

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
WC0324938

SALARY
Basic: R496 140 p.a.
Vehicle allowance
Cellphone allowance

CLOSING DATE
09 September 2026

EMPLOYMENT TYPE
Permanent

PLACE OF WORK
Hermanus

Regional Inspector: Law Enforcement

Requirements:

- Grade 12
- Basic training qualifications
- National Diploma
- Valid Code B driver's license
- No criminal record
- Firearm proficiency
- Computer Literacy and proficiency in MS Word/Excel/Power Point
- Communication skills in two of the three official languages of the Western Cape.
- 8 years or more relevant experience required inclusive of proven supervisory / managerial experience

Key Performance Areas:

- Management functions
- Peace Officers' Powers as per: Government Notice 1114 crime prevention functions
- Crime prevention actions
- 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 / Emergency Management
- Intelligence gathering functions and operations
- Project management
- Financial management
- Firearms
- Law enforcement peace officer powers: Traffic officer responsibilities according to the Criminal Procedures Act 51/1977
- Disaster Management and assistance when necessary
- Effective prosecution and conviction
- Town Planning issues with regards to investigating, summoning of offenders regarding the land use, Planning Act, and relevant legislation in conjunction with law enforcement
- In conjunction with all national Building Act

- dockets for court cases for building control
- 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 required 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
- Manage the execution of warrants of arrests
- To serve warrants of arrest issued by Overstrand traffic department / provincial traffic department and magistrate courts
- Health and safety
- Special projects
- Events and festive season

Minimum competency framework:

As provided for in the Local Government: Municipal Staff Regulations

<u>Core Professional Competences:</u> - Community and Customer Focus - Problem Solving - Negotiation and Influencing - Resilience - Communication - Ethics and Professionalism	<u>Functional Competencies:</u> - Patrol, Enforcement and Emergency Response
<u>Public Service Orientation Competencies:</u> - Interpersonal Relationships - Communication - Service Delivery Orientation - Client Orientation and Customer Focus	<u>Personal Competencies:</u> - Action and Outcome Orientation - Resilience - Change Readiness - Cognitive Ability - Learning Orientation
<u>Management / Leadership Competencies:</u> - Team Orientation - Direction Setting - Coaching and Mentoring - Impact and Influence	

Special Conditions:

- Driving: Advanced driving capabilities. Code EC and A and Skippers License
- Planning and Organizing: Ability to establish courses of action for self and others to ensure that the work is completed 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 on-going procedures 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 affect 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 comprised 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 EMIS 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.

How to Apply:

Apply online:

Internal staff: [Overstrand Municipality Intranet](#)

- Original qualifications must be available on request.
- All fully completed and signed application forms must be accompanied by a cover letter, 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. J. 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- and pension fund contributions, housing subsidy/allowance and relocation costs under certain conditions.