

VACANCY VAKATURE



KANNALAND
MUNICIPALITEIT | MUNICIPALITY

INTERNAL AND EXTERNAL CIRCULATION (DIRECTORATE: INFRASTRUCTURE SERVICES)

MANAGER: DEMAND MANAGEMENT & PURIFICATION

REFERENCE 13/2026

PERMANENT APPOINTMENT

Salary : R 586 135.44 – R 760 822.2 per annum (T15)
Additional benefits : Medical aid (optional), Pension, Housing allowance (qualifying requirements), 13th cheque

REQUIREMENTS

(Related proof / documentation must accompany application)

- 5 - 8 years of experience in the water & sanitation treatment field.
- A relevant BTech, BEng or BSc (Eng): Civil engineering degree and eligibility for registration as Pr Eng/Pr Tech Eng
- Registered as a DWS Class IV Process Controller will serve as added advantage
- Computer literacy: MS Office
- Valid Code B driver's license
- Must have own transport
- Proficient in two or three official languages of the Western Cape

REQUIRED COMPETENCE

Key Professional Competencies	Functional Competencies	Public Service Orientation	Personal Competencies	Leadership Competencies
<ul style="list-style-type: none"> • Manages and integrates the planning of junior engineering personnel; • Initiates and performs the development of scenarios on complex and multi-disciplinary projects; • Ensures and undertakes detailed analysis of options; • Analyses costs and financial implications for capital projects and operations and maintenance; • Understands the needs of the community and tailors engineering to meet the needs of the community; • Considers institutional arrangements and capacities in planning and proposing engineering solutions to meet community needs. • Contributes to shaping the departmental specific goals and priorities; • Well-developed knowledge of relevant municipal legislation; and • Contributes toward addressing the departmental service delivery challenges. 	<ul style="list-style-type: none"> • Checks feasibility studies, designs and detailing of subordinate engineering personnel; • Designs complex engineering infrastructure and processes; • Liaises with client departments regarding integration and design specifications; • Signs off designs and drawings. • Finalises scopes of work and approves contract and tender documents; and • Considers the appropriateness of engineering solutions in the context of the community needs. • Manages multiple projects to agreed standards; • Prioritizes multiple resources to meet competing deadlines. 	<ul style="list-style-type: none"> • Convinces others of his / her ideas without suppressing their views; • Acknowledges merits in others arguments and incorporates them in proposals where warranted; • Negotiates skilfully in tough situations with both internal and external stakeholders; and • Wins concessions without damaging relationships. • Captures complex issues clearly and concisely; • Conveys alternative view points; • Accurately reviews documents and edits documents created by others. • Documents created by others; • Organises discussions in logical manner. • Responds to questions with accurate and complete answers. 	<ul style="list-style-type: none"> • Pursues project objectives; • Pushes self and motivates others for results; • Sets and meets challenging goals; • Displays a drive to do things better; • Successfully completes projects with time and budget allocations; and • Takes action if goals / objectives are not met. • Plans and initiates new ways forward. • Promotes change as an opportunity rather than a threat and acts as a role model in mobilising team members towards change. • Deals effectively with ambiguity and uncertainty; • Able to balance detail orientation with big picture thinking; • Looks beyond the obvious and does not stop at the first solution; and • Probes deeply and considers consequences and risks attached to actions. • Remains abreast of changes in the industry. 	<ul style="list-style-type: none"> • Influences others effectively using a number of techniques; Able to convince, persuade and influence others; and • Effectively influences senior management Fosters a strong sense of team belonging; • Contributes towards positive climate within team; and • Involves and empowers team in setting and achieving goals • Good at establishing clear direction. • Encourages self-reliance and allows staff make and learn from mistakes; • Able to understand the underlying causes for non or poor performance and to provide the appropriate support; • Sets challenging tasks that stretch individual's abilities and self-confidence.

KEY PERFORMANCE AREAS

- Manage the water catchment areas and bulk storage facilities as pollution-free zones
- Manage the operational activities at all treatment plants (water and sewage)
- Monitoring and inspections of industries for effluent quality and compilation of industrial effluent billing
- Compile and updating of by-laws
- Administer scheduled bulk water releases from the storage dams
- Liaising with specialist consultants regarding complex technical matters
- Do safety inspections at Municipal storage dams and WTW & WWTW'S throughout the municipal area
- Do purchase and budget control according to the MFMA
- Administer all reporting to Sector Departments regarding water and sewerage related matters, i.e., Blue/Green/No - Drop, IRIS and any other identified

ENQUIRIES: BB DIDO (028) 491 0111

Applicants must submit a formal application form and a comprehensive CV, certified copies (not older than three months) of qualifications, identity document and driver's licence. Applications must be submitted electronically preferably as one PDF document to hraplications@kannaland.gov.za. Application forms can be obtained from the Municipal website at www.kannaland.gov.za and must reach the Human Resources section on or before 18 March 2026 at 12:00. Applicants must clearly state the reference number and position in the subject line of the email.

Only electronic applications will be accepted.

Applicants residing in the Kannaland area will receive preference.

Disqualification:

Please note that the following will result in disqualification:

- 1. Non-submission of copies of academic qualifications/records.**
- 2. Canvassing with Councillors.**
- 3. Submission of fraudulent qualifications and/or documents.**

NB: Please note that shortlisted candidates will be subjected to a selection process. By applying for this position, candidates consent to background checks being conducted.

The Municipality reserves the right not to make an appointment.

Appointment is subject to SAPD clearance not older than six months (at the cost of the applicant).

If you do not hear from us within 30 days of the closing date, please consider your application unsuccessful.

CLOSING DATE: 18/03/2026

**ADV D SEREO
MUNICIPAL MANAGER**