

Witzenberg Municipality, with its Head Office in Ceres, serves the following areas: Ceres, Tulbagh, Wolseley, Prince Alfred's Hamlet, and Op-die-Berg.

**DIRECTORATE: TECHNICAL SERVICES**  
**DEPARTMENT: SOLID WASTE AND CLEANSING**  
**SUPERVISOR DRIVER – SOLID WASTE AND CLEANSING (REFERENCE: TEC 119)**  
**PERMANENT APPOINTMENT - CERES**

Applications are hereby invited from individuals with the applicable qualifications for the above vacancy.

**Requirements:**

- Grade 10 (Proof **must** be attached from the relevant school or Institution).
- A Valid Code EC1 with PrDP.
- 3 -5 years of relevant experience.
- Basic Computer Literacy Certificate.
- Good supervision, human relations, interpersonal, and communication skills.
- Sound mathematical and technical skills and ability to give attention to detail.
- High level of responsibility and ability to work under pressure and handle conflict.
- Sight, hearing, and speech ability, and must be physically fit and healthy.
- Must work overtime as and when required.
- Required to work in all weather conditions.
- Required to work overtime and/or outside normal working hours during emergencies and planned overtime.
- Must perform duties in the whole municipal area.
- Fluent in 2 of the 3 languages spoken in the Western Cape: Afrikaans, English, or IsiXhosa.
- **Please note:** A performance agreement also applies to this position, whereby the employer reserves the right to institute a performance management program.

**Competencies**

<b>C.3 COMPETENCY REQUIREMENTS OF THE POST</b> (Only where directly relevant to the performance of the job.) (Refer to the Competency Framework as prescribed in the regulations)		
No	Category	Competency
1.	Core Professional Competencies	<i>Problem Solving, Planning and Organising &amp; Organisational Awareness</i>
2.	Functional Competencies	<i>Discipline Specific Skills; People Management; Task Management; Work; Place Safety &amp; Budgeting</i>
3.	Public Service Orientation Competencies	<i>Interpersonal Relationships; Communication &amp; Service Delivery Orientation</i>
4.	Personal Competencies	<i>Action and outcome orientation; Resilience &amp; Ethics and Accountability</i>
5.	Management / Leadership Competencies	<i>Direction Setting; Impact and Influence; Coaching and Mentoring &amp; Team Orientation &amp; Supervision.</i>

**Duties:**

- Conduct planning exercises with the immediate superior to discuss daily schedules.
- Coordinate garden and domestic refuse removal duties.
- Instruct subordinate personnel to perform specific duties concerning the instructions received
- Ensure that all the materials required are available and at hand on the vehicle
- Give instructions to subordinate staff on the task at hand and ensure that instructions are followed
- Assist subordinates when there is uncertainty on how to solve problems
- See to it that all Health and Safety requirements are met by subordinate staff
- Conduct pre-trip inspections on the vehicle daily and report any faults to the immediate superior
- Ensure that all items, including tools and equipment, are safely locked away in the built-in toolbox on the vehicle
- Ensure that the vehicle is always in good condition and that services are kept up to date
- Extensive interaction with co-workers regarding obtaining and relaying information

- Interact with internal departments as well as members of the public on complaints and service-related problems
- Receive instructions from the immediate Superior regarding service-related problems
- Responsible for submitting statistical reports on daily activities, which include scheduled work carried out, details of complaints attended to; Exact actions carried out to rectify the problem; General functional feedback and keeping all skip loading and offloading on records.
- Ensured that all safety requirements were met during the execution of duties
- Provide training to subordinates in the interpretation of safety requirements and the implementation thereof
- Ensure that the requirements of the Occupational Health and Safety Act have been met and are exercised in the execution of duties.

**Salary: R 211 406.03 per annum (Post Level T7 of a Grade 4 Municipality)**

Interested candidates must complete an official application form, which is obtainable on our website: [www.witzenberg.gov.za](http://www.witzenberg.gov.za) or at the Municipal Buildings at ODB, Wolseley, PA Hamlet, Tulbagh, and the main Office at Ceres. **(Applicants who do not fully complete the official application form and who do not submit certified copies of qualifications/identity documents/ driver's license will not be considered)** with a detailed CV accompanied by a cover letter, certified copies of qualifications, driver's license, and three (3) names of work-related references **(with email address of referent – the referent must be work-related)** to the Senior Recruitment Practitioner, 50 Voortrekker Road, Ceres, 6835 or E-mail to: [jobs@witzenberg.gov.za](mailto:jobs@witzenberg.gov.za). No CVs will be returned on the applicant's request; therefore, please do not send us your original certificates. For further inquiries, you may contact Mr. H. Arendse at the Human Resources Department at Telephone number 023 – 3161854. **Disclosure of incorrect information will lead to disqualification.**

**Closing Date: 13 MARCH 2026 BEFORE 12H00**

**Please note:** Canvassing of Councillors or any member of the Appointment Committee will result in automatic disqualification. Applicants who do not receive a reply within one (1) month after the closure of the applications should consider their application unsuccessful. Applications received after the closing date will not be accepted or considered. Witzenberg Municipality reserves the right not to appoint. Your application will be subjected to verification of qualifications as well as credit and criminal record checks.

**Please state the reference number on your application**

**(Witzenberg Municipality fully supports and encourages designation groups to apply (in terms of the Employment Equity Act))**

**Municipal Manager  
D Nasson  
04/03/22**

**26 FEBRUARY 2026**