

evaluation certificate from the South African Qualification Authority (SAQA). The BGCMA reserves the right not to make an appointment.

Closing date: 7 August 2017 at 16h00.

NB: No faxed or emailed applications will be accepted.

Correspondence will be limited to short list candidates only. Applicants who have received no response within three months must consider their applications as unsuccessful.

**CITY OF JOHANNESBURG VACANCY 692/2017**

**Permanent Position**  
**Department: Group Finance**  
**Branch: Revenue Shared Services Centre**  
**Group Head:**  
**Revenue Shared Services Centre**  
**Salary: R69 123.09 per month (basic salary excluding benefits)**  
**Educational requirements and experience:**

• A degree and postgraduate qualification in Management Accounting or associated discipline/NQF level 8 • At least 10-12 years' relevant experience in revenue management, management accounting or financial management in either the public or private sector of which 5 years should have been senior management experience • Senior administrative experience in accounting, revenue and collections within a large organisation, in either the public or private sector • A thorough understanding of IT innovation in a related industry/field and its potential application to the unit's function • Sound knowledge of the Municipal Systems Act, 32 of 2000, Municipal Finance Management Act, 2694 and Municipal Fiscal Powers and Functions Act, 2007, as well as the Companies Act, VAT Act, GAAP, Income Tax Act and PFMA • Sound knowledge of recent legislation, particularly relating to finance • Sound knowledge of and ability to develop accurate, well-written and clear reports • Sound knowledge of accounting policies, costing methodologies and ratio analysis • Sound knowledge of audit principles and practices, as well as the principles and practices of risk management

**Job description:**  
 The successful candidate will be responsible for the management and continuous improvement of the City Revenue and Shared Services Centre as a commercially principled business unit. The RSSC acts as an agent to all revenue-collecting entities in the Group, and offers services to them through its related activities, including revenue collection planning, revenue collection, utility billing, fiscal data processing, information services, and the coordination of assigned Unit activities with other units, departments and agencies. His/her role and responsibilities will include: • Ensuring an integrated Revenue System and a single "view of customer" • Revenue, billing and collection management • Assistance with collections-related legal support and legal processes • Overseeing the required technical support functions • Management of the Customer Accounts Interface • Revenue and collections risk management • Revenue and collections administration management • Business management of the Unit • People management

**Applications, accompanied by a comprehensive CV, should be e-mailed to siphwets@joburg.org.za**  
**Enquiries: Tshimangadzo Rambau, tel. (011) 358-3143**

This is an employment equity-targeted position and preference will be given to EE-targeted groups, including people with disabilities.

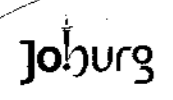
**Closing date: 8 August 2017**

The City of Johannesburg is an equal opportunity employer and reserves the right not to make an appointment.

Appointment will be made in accordance with the COJ's EE Policy.

Applications must contain at least 3 referees. An application letter together with a comprehensive CV must be forwarded to the contact details as mentioned above.

If you have not heard from us within 6 weeks of the closing date, please consider your application unsuccessful.



and motivate a team towards delivery of goals • Ability to work effectively and inclusively with a diverse workforce • Ability to establish frameworks that create a culture of clear accountability.

Please note that only shortlisted candidates will be contacted. Suitably qualified lesbian, gay, bisexual and transgender persons are strongly encouraged to apply. Given the sensitive nature of MSM/LGBT advocacy in many African Countries, only a candidate who demonstrates a keen awareness of, and sensitivity to these issues and the realities of the African political and social contexts will be appointed.

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NB: This erratum nullifies the whole previous advert on the applicable positions.

The Mabankulu Local Municipality which is situated in the Alfred Nzo region is an equal opportunity employer and requires the services of the suitable qualified person to fill in the following positions.

**1. CORPORATE SERVICES DIRECTOR**

**DURATION: 5 YEARS FIXED TERM EMPLOYMENT CONTRACT**

**REMUNERATION: Total remuneration package will be paid as per the applicable Notice 380 of 2016. Total Remuneration Packages to Municipal Managers and Managers Directly Accountable to the Municipal Manager:**  
**Minimum: R726 954, Midpoint: R816 803, Maximum: R906 851.**

**MINIMUM REQUIREMENTS** • A Bachelor Degree in Public Administration/Management Science/Law or NQF Level 7 relevant qualification. • A minimum of 5 years experience at a middle management level • CPMD or the attainment of the qualification within a reasonable time-frame in terms of the Municipal Regulations on Minimum Competency Levels, 2007 • Have proven successful management experience in administration • A valid code B driver's license.

**KEY PERFORMANCE AREAS:** • Providing of Strategic guidance and leadership towards the rendering of Human Resources Management and Administration services for the Municipality • Ensuring the development, implementation, monitoring and evaluation of strategies and programmes that work towards the achievement of goals relating to personnel provision, organisational development, and labour relations, Human Resources Development, Employee Wellness, Occupational Safety Risk Management and Personnel Administration. • Development and management of policies and systems to ensure smooth running of day to day operations, procedures and processes that relate to all the above stated functions. • Providing an advisory services to the senior management and council leadership regarding relevant and legislative issues to compliance. • Compiling and managing the Directorates annual Capital and Operational Budget. • Preparing and submitting reports to the Municipal Manager and committees so that they are informed of the issues relevant to Corporate Services Department. • Ensure optimum utilisation of council resources, leading and managing staff and all related resources.

**Key Competencies, knowledge and skills:** • good knowledge and understanding of institutional governance systems and performance management • good knowledge of Corporate Services including human capital management, facilities management, information communication technology. • Good knowledge of Supply Chain management regulations and the Preferential procurement policy Framework Act, 2000 (Act No.5 of 2000), good governance. • Understanding of the Labour Relations Act and other labour related prescripts, legal background and human capital management and knowledge of coordination and oversight of all specialized support function.

**2. LOCAL ECONOMIC DEVELOPMENT DIRECTOR**

**DURATION: 5 YEARS FIXED TERM EMPLOYMENT CONTRACT**

**REMUNERATION: Total remuneration package will be paid as per the applicable Notice 380 of 2016. Total Remuneration Packages to Municipal Managers and Managers Directly Accountable to the Municipal Manager:**  
**Minimum: R726 954, Midpoint: R816 803, Maximum: R906 851**

**MINIMUM REQUIREMENTS** • A Bachelor's Degree in the Development Studies/ Business Economics and Economics or NQF Level 7 relevant qualification. • A minimum of 5 years experience at middle management level • CPMD or the attainment of the qualification within a reasonable time-frame in terms of the Municipal Regulations on Minimum Competency Levels, 2007 • Registration with a relevant professional body would be an added advantage • Have a proven successful management experience in administration • A valid code B driver's license

**KEY PERFORMANCE AREAS:** • Overseeing and ensuring the effective planning, development and management of Economic Development related projects • Overseeing and implementing Local Economic Development Strategy to ensure economic upliftment of communities • Ensure investment promotion and marketing of Local Economic Development • Ensure implementation of sector support programmes in agriculture, manufacturing, retail and Tourism/Heritage sector. • Leading, directing and managing the Directorate in an effective and efficient manner in order to ensure the attainment of the strategic objectives and goals. • Development and management of policies and systems to ensure smooth running of day to day operations, procedures and processes that relate to all the above stated functions. • Providing an advisory service to the senior management and council leadership regarding relevant policy and legislative issues to compliance. • Compiling and managing the Directorates annual Capital and Operational Budget • Preparing and submitting reports to the Municipal Manager and council committees • Taking responsibility and managing Performance Management System of the Directorate • Ensuring optimum utilisation of council resources, leading and managing staff and related resources.

**Key Competencies, knowledge and skills:** • Good knowledge and interpretation of relevant policy and legislation • Good understanding of institutional governance systems and performance management • Knowledge of Supply Chain management regulations and Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000).

**NB: NB: The applicants must fill in the Senior Manager's application form which is obtainable in our website.**

Mabankulu local municipality is an equal opportunity affirmative action employer. It is our intention to promote representation (race, gender, and disabilities) in the municipality.

The Municipality reserves the right not to fill the advertised position, if feels not satisfied with the candidates. If candidates do not receive communication from the municipality within 90 days from the closing date of the advert consider your application unsuccessful. Applicants shall be penalized for canvassing the municipal employees or councillor's or any stakeholder for appointment.

Please forward all applications to: Ms S. Mankahle, The Municipal Manager, Mabankulu Local Municipality, Private Bag X 504, Mabankulu, 5130. Or Applications may be hand delivered to the Municipal Offices, Erf 85 Main Street Mabankulu. Faxed or emailed applications will not be considered.



The Housing Development Agency (HDA) is a national public development agency that promotes sustainable communities by making well-located and appropriately planned land and buildings available for the development of housing and human settlements. As its primary activity, the Agency assembles and releases public, private and communal land for development. Its main objectives are to identify, acquire, hold, develop and release well-located land and buildings, and to provide project management support and housing development services. The HDA also intends to grow its mandate as a developer of human settlements. For more information about the HDA, please visit our website: [www.thehda.co.za](http://www.thehda.co.za).

The HDA has the following three-year fixed-term contract position:

**Development Manager: North West**

Gauteng • Ref. MIH-NW-07-2017

**Main Purpose:** To control and coordinate all material aspects of projects and project managers that are responsible for projects to ensure developments are completed on time, within budget and to specifications, while meeting all role-player expectations.

The detailed advertisement can be viewed on the HDA website:

<http://www.thehda.co.za/jobs/current-jobs>

Closing date for applications: 30 July 2017

Working for integration



**ERRATUM**

NB: This erratum nullifies the whole previous advert on the applicable positions.

The Mabankulu Local Municipality which is situated in the Alfred Nzo region is an equal opportunity employer and requires the services of the suitable qualified person to fill in the following positions..

**1. MUNICIPAL MANAGER**

**DURATION: 5 YEARS FIXED TERM EMPLOYMENT CONTRACT**

**REMUNERATION: Total remuneration package will be paid as per the applicable Notice 380 of 2016. Total Remuneration Packages to Municipal Managers and Managers Directly Accountable to the Municipal Manager:**  
**Minimum: R852 706, Midpoint: R994 284, Maximum: R1 042 196**

**MINIMUM REQUIREMENTS** • A recognised Bachelor's degree in Local Government, Social and Human Science or Administration/Law or relevant NQF Level 7 qualification having been obtained from the recognised tertiary institution. • A post graduate degree will be an added advantage. • Compliance with minimum competency levels as prescribed by National Treasury (CPMD) or attainment of the qualification within a reasonable time frame in terms of the Municipal Regulations on Minimum Competency Levels of 2007 • Minimum of 7 years senior managerial experience in local government environment. • A proven record of successful institutional transformation within the public or private sector. • A valid driver's license

**KEY PERFORMANCE AREAS:** Manage administration in accordance with Municipal Systems Act and other applicable legislation • Implement the integrated Development plan and monitor its progress • Advise political structures and office bearers | manage communication between them, and carry out their decisions. • Implement the municipal integrated development plan, as well as the monitoring of the progress with implementation of the service delivery and development plan. • Advising the political structures and political office bearers of the municipality on matters pertaining to administration and council. • Carrying out the decisions of the political structures and political office bearers of the municipality as per adopted delegation framework in terms of section 59 of the Local Government: Municipal Structure Act 117 of 1998 • Promote sound labour relations and compliance with the applicable legislation • The maintenance of discipline of staff, the management, effective utilisation and training of staff in terms of the relevant policies including the skills development policy. • The exercise of any powers and the performance of any duties delegated by the municipal council or sub-delegated by other delegated authorities of the municipality to the municipal manager in terms of section 59 of the Local Government: Municipal Structures Act 32 of 2000. • The administration and implementation of the municipality by-laws and other legislation. • Appointment of staff other than those referred to in section 56(a) of the Municipal Systems Act 32 of 2000 and the management of the provision of services to the community in a sustainable and equitable manner. **Key knowledge, skills and competencies** • Policy development and Management. Strategic Planning and Implementation. • Programme Management, Monitoring and Evaluation and reporting on service delivery. Demonstrate knowledge of local government and related legislation • Knowledge and application of Performance Management. • Extensive experience in community facilitation and networking.

**NB: NB: The applicants must fill in the Senior Manager's application form which is obtainable in our website.**

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The Municipality reserves the right not to fill the advertised position, if feels not satisfied with the candidates. If candidates do not receive communication from the municipality within 90 days from the closing date of the advert consider your application unsuccessful. Applicants shall be penalized for canvassing the municipal employees or councillor's or any stakeholder for appointment.

Please forward all applications to: Cllr V.Mgoduka, Hon Mayor, Mabankulu Local Municipality, Private Bag X 504, Mabankulu, 5130. Or Applications may be hand delivered to the Municipal Offices, Erf 85 Main Street Mabankulu. Faxed or emailed applications will not be considered.

Enquiries must be directed to Mr Petela (Office of the Mayor) at 039258 0056/0832869083

Closing date: 2017/07/11



The Cross-Border Road Transport Agency is a statutory authority, established in terms of Section 4 of the Cross-Border Road Transport Act, Act No 4 of 1998, as amended, to regulate cross-border road transport. We invite applications for the following positions that will be based at the Agency's Head Office in Menlyn.

**Chief Financial Officer**

(Ref. CEO 007/07/2017) • (5-year fixed-term contract)

Reporting directly to the Chief Executive Officer, the incumbent will manage the financial resources of the Agency in a manner that ensures continued liquidity and financial sustainability for the Agency, develop alternative funding mechanism for the Agency as well as direct and oversee the C-BRTA Finance and Supply Chain Management Division, while ensuring management of expenditure, annual budgets and compliance with relevant statutes and policies. He/she will also be expected to advise the CEO on measures to improve the financial viability of the C-BRTA through development of alternative revenue streams.

**Requirements:** • BCom Honours (Accounting) with articles • Chartered Accountant (SA) qualification will be advantageous • 8-10 years' Senior Management experience in financial management, analysis and reporting, asset and liability management • Experience in Supply Chain Management will be ideal • Extensive knowledge of PFMA, GRAP and Corporate Governance principles • Demonstrated knowledge of financial and accounting principles, techniques, systems and controls • Knowledge of other statutory requirements eg PPPFA, B-BBEE, Tax legislation, B-BBEE etc • Knowledge of industry trends and best practice • Strategic, analytical thinking and planning skills • Business management skills • Facilitation, negotiation, influencing and decision-making skills • Detail consciousness, resilience and team orientation.

**Key performance areas:** • Oversee the Finance and Supply Chain Management units of the Agency • Facilitate the development of strategies and implementation of annual operating and performance plans for the units that support strategic direction of the Agency • Oversee the Agency's accounting practices, including preparation of budgets and financial reports • Communicate and ensure alignment with National Treasury strategies and policies to Board Committees and Senior Management • Ensure sound business practices, record keeping and proper disclosure of financial, operations and management information • Contribute to strategic planning and support organisational initiatives • Oversee divisional performance reporting, monitoring and compliance with shareholder requirements • Provide strategic business intelligence through targeted research, market and value chain analysis to ensure that the Agency keeps abreast of latest industry developments and trade policies to enhance shareholder and stakeholder value • Prudently manage the CBRTA resources within budget guidelines and relevant legislation • Work with the Executive in the Office of the CEO and COO to provide support to the Board and Board committees • Design and oversee internal control systems to ensure integrity of data management, maintenance of records and compliance with corporate governance principles • Develop and maintain a budgeting framework, policies and procedures for C-BRTA to minimise and eliminate potential risk factors • Manage and implement SCM processes, systems and procedures resulting in no significant internal and external audit findings • Manage the life cycle of organisational assets • Explore advice and assist in the development and implementation of approved alternative revenue generating streams.

Candidates should forward their applications to the Human Resource Department via e-mail: [recruitment3@cbrta.co.za](mailto:recruitment3@cbrta.co.za) and kindly indicate the reference number.

**Chief Information Officer**

(Ref. CEO 008/07/2017) • (5-year fixed-term contract)

Reporting directly to the Chief Executive Officer, the incumbent is accountable for directing the information technology and data integrity of the Agency. The business objective of this role is to manage technology assets and processes, business systems planning, financial and contracts management, audit, compliance, processes and quality assurance functions.

**Requirements:** • Postgraduate degree in Computer Science, Information Systems or equivalent • 10 years' applicable work experience at a Senior/Executive Management level in an IT environment • 3-5 years' practical experience in CoBIT and ITIL • Experience in leading and defining an organisation's business applications and systems • Fluency in project management concept, principles and methodologies • Computer systems characteristics, features and integration • In-depth IT knowledge of applicable IT laws and regulations • Knowledge of ITIL processes • Knowledge of IT best practices, models and methods • Excellent information resources management and strategic planning skills • Excellent advisory and consultation skills • Understanding of IT architectures and IT strategy development, IT applications and standard • Sound knowledge of Corporate Governance of ICT - DPSA's CGICT Policy Framework, King III Code, ISO/IEC 38507, COBIT.

**Key performance areas:** • Develop and manage the implementation of divisional strategy and annual performance plans • Drive organisational goals through strategic leadership on key organisational ICT projects • Oversee the research and advisory, project management, strategic projects and knowledge management operations of the Agency • Plan and implement C-BRTA's IT systems in support of business operations • Develop ICT policies, standards, norms and best practice in line with the organisation's ICT strategy and in line with prevailing regulatory framework • Manage ICT operations that include a focus on disaster recovery, service level management and people management • Manage the migration to e-permit applications and integration of Cross-Border Transport System (CBRTS) with enforcer systems and other systems such as the SARS, OLAS to enhance service offerings • Ensure that all operational activities are compliant with relevant legislation • Oversee the planning, designing, implementation and monitoring of strategic projects • Provide strategic business intelligence through targeted research, market and value chain analysis to ensure that the Agency keeps abreast of latest industry developments and trade policies to enhance shareholder and stakeholder value • Develop a change management plan and strategy to manage all technological and system changes in the organisation to ensure a smooth integration of introduction • Ensure that the ICT system and the Agency information is safeguarded from interference or interception by third party through CoBIT and ITIL to audit the adequacy of the information security • Oversee the knowledge management function to ensure that the Agency has a repository of strategic knowledge and real time accessibility to new knowledge so as to enhance the organisation's record-keeping systems and develop a knowledge bank on the work of the C-BRTA • Design and oversee internal control systems to ensure integrity of data management and maintenance of records • Train, mentor and coach direct reports • Define, review and manage performance objectives for the division.

Candidates should forward their applications to the Human Resource Department via e-mail: [recruitment4@cbrta.co.za](mailto:recruitment4@cbrta.co.za) and kindly indicate the reference number.

**Benefits:** The employer offers an all-inclusive market-related package. C-BRTA reserves the right not to appoint. Short-listed candidates will be subjected to a reference, security clearance and criminal records check.

Closing date: 4 August 2017

Should you not hear from the C-BRTA 21 days after the closing date, consider your application to be unsuccessful.