

Overstrand Municipality, an equal opportunity employer, strives to render a dynamic and effective service to the community. Competent and self-motivated candidates and candidates from designated groups who enjoy challenges are invited to join our leading team by applying for the following post:



DIRECTORATE
Municipal Public Safety

DEPARTMENT
Fire, Rescue & Disaster
Management

REFERENCE NUMBER
WC0324930

SALARY
Basic: R473 640
- Cell Phone allowance
- Essential Vehicle allowance

CLOSING DATE
06 May 2026

EMPLOYMENT TYPE
Permanent

PLACE OF WORK
Hermanus

Divisional Commander

Requirements:

- Advances from Station Commander and has a relevant tertiary qualification, preferably a Diploma in Fire Technology.
- Computer literacy: MS Office
- Valid Code B License
- 10 Years operational experience of which 5 years must be at supervisory level (Platoon/ Station Commander)

Key performance areas:

- Responsible for the efficient delivery of fire and emergency services from fire stations within a Region to save lives and property as far as possible to the benefit of all concerned, including the public at large.
- Assumes operational responsibility for all Fire Stations. (Overstrand Wide)

Operational Firefighting & Emergency Functions:

- Co-ordinates specific assignments and requirements tasks/ activities associated with the functionality.

Fire & Rescue functions:

- Operational Planning and Coordination
- Plans and manages the operational requirements and priorities of the Fire section.

Supervision and Performance:

- Controls the Key Performance Indicator's and outcomes of personnel based in the Section.

Personnel and Performance Management:

- Controls the Key Performance Indicator's and outcomes of personnel based in the Operations section.

Procedures, Systems and Controls:

- Implements procedures, systems and controls to regulate specific work sequences and general practices/ processes as dictated to in statutory legislation and by-laws.

Operational Management:

- Maintaining service delivery standards
- Manages the functioning and processes associated with monitoring and providing firefighting, emergency rescue and humanitarian aid service.

Fleet maintenance and logistics:

- Manages the application of procedures with respect to the organization and availability of fire-fighting resources.

Administrative Functions:

- Reporting & Processing
- Implements the procedural administrative and reporting requirements/ deadlines associated with the functioning of the department.

Communication and Reporting:

- Manages the procedural administrative and reporting requirements/ deadlines associated with the functioning of the section.

Minimum Competency Framework:

As are provided for in the Local Government: Municipal Staff Regulations.

<p>Functional Competencies:</p> <ul style="list-style-type: none"> - Rescue operations - Special operations (Hazmat, Urban search and rescue) - Fire safety and prevention - Safety and welfare - Emergency medical care - Call taking and dispatch 	<p>Personal Competencies:</p> <ul style="list-style-type: none"> - Action and outcome orientation - Resilience - Change readiness - Learning orientation - Problem solving
<p>Core Professional Competencies:</p> <ul style="list-style-type: none"> - Community and customer focus - Problem solving - Negotiation and influencing - Resilience - Communication - Ethics and professionalism 	<p>Public Service Orientation Competencies:</p> <ul style="list-style-type: none"> - Interpersonal Relationships - Service Delivery <p>Management / Leadership Competencies:</p> <ul style="list-style-type: none"> - Impact and Influence - Team Orientation - Direction Setting - Coaching and Mentoring

Special conditions:

- Required to work shifts and overtime with little or no notice.
- Required to work at any fire station, fire service facility or section within the area of jurisdiction as determined by the Chief Fire Officer.
- May be re-assigned to any other function as and when required by the Chief Fire Officer.

How to Apply:

Apply online:

External candidates:
www.overstrand.gov.za

Internal staff: [Overstrand Municipality Intranet](#)

- Original qualifications must be available on request.
- All completed application forms must be accompanied by a comprehensive CV, copy of ID, valid driver’s license (if required) and academic qualifications.
- Applications not made on the prescribed application form (available via the online link) will not be accepted.
- Shortlisted candidates will be subjected to a qualification verification, a reference check and where necessary, undergo screening and vetting.
- Successful candidates will be required to sign an employment contract, where applicable, a performance agreement and disclosure of benefits and interest.
- Applications / supporting documents larger than 25MB will not be accepted.

Please note: Further communication will be limited to shortlisted candidates. If you do not receive feedback within six weeks of the closing date, please consider your application unsuccessful. For further information please contact Mr. Lester Smith on 028 313 5041. **The Council reserves the right not to make an appointment.**

In addition to the above-mentioned salary, this position offers competitive benefits which include a 13th cheque, medical aid, pension, housing subsidy/allowance and relocation costs under certain conditions.