the following vacancy from suitably qualified professionals. Preference will be given to candidates residing within the Bitou Municipal Area.*

<b>POSITION</b>	<b>LIGHT EQUIPMENT OPERATOR</b>
<b>DIRECTORATE</b>	<b>ENGINEERING SERVICES</b>
<b>DIVISION</b>	<b>ROADS, TRANSPORT &amp; STORM WATER</b>
<b>SECTION</b>	<b>ROAD MAINTENANCE</b>
<b>SUB-SECTION</b>	<b>ROAD MAINTENANCE TEAM A</b>
<b>BASIC SALARY</b>	<b>R 139 676,00 – R 180 393,12 Per Annum (T5) + MUNICIPAL BENEFITS</b>
<b>REF NO</b>	<b>NOTICE 370 of 2024</b>

**QUALIFICATIONS AND EXPERIENCE:** • Basic Literacy • 1 years' relevant experience.

**REQUIREMENTS AND SKILLS:** • Must be able to communicate in at least two (2) of the three (3) official languages of the Western Cape • Must be prepared to be hands on • Must be able bodied • Must be fit and healthy • Willing to work in inclement weather conditions • Must be responsible, disciplined and able to work in a team environment • Ability to give attention to detail. • Required to work outside normal working hours during emergencies and planned overtime.

**FUNCTIONS & RESPONSIBILITIES:** • Perform tasks/ activities associated with the maintenance, operations and minor construction of tar roads, streets, gravel roads, bridges, sidewalks and storm water systems / structures • Undertake general tasks and operates small plant and equipment during road-works, storm-water drainage and road maintenance • Driving and maneuvering and engaging controls to operate mechanisms to enable crane operations, loading, compaction and levelling sequences and operates small plant and equipment during road-works, storm-water drainage, road maintenance and signage • Clean worksites, stores equipment and tools • Perform any other related duties as instructed by supervisor

### **COMPETENCIES REQUIRED**

#### **FUNCTIONAL / PROFESSIONAL**

**Operation Monitoring:** Watching gauges, dials, or other indicators to make sure a machine is working properly.

**Quality Control Analysis:** Conducting tests and inspections of products, services, or processes to evaluate quality or performance.

**Operation and Control:** Controlling operations of equipment or systems.

**Troubleshooting:** Determining causes of operating errors and deciding what to do about it.

**Planning and Organising:** The ability to plan broad activities within specific timeframes and then to execute these activities according to plan.

**Work Place Safety:** Promotes the principles of Occupational Health and Safety.

#### **PUBLIC SERVICE ORIENTATION**

**Interpersonal Relationships:** The ability to establish and maintain productive relationships with people within and outside of the Municipality.

**Communication:** The capacity to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others.

**Service Delivery Orientation:** The ability to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals.

#### **PERSONAL**

**Action Orientation:** The ability to stay focused on a task, to be energetic, persistent and reliable.

**Resilience:** The ability to persist with actions / work deliverables despite obstacles.

**Accountability and Ethical Conduct:** Ability to display standards of ethical and moral conduct to promote trust and to adhere to codes of good practice.

**Learning Orientation:** The willingness and motivation to learn, acquire knowledge, develop insight and focus on continuous self-improvement.

**Impact and Influence:** The ability to inspire a positive attitude in others and be able to influence others effectively.

**Team Orientation:** The capacity to promote a cooperative climate in working with others to achieve a shared goal.

*Work related enquiries can be directed to Manager – Roads, Transport & Storm Water: Mr. Z Mputa; [zmputa@plett.gov.za](mailto:zmputa@plett.gov.za) or on tel: 044 501 3266.*

*For general enquiries contact Ms L Clark on telephone no: 044 501 3418.*

Candidates must be willing to be subjected to an interview and competency assessment and must be aware that previous employers and references will be contacted and their qualifications, credit and criminal record will be verified. The candidates will be required to disclose all Financial Interests

Application forms are available on the Bitou website ([www.bitou.gov.za](http://www.bitou.gov.za)). A comprehensive CV, original certified copies of Identification documents, qualifications, and driver's license must accompany the application form and must be posted /hand delivered to the Human Resources Section, Bitou Municipality, Private Bag X1002; Plettenberg Bay; 6600.

Bitou Municipality is an equal opportunity employer. Candidates from the designated groups, including those with disabilities, are encouraged to apply.

**Please Note:**

1. **ONLY** hard-copy applications will be considered. **No** electronic or faxed applications will be accepted.
2. Please complete the Reference Checking Consent & Authorization Form which is available on the Municipality's Website. (**Compulsory**)
3. **LATE APPLICATIONS** will not be considered. Canvassing of Councillors with the purpose of being appointed is not permitted and proof of such canvassing shall lead to disqualification.
4. Submit separate applications when applying for multiple posts and quote reference number.

**M MEMANI**  
**ACTING MUNICIPAL MANAGER**

**CLOSING DATE: 23 October 2024 @ 14h00**

If you receive no feedback from us within 12 weeks after the closing date, please accept that your application was unsuccessful.  
**Bitou Municipality reserves the right not to make any appointment and to re-advertise before a shortlist is compiled.**