POLOKWANE MUNICIPALITY EXTERNAL/INTERNAL VACANCIES

POLOKWANE MUNICIPALITY, SITUATED IN THE CAPRICORN DISTRICT MUNICIPALITY OF LIMPOPO PROVINCE HEREBY INVITE APPLICATIONS FROM SUITABLY QUALIFIED AND EXPERIENCED PERSONS TO BE CONSIDERED FOR THE FOLLOWING POSITIONS THAT EXIST AT ITS MUNICIPAL OFFICES IN POLOKWANE

Issued date: 14 JULY 2026

DIRECTORATE : ENERGY SERVICES

POSITION: EXECUTIVE DIRECTOR ENERGY SERVICES
REF NO: EXT/26/27/01
DURATION: PERMANENT BASIS (In line with the new Municipal Systems Amendment Act 3 of 2022 which came into effect on 14 June 2023)
ALL INCLUSIVE PACKAGE:
MINIMUM : R1,887,000 PER ANNUM
LOWER : R1,932,288 PER ANNUM
MIDPOINT : R1,978,663 PER ANNUM
UPPER : R2,026,151 PER ANNUM
MAXIMUM : R2,074,778 PER ANNUM
(***as determined by the notice No.54505 of the 14 April 2026 on Upper Limits for the Senior Managers for a category 7 Municipality***)

MINIMUM REQUIREMENTS:
Bachelor of Science Degree in Electrical Engineering/B-Tech (NQF 7) or Equivalent qualifications as recognised by SAQA. Five (5) years of experience at senior and middle management level, or as programme/project manager of which at least 3-4 years must be at Professional/Management level engineering management experience. Registration with a Professional Recognized Engineering Technologist/Professional Engineer (ECSA) will be an added advantage. Must be in possession of a valid driver's license. Certificate in Municipal Financial Management Programme as prescribed by National Treasury, Government Gazette No. 29967 dated 15 June 2007 will be an added advantage. Candidates without MFMP or CPMD will be given 18 months to complete the competency in line with the regulation on exemption from minimum competency levels. Certificate of competency as required in terms of the General Machinery Regulations, 1988.

KNOWLEDGE AND SKILLS:
Extensive knowledge and understanding of Local Government administration. Good knowledge and understanding of local government transformation. Understanding of relevant local government legislation, the political landscape of South Africa and Municipal Legal Administration. Strong ethics, discipline, transparency, independent, accountable, motivated, outcome and results driven. Ability to work under pressure and meet tight deadlines. Must be a team player and diplomat. Strategic capability and leadership, program and project management, financial management, change management, knowledge management, service delivery, innovation, client orientation and customer focus, communication skill, accountability and ethical conduct, policy formulation and implementation, advanced strategic planning and people management skills.

KEY PERFORMANCE AREAS:
Provide strategic direction and monitor the implementation of the strategic objectives of the Directorate. Control electrical engineering contracts relating to new infrastructure, maintenance and upgrading of existing infrastructure. Plan, organise, lead and control energy services activities: Implement and maintain sound quality management system in line with legislation, policies, best practice and standards. Ensure cost effective management of the Directorate's budget and the timely implementation of resolution related to the Directorate. Advice Municipal Manager and council on all functions of the Directorate. Oversee the development and review of relevant policies and strategies on matters pertaining to the Directorate. Ensure that the activities of the Directorate are aligned to the IDP and facilitate performance management of the Directorate. Facilitate the establishment of the proposed Polokwane Energy/Electrical Entity and lead the operations until the appointment of Entity's Accounting Officer.
EMAIL: DIRECTORENERGY@POLOKWANE.GOV.ZA

DIRECTORATE: WATER AND SANITATION

POSITION: EXECUTIVE DIRECTOR WATER & SANITATION
REF NO: EXT/26/27/02
DURATION: PERMANENT BASIS (In line with the new Municipal Systems Amendment Act 3 of 2022 which came into effect on 14 June 2023)

ALL INCLUSIVE PACKAGE:
MINIMUM : R1,887,000 PER ANNUM
LOWER : R1,932,288 PER ANNUM
MIDPOINT : R1,978,663 PER ANNUM
UPPER : R2,026,151 PER ANNUM
MAXIMUM : R2,074,778 PER ANNUM
(***as determined by the notice No.54505 of the 14 April 2026 on Upper Limits for the Senior Managers for a category 7 Municipality***)

MINIMUM REQUIREMENTS:
Bachelor's Degree in Civil Engineering, (BEng; Bsc Eng; B-Tech) (NQF 7) or Equivalent qualifications as recognised by SAQA. Certificate in Municipal Financial Management Programme (MFMP) as prescribed by National Treasury, Government Gazette No 29967 dated 15 June 2007 will be an added advantage. Candidates without MFMP or CPMD will be given 18 months to complete the competency as contained in Notice 91 of 03 February 2017 and promulgated in government Gazette No, 40593. Five (5) years' experience at middle management level or as a programme manager/project manager; and 3-4 years must be at professional/management level and engineering management experience. Registration as a Professional Engineer or Technologist with ECSA will be an added advantage. Valid driver's license.

KNOWLEDGE AND SKILLS:
Must be able to negotiate at a high level with various stakeholders regarding water and sanitation and have a sound knowledge of water and sanitation planning, distribution, and construction. The incumbent will have to travel to attend meetings and congresses regarding water and sanitation. A thorough understanding and knowledge of the legislation regulating municipal governance. Extensive knowledge and understanding of local government administration. Understanding of local government transformation. Understanding of relevant local government legislation, the political landscape of South Africa, and municipal legal administration. Strong ethics, discipline, transparency, independent, accountable, motivated, outcome and results-driven, work under pressure and meet tight deadlines. Strategic capability and leadership, program and project management, financial management, change management, knowledge management, service delivery Innovation, client orientation and customer focus, communication skills, accountability and ethical conduct, policy formulation and implementation, advanced strategic planning and people, management skills.

KEY PERFORMANCE AREAS:
Executing the constitutional mandate of portable water supply and sanitation provision for the water service authority. Develop, manage and implement maintenance plans for water and sanitation infrastructure. Identify projects, conduct feasibility studies and preliminary design, determine institutional and social development needs. Secure funding for capital projects and oversee capital projects as applicable legislations and frameworks. Manage the monitoring, forecasting and demand for water, and secure raw water extraction licenses from DWS through applications and negotiations to ensure sufficient supply capacity. Negotiate water supply with Lepelle Northern Water and Department of Water and Sanitation. Ensure compliance with Blue Drop and Green Drop requirements. Develop and implement Water Conservation and Water Demand Strategies to ensure compliance with No Drop requirements. Implement and maintain sound quality management systems in line with legislation, policies, best practice and standards. Secure funding for capital projects and oversee capital projects as applicable legislations and frameworks. Oversee and lead the budgeting process in compliance with National Treasury guidelines. Ensure cost effective management of the Directorate's budget and the timely implementation of resolutions related to the Directorate. Oversee CAPEX and OPEX budgets to ensure cost effective utilization thereof and institute cost control measures to ensure optimum benefit and maximum risk exposure. Advice the Accounting Officer/Municipal Manager and Council on all functions of the Directorate. Oversee the development and review of relevant policies and strategies on matters pertaining to the Directorate. Ensure that the activities of the Directorate are aligned to the IDP and facilitate performance management of the Directorate. Develop and oversee departmental policies and procedures in line with regulations and Municipality business model. Identify, develop, and implement innovative and new business opportunities to grow the business and increase revenue. Oversee the preparation and submission of monthly, quarterly departmental performance. Facilitate the establishment of the proposed Polokwane Water Entity as approved by council and lead the operations until the appointment of Entity's Accounting Officer.
EMAIL: DIRECTORWATER@POLOKWANE.GOV.ZA

Applications for Senior Manager positions must be submitted on the **official application form** as prescribed in terms of **Government Gazette No 37245 - Regulations on Appointment and Conditions of Employment of Senior Managers (obtainable on the municipal website as well as at the municipal offices)**

NB: APPLICATIONS NOT COMPLETED ON THE OFFICIAL APPLICATION FORM WILL NOT BE CONSIDERED.
Polokwane Municipality offers challenging opportunities, competitive packages, and fringe benefits (Pension, Medical Aid, Housing Allowance, etc).
Polokwane Municipality Recruitment policy as well as the Personnel Code as approved by the council will guide the process.
Preference will be given to candidates from designated groups in line with the provisions of the Employment Equity Act, and the council's employment equity plan or targets and goals. For this reason, we require that **Race, Gender, and Disability status be specified**. **NOTE: Suitable candidates will be subjected to a personnel suitability check (Criminal record, Citizenship, credit record, qualifications verification, and employment verifications). Where applicable candidates will be subjected to a skills/ knowledge test.**
The form must be accompanied by a detailed CV, certified copies (not older than six months) of qualifications, ID, any other supporting documents should be sent to the provided emails.

KINDLY NOTE THE FOLLOWING WHEN SUBMITTING THROUGH EMAIL:
- ✓ **APPLICATION SIZE:10 MG OR LESS**
- ✓ **PDF FORMAT ONLY**

NB: STRICLY EMAIL SUBMISSIONS ONLY!!

Closing Date: 13 August 2026
Late applications will not be considered. Should you not hear from us within four months of the closing date, please consider your application as unsuccessful. We thank all applicants for the interest shown.
Polokwane Municipality strongly warns the public to stay alert as scammers posing as municipal officials are deceiving unsuspecting individuals with false promises of employment opportunities. Don't be a victim, stay vigilant and never fall for these fraudulent scams.
Remember: If you pay a bribe for a job or tender, you are not just a victim, you are part of the corruption. If you receive any suspicious communication, report it immediately to the South African Police Service (SAPS).

SCAM ALERT

Toll-Free Fraud Hotline: 015 290 2642/2628
Email: Fraudhotline@polokwane.gov.za.

ENQUIRIES: HUMAN RESOURCES MANAGER, MS. OUMA NAPO TEL NO. 015 290 2116/2004/2031

POLOKWANE MUNICIPALITY IS AN EQUAL OPPORTUNITY AFFIRMATIVE EMPLOYER AND RESERVES THE RIGHT NOT TO MAKE ANY APPOINTMENT.

Ms Thuso Nemugumoni
City Manager

"The ultimate in innovation and sustainable development"

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