

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:



Superintendent

DIRECTORATE

Community Services

DEPARTMENT

Park, Recreation & Cemeteries
– Resorts

REFERENCE NUMBER

WC0329992

SALARY

Basic: R420 684 p.a.
Vehicle allowance
Cellphone allowance

CLOSING DATE

8 July 2026

EMPLOYMENT TYPE

Permanent

PLACE OF WORK

Hermanus

Requirements:

- Relevant tertiary qualification, preferably a National Diploma in Horticulture or related qualification in Facilities Management
- Computer Literacy: MS Office
- Valid Code B driver's license
- 5 – 8 years relevant experience with a minimum of 5 years Supervisory experience
- Communications skills in at least two of the three official languages of the Western Cape

Key performance areas:

- Providing assistance and support to Manager to identify and define the immediate, short-and long-term objectives/plans associated with resorts and swimming pools.
- Direct and controls outcomes associated with utilization, productivity and performance of personnel.
- Submits written reports to the Manager, which include statistical analysis, trends, recommendations, project reports and motivations or technical evaluations.
- Financial administration by assisting the Manager to draft operational and capital budget.
- Manages the formulation of specific contracts and tenders' documents and controls contractual obligations.
- Managing the operational dimensions and resources (materials, plant and vehicle, decentralized depot operations) and monitors utilization and cost effectiveness of activities against operational plans.
- Disseminates strategic, functional and operational information on the immediate, short- and long-term objectives and current developments, problems and constraints.
- General Administration.

Minimum competency framework:

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

Core Professional Competencies: <ul style="list-style-type: none">- Managing Work- Planning and organizing	Functional Competencies: <ul style="list-style-type: none">- Functional specific skills- Workplace safety
Public Service Orientation Competencies: <ul style="list-style-type: none">- Interpersonal Relationships- Communication- Service Delivery Orientation	Personal Competencies: <ul style="list-style-type: none">- Action Orientation- Resilience- Change readiness- Learning Orientation- Problem Solving- Accountability and Ethical Conduct
Management / Leadership Competencies: <ul style="list-style-type: none">- Direct Setting- Impact and Influence- Coaching and Mentoring- Team Orientation	

Special conditions:

- Regular attendance of meetings with other interest groups, organizations, consultants and others, often after hours.
- Work overtime if required due to unforeseen circumstances.
- Attend meetings after hours and away from the workplace.
- Required to drive to other towns in Overstrand (Gansbaai, Stanford and Kleinmond) to conduct inspections and meetings.
- Sound knowledge of Local Government Administration, programs and processes.
- Sound knowledge of SCM procedures, policies and legislation.
- Good experience in Contract Management, Financial Controls, Quality Assurance, Risk Analysis and adherence to Health and Safety requirements and protocols.

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. D Nel on 028 313 8117. **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.