



BITOU LOCAL MUNICIPALITY

Bitou Municipality is inviting applications for the following vacancy from suitably qualified professionals. Preference will be given to candidates residing within the Bitou Municipal Area.

POSITION: LIFEGUARD (Seasonal)
DIRECTORATE: COMMUNITY SERVICES
DIVISION: FACILITIES MANAGEMENT AND MAINTENANCE
SALARY: R 380.00 per Day – Qualified Lifeguard
R 360.00 per Day - QC
REF NO: NOTICE: 392 of 2024
(First group of Successful Candidates to Commence duty: 01 November 2024)
(Second group of Successful Candidates to commence duty: 01 December 2024)

QUALIFICATIONS AND EXPERIENCE: • Current Retested Life Saving South Africa LA or QC Award.

REQUIREMENTS AND SKILLS: • Must be able to communicate in at least two (2) of the three (3) official languages of the Western Cape • Must be physically sound and healthy • Willing to work in inclement weather conditions • Must be responsible, disciplined and able to work in a team environment • Ability to give attention to detail. • Required to work outside normal working hours during emergencies and on public holidays.

FUNCTIONS & RESPONSIBILITIES: • Undertake activities associated with all aspects of Lifeguarding and Lifesaving • Timeliness, proper set up and daily maintenance of bathing areas and equipment • Comply to safety procedures and guidelines (Occupational Health and Safety Act, 85 of 1993).

COMPETENCIES REQUIRED

CORE PROFESSIONAL

Community and Customer Focus: Ability to focus on the customer and provide a high-quality service that is tailored to meet differing needs in the communities served.

Problem Solving: Gathers information from a range of sources and analyses data to identify problems and issues in order to make effective decisions.

Negotiation and Influencing: Ability to persuade and influence others using logic and reason. Able to find and sell solutions that will be accepted.

Resilience: Shows resilience, even in difficult circumstances. Prepared to make difficult decisions and has the confidence to see them through.

Communication: Communicates ideas and information effectively, both verbally and in writing. Uses language and a style appropriate to the situation and people being addressed, ensuring a common understanding of communication.

Ethics and Professionalism: The ability to identify and deal with ethical issues and conflicts of interest.

FUNCTIONAL

By Law Enforcement and Emergency Response: Ability to pre-empt or respond to high risk situations.

PUBLIC SERVICE ORIENTATION

Interpersonal Relationships: The ability to establish and maintain productive relationships with people within and outside of the Municipality.

Communication: The capacity to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others.

Service Delivery Orientation: The ability to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals.

Client Orientation and Customer Focus: Understands the service needs of a client / customer (internal or external) and active focuses on anticipating, meeting and exceeding the needs in a timely and appropriate manner.

PERSONAL

Action and Outcome Orientation: The display of high work ethic in setting and achieving challenging goals, meeting deadlines and keeping promises. It manifests itself in one's ability to stay focused on task, to be energetic, persistent and reliable.

Resilience: The ability to respond constructively to pressure / stress situations and the ability to persist goals despite obstacles and setbacks.

Change Readiness: The ability to innovate and challenge the status quo and the ability to cope with change driven by others.

Cognitive Ability: The ability to gather information, analyse issues and deal with complexity and ambiguity. Shows long-term thinking, follows through in a logical manner, aware of consequences and implications. Is able to see the 'Bigger Picture'.

Learning Orientation: The willingness and motivation to learn, acquire knowledge, develop insight and focus on continuous self-improvement.

MANAGEMENT / LEADERSHIP

Team Orientation: The capacity to promote a cooperative climate, understand group dynamics and apply appropriate facilitation techniques in working with others to achieve a shared goal.

Direction Setting: The ability to create a clear sense of common purpose and vision for others with a view to obtaining buy-in and commitment to the goals.

Coaching and Mentoring: The ability to assess skills, performance, and potential of subordinates and to encourage their development with the view of optimising their talent.

Impact and Influence: The ability to inspire a positive attitude in others and be able to influence others effectively.

Work related enquiries can be directed in writing to the Senior Superintendent: Beach Control & Beach Front Maintenance, Mr. J Prins, at e-mail: jprins@plett.gov.za or 044 501 3000

For general enquiries contact Ms. L Clark on telephone no: 044 501 3418

Candidates must be willing to be subjected to an interview and competency assessment and must be aware that previous employers and references will be contacted and their qualifications, credit and criminal record will be verified. The candidates will be required to disclose all Financial Interests.

Application forms are available on the Bitou website (www.bitou.gov.za). A comprehensive CV, original copies of Identification documents, qualifications, and driver's license must accompany the application form and must be hand delivered/couriered to the Human Resources Section, Bitou Municipality, 1 Sewell Street, Plettenberg Bay or posted to Private Bag X1002; Plettenberg Bay; 6600.

Bitou Municipality is an equal opportunity employer. Candidates from the designated groups, including those with disabilities, are encouraged to apply

Please Note:

1. **ONLY** hard-copy applications will be considered. **No** electronic or faxed applications will be accepted.
2. Please complete the Reference Checking Consent & Authorization Form which is available on the Municipality's Website. (*Compulsory*)
3. **NO LATE APPLICATIONS** will be considered. Canvassing of Councillors with the purpose of being appointed is not permitted and proof of such canvassing shall lead to disqualification.

M MEMANI

ACTING MUNICIPAL MANAGER

CLOSING DATE: 28 October 2024 @ 14h00

If you receive no feedback from us within 12 weeks after the closing date, please accept that your application was unsuccessful.

Bitou Municipality reserves the right not to make any appointment and to re-advertise before a shortlist is compiled.