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
Law Enforcement

REFERENCE NUMBER
WC0329766

SALARY
Basic: R 373 272 p.a.

CLOSING DATE
18 November 2026

EMPLOYMENT TYPE
Permanent

PLACE OF WORK
Hermanus

Principal Inspector: K9 Unit

Requirements:

- Grade 12 Certificate
- Basic training qualification
- Valid code B or C1 driver's license
- No criminal record
- Firearm proficiency
- Dog handler Certificate
- 5 - 8 year's relevant experience required of which 2 - 3 years must be supervisory experience, of which 3 - 4 years as dog handler (Patrol, Narcotics, Explosives, Endangered Species, Fire Investigation, search & rescue in Law Enforcement environment) (Law Enforcement, Traffic, SAPS, City Metro Police)

Key Performance Areas:

- Operational Functions
- Supervision of patrol narcotics explosives and endangered species protection dog handler operational functions
- Patrol dog functions
- Narcotics dog functions
- Explosives detection functions
- Endangered species protection functions (Abalone and West Coast Rock Lobster)
- Maintain health and welfare of Law Enforcement dogs
- Peace officers' powers as per government notice 1114
- Crime prevention functions - responsible for crime combatting developing, co-ordinating and implementation of variety community policing within Overstrand - law enforcement.
- Crime prevention actions involving national Phakisa
- Combatting international organized crime syndicates.
- Gathering of evidence for provincial detectives to present to NPA involving asset forfeiture unit.
- Special services
- Internal training activities
- Personnel & performance management
- Resource management
- Administrative management
- Planning
- Law Enforcement disaster 1 emergency management
- Intelligence gathering functions and operations
- Responsibilities in assisting with management functions
- Vehicle inspections of sub-ordinates
- Crime prevention patrolling and visible policing in Overstrand jurisdiction and RSA.
- Marches in terms of gatherings act

- Follow up on complaints received from the public within 14 days of receipt — unity system
- Disaster management and assistance when necessary
- Festive season and other events
- Squatter control
- Land invasion in conjunction with the housing department
- Assist senior inspector in supervisory functions
- Law Enforcement peace officer powers:
- Traffic responsibilities according to the criminal procedures act 51 of 1977 & government notice 1114 crime prevention & traffic responsibilities.
- Enforcing traffic regulations
- Reduction of traffic congestion
- Town planning issues with regards to investigating & summonsing of offenders regarding the land use planning act and relevant legislation in conjunction with law enforcement
- Prepare all national building act dockets for court cases for building control: control investigate and summons offenders regarding the national building regulations and standards act building without plans etc.
- Control business act: inspections regarding business - and hawkers licenses
- Internal affairs: investigate misconduct of members of all divisions of the municipality in accordance with the municipal policy and labour law
- Special investigations are requested via the office of the director of protection services regarding complaints from all directorates in the municipality
- Municipal claims: investigate insurance claims and complete prescribed documents
- Ensure maintain by-laws of the Overstrand municipality by-laws: Streets & Public places, Solid waste, Electricity, Water supply, Dogs & Cats, Libraries, Public amenities (all related by-laws) regular inspections on members to verify that the work is done by prescribed legislation and policies
- Crime prevention administration
- Saps
- Warrants of arrest
- Administrative functions
- Working in conjunction with court manager

Special Conditions:

- DRIVING: Valid Code B or C1 Drivers license.
- PLANNING AND ORGANIZING: ability to establish courses of action for self and others to ensure that the work is comply efficiently.
- DECISION MAKING: ability to identify and understand issues (under pressure), problems and opportunities, to draw accurate conclusions, using effective approaches for choosing a course of action or developing appropriate solutions, taking action that is consistent with available facts, constrain and probable consequences
- MANAGING CONFLICT: ability to deal effectively with others in an antagonistic situation, using appropriate interpersonal styles and methods to reduce tension or conflict between two or more people.
- INFORMATION MONITORING: ability to set up on-going procedure to collect and review information needed to manage an organization or on-going activities within it.

- LANGUAGE: ability to use the language of the workplace skillfully for purpose of effective job- related communication related to clear and concise communication over the radio.
- SAFETY AWARENESS: ability to be aware of conditions that effect employee safety.
- TIME MANAGEMENT: ability to organize/plan/manage time and to adequately allocate and divide time between various line and support functions, duties, and operations simultaneously without any one being compromised at the expense of another. Must also be willing to work overtime when expected to.
- COMPUTER LITERACY: ability to use a keyboard and operate the Uniti system.
- INFORMATION MONITORING: ability to set up on-going procedures to collect and review information required to manage an organization or on-going activities within it.
- FIREARM: ability to operate and safeguard relevant firearms.
- SUPERVISORY SKILLS: Ability to supervise subordinates in suitable professional assertive manner as well as provide guidance and leadership.
- OVERTIME AND STANDBY: must be able to work after hours when required.

Minimum competency framework:

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

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<td rowspan="2">Core Professional Competencies:
- Community and customer focus,
- Problem solving, Negotiation and influencing,
- Resilience,
- Communication,
- Ethics and professionalism</td>
<td>Public Service Orientation competencies:
- Interpersonal relationships
- Communication
- Service delivery orientation
- Client orientation and customer focus</td>
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<tr>
<td>Management/Leadership Competencies:
- Team orientation
- Direction setting
- Coaching and mentoring
- Impact and influence</td>
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<tr>
<td>Functional Competencies:
- Patrol, Enforcement and Emergency Response</td>
<td>Personal Competencies:
- Action and outcome Orientation
- Resilience
- Change readiness
- Cognitive ability
- Learning orientation</td>
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How to Apply:

Apply online:

External candidates: ***www.overstrand.gov.za/looking-for-a-job/***

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 a 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. Johan du Toit (028) 313 5096. **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.