SWARTLAND MUNICIPALITY

Swartland Municipality ensures the wellbeing of all communities within the Swartland region through economic growth, social wellbeing, community involvement and effective management within a safe and healthy environment. Women and persons with disabilities are encouraged to apply.

Swartland Municipality, with its head office in Malmesbury, services the towns of Malmesbury, Yzerfontein, Moorreesburg, Darling, Koringberg, Abbotsdale, Kalbaskraal, Chatsworth, Riverlands, Riebeek West and Riebeek Kasteel. The hub of the Swartland offers you the best of two worlds. You work and live in a tranquil, rural environment with all the modern amenities at hand. When you want to get away from it all, Cape Town is barely 60 km away, while various resorts along the picturesque West Coast are literally just around the corner.

The Municipality currently offers the following vacancy (ies) and awaits applications from competent persons who comply with the minimum job requirements.

VACANCY
ONLY INTERNAL APPLICANTS WILL BE ACCEPTED

JOB TITLE: SMALL PLANT OPERATOR

Place of Work: Malmesbury
Vacancy reference number: P24/26
DIRECTORATE: CIVIL ENGINEERING SERVICES **(WWTW and Sewer)**

Requirements:	• Basic Life Skills • Good interpersonal and communication skills • Be able to work independently • Afrikaans / English speaking • Able to take instructions and act accordingly
Qualification:	• Basic Literacy at NQF level 1 • Department Proficiency Test
Experience:	• 0 -1 year.
Job Purpose:	• Responsible to render a manual labourer service and to operate small plant in order for the services division to perform its job function.
Key Performance Areas:	• Operate small plant and Machinery • Safe handling of small plant and equipment in accordance with safety regulations and Council Policy. • Daily inspection of small plant and equipmentin accordance with prescribed procedures. Machinery well kept and in working order. • Report defects to supervisor. • Provide manual labour related to the division, digging trenches, moving materials, mix concrete, break wall, spading. • Maintenance and repair work to infrastructure and construction of new infrastructure. • Clean pipes and manholes and unblock pipes. Clearing of debris and blockages in pipes. • Spray herbicides and weed killers. Maintenance of sidewalks. • Follow instructions from supervisor pertaining manual labour. • Provide training in the use of small plant where necessary. Effective and efficient use of labour resources. • Supervise general assistants as awarded on a day to day basis.

Core Professional Competencies	Functional Competencies	Public Service Orientation Competencies	Personal Competencies	Management /Leadership Orientation
• None	• Operation Monitoring • Quality Control Analysis • Operation and Control • Troubleshooting • Workplace Safety • Planning and Organising	• Service Delivery Orientation • Interpersonal Relationships • Communication	• Action Orientation • Resilience • Accountability and Ethical Conduct • Learning Orientation • Impact and Influence • Team Orientation	• None

Salary:	R 142 056 – R 179 076 per annum (T-04 of a Category 4 Local Authority)
Enquiries:	Rachelle van Zyl at 022 487 9400

GENERAL:

1. A service bonus equivalent to one month's salary, where applicable, will be payable and be supplemented by the normal benefits applicable to the Municipality, including a housing allowance for home owners subject to certain conditions and relocation costs (conditions apply).
2. The Municipality is committed to Employment Equity and respects the conditions of the Employment Equity Act. Preference will be given to candidates who comply with the Employment Equity Targets.
3. The Municipality is not bound to make any appointment.
4. Where necessary applicants will be subjected to screening and vetting with the consent of the applicant. Fraudulent qualifications or documentation will immediately disqualify an applicant.
5. Applications received after the closing date or that have been received without the documentation mentioned below, will not be considered.
6. Applications that do not meet all the advertised requirements for the position, will not be considered, therefore applicants must please ensure that they meet all requirements before applying for the position.
7. Applications not made on the prescribed application form will render any appointment or contract entered into, between the municipality and the successful candidate invalid.
8. Only short-listed applicants will be contacted for interviews. Applicants can regard their applications as being unsuccessful if no feedback has been received within six weeks from the closing date.
9. Canvassing of any councillor and/or member of the Selection Panel and/or any employee of the Municipality will not be allowed and will immediately disqualify applicants.
10. In addition to the minimum job requirements and station mentioned herein, applicants may be expected to work overtime or be on standby, as well as render services in other parts within the municipal area, as required.
11. The municipality respects the conditions of the Protection of Personal Information Act. By submitting your information and application you confirm that the information you have provide to us is true, up to date and correct.
12. Preferences will be given to internal and local candidates within the Swartland Municipal area.
13. Successful candidates will be expected to sign a contract of employment, disclosure of benefits and interests and a performance contract (where applicable) with the employer.

A covering letter with at least two (2) contactable references (managers, subordinates or peers), must accompany the completed prescribed application form (available on request at Tel. 022 487 9400 or on the municipality's website www.swartland.org.za) with certified copies of the necessary qualification, certificates, ID document, driver's license and a Curriculum Vitae (Maximum of three (3) pages). Completed applications on which the post reference numbers are clearly indicated must be delivered to the **Municipal offices, 1 Kerk Street, Malmesbury or posted to Private Bag X52, Malmesbury, 7299 for the attention of Mrs R van Zyl (Snr HR Practitioner: Recruitment and Selection)** by no later than the closing date.

NO FAXES OR ELECTRONIC APPLICATIONS WILL BE ACCEPTED.

CLOSING DATE: FRIDAY, 16 OCTOBER 2026 AT 15:45

JJ SCHOLTZ
MUNICIPAL MANAGER

2 OCTOBER 2026

1 KERK STREET
Private Bag X52
MALMESBURY
7299