



BITOU LOCAL MUNICIPALITY

Bitou Municipality is inviting applications for the following vacancy from suitably qualified and experienced professionals.

POSITION: HUMAN RESOURCES OFFICER
DIRECTORATE: CORPORATE SERVICES
DIVISION: HUMAN RESOURCES MANAGEMENT
SECTION: ORGANISATIONAL DEVELOPMENT & JOB PROFILING
BASIC SALARY: R 376 271.22 – R 433 826.00 (T11) Per Annum + MUNICIPAL BENEFITS
(Subjected to Task Evaluation)
REFERENCE NOTICE: 460 of 2024

QUALIFICATIONS AND EXPERIENCE: • A Relevant tertiary qualification in HR Management / Public Administration NQF Level 6 • 3 Years' relevant experience within a municipal environment.

REQUIREMENTS AND SKILLS: • Computer literacy in MS Office Applications with advanced MS Word & Excel • Proficiency in at least 2 of the official languages of the Western Cape (read, write and speak) • Excellent organizational and administrative skills • Excellent analytic and problem solving ability • High level of integrity, responsibility and confidentiality • Have ability to give attention to detail and be able to work under pressure • Report writing • Public Relations Skills • Ability to deal with conflict situations. • Excellent Negotiation skills.

FUNCTIONS & RESPONSIBILITIES: • Coordinates organisational design and implements programs that align the workforce initiatives and processes • Diagnoses potential organisational problem areas • Investigates workflow processes and develop SOP's • Is responsible for planning, leading and directing the Job Evaluation and Remuneration process • Manages, controls and keeps record of the TASK Job Evaluation outcomes • Coordinates the completion of job analysis and job descriptions for all employees of the Municipality • Coordinates requirements associated with the application, implementation and maintenance of the Job Evaluation System in the Municipality • Makes proposals for change or enhancement to current human resources information systems and applications and submits recommendations for approval • Represents the section in various meetings and provides comments / opinions on matters affecting or concerning the functionality • Reports to various institutions / persons.

COMPETENCIES REQUIRED

1. CORE PROFESSIONAL COMPETENCIES:

- **Oral Communication:** The ability to articulate complex concepts in an understandable, convincing manner.
- **Written Communication:** Communication of complex information in a manner that is understandable to the specific audience.
- **Organisational Awareness:** The ability to understand the key drivers in the sector and the Municipality and to apply this understanding to meet the service delivery challenges.
- **Planning and Organizing:** The ability to plan activities within specific timeframes and then to execute these activities according to plan.
- **Problem Solving:** The ability to identify potential problems, to break the problems into component parts, to generate potential solutions, to select an option and implement it.
- **Negotiation:** The ability to achieve the desired objectives and agreements through interactive discussion with either internal or external parties. Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties.
- **Consulting:** The ability to understand stakeholder needs and dynamics and to build capacity within the target audience through the ability to listen attentively, grasp issues, present information in a clear manner and respond appropriately to verbal and written communication of others.

2. FUNCTIONAL COMPETENCIES:

- **Change Management:** The ability to facilitate changes in technology, human behaviour and processes with minimal cost and disruption to the department, in a manner that enhances and ensures the achievement of departmental objectives.
- **HR Technology / Information Management:** The effective utilization of technological applications and platforms that makes information both accessible and accurate, providing HR and line management with the knowledge and intelligence required for more effective decision making.
- **HR Service Delivery:** The adequate provision of HR Services meeting the needs of the organization and its employees which enables delivery of organizational goals and targets.
- **Strategic HR Management:** The systematic approach to developing and implementing long-term HRM strategies, policies and plans that enable the organization to achieve its objectives.
- **Talent Management:** The proactive design and implementation of a talent-driven business strategy directed to attracting, deploying, developing, retaining and optimizing the appropriate talent requirements as identified in the HR Plan and Staffing Strategy of departments
- **Workforce Planning:** The systematic identification and analysis of municipality' workforce needs culminating in a workforce plan to ensure sustainable municipality' capability in pursuit of the achievement of its strategic and operational objectives.
- **Compensation and Benefits Management:** The ability to conduct job evaluation using prescribed methods and systems, in order to establish the essential value of jobs in accordance with the procedure that takes into account the degree of complexity of the content of the job and requirements. Links job evaluation with remuneration and the effective management of benefits and reward through policy, practice and processes.

3. PUBLIC SERVICE ORIENTATION COMPETENCIES:

- **Service Delivery Orientation:** The ability to improve existing and explore and implement new ways of delivering services that contribute to the improvement of Municipal processes in order to achieve Municipal goals.
- **Interpersonal Relationships:** The ability to establish and maintain productive relationships with people within and outside 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.

4. PERSONAL COMPETENCIES:

- **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 with goals despite obstacles and setbacks.
- **Accountability and Ethical Conduct:** The ability to innovate and challenge the status quo and the ability to cope with change driven by others.
- **Conflict Management:** The 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.
- **Learning Orientation:** The willingness and motivation to learn, acquire knowledge, develop insight and focus on continuous self- improvement.
- **Problem Solving & Analysis:** The ability to gather information, analyses 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'.

5. MANAGEMENT / LEADERSHIP COMPETENCIES:

- **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.
- **Impact and Influence:** The ability to inspire a positive attitude in others and be able to influence others effectively.
- **Coaching and Mentoring:** The ability to assess skills, performance and potential of subordinates and to encourage their development with the view of optimizing their talent.
- **Team Orientation:** The capacity to promote a cooperative climate, understand group dynamics and apply appropriate facilitations techniques in working with others to achieve a shared goal.

Work related enquiries can be directed in writing to the Manager: HRM Mr. TS Machelesi , at e-mail: tmachelesi@plett.gov.za or tell: 044 501 3000.

For general enquiries contact Mrs. V Cunningham 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 certified copies of Identification documents, qualifications, and driver's license must accompany the application form and must be posted /hand delivered to the Human Resources Section, Bitou Municipality, 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. **LATE APPLICATIONS** will not be considered. Canvassing of Councillors with the purpose of being appointed is not permitted and proof of such canvassing shall lead to disqualification.
4. Submit separate applications when applying for multiple posts and quote reference number.
5. **Preference will be given to candidates residing within the Bitou Municipal Area.**

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.

M MEMANI
MUNICIPAL MANAGER

CLOSING DATE: 20 December 2024 @ 12:00 p.m.