



Thabo September of SuperSport United.
/ M I N O M B E L A / B A C K P A G E P I

SuperSport keep on producing top talent

Academy products help the club financially, says Diski coach September

By Athenkosi Tsotsi

SuperSport United reserves coach Thabo September says the club prioritises the DSTv Diski Challenge because it helps produce players who can be sold to bigger teams in SA and Europe.

The Matsatsantsa a Pitori academy is famed for producing talent. Some of its well-known graduates include Kamohelo Mokotjo, Kermit Erasmus, Daine Klate, Masibuzane Zongo and Bafana Bafana captain Ronwen Williams.

Currently, the likes of Neo Rapoo, Thalente Mbatha, and Thapelo Maseko are part of Gavin Hunt’s first team core and have played their part in the team’s push for a CAF Champions League spot for next season.

September, who is in charge of the reserve team, has seen them rise to the summit of the DDC with 46 points with nine games left in the season. He has credited the junior coaches for United’s consistency in producing players.

“Credit has to go to the coaches below us that have done good work so that we can produce the next players, by the time the one group leaves. Credit to them that we can still field a team that can be competitive,” he said.

Within the cycle of SA football, United are a team that develops talent and sells it to bigger clubs to stay afloat financially and be competitive.

“The DDC is one of the big projects for the club, we take it seriously because we don’t have the money to go buy players. Management has prioritised it.”

“If we do our part we will produce good players for the country. For the club as well, it will help us financially... just like Ajax Amsterdam and other teams.

“The next step for us will be to try to get our players to go to Europe, that’s why we take it (diski) seriously.”

LETSEMENG COUNCIL/LETSEMENG RAAD

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RE-ADVERTISEMENT EXTERNAL JOB ADVERTISEMENT

Letsemeng Local Municipality subscribe to the principle of affirmative action and its administrative offices are situated in Koffiefontein, 140 km south of Bloemfontein in the Free State. Letsemeng Local Municipality incorporates the following towns Koffiefontein, Petrusburg, Jacobsdal, Luckhoff and Oppermansgronde.

To this end in line with the Local Government: Systems Amendment Act, No.3 of 2022, the Municipal Manager seeks to fill the following vacant and strategic positions on a permanent basis.

POST NO.: 1
TITLE: **DIRECTOR COMMUNITY SERVICE**
REPORTING TO: Municipal Manager
TERM OF CONTRACT: Permanent
LOCATION TO BE STATIONED AT: Koffiefontein

REMUNERATION: Remuneration Package per Annum: R 859 002.00 (**Minimum**), R 965 171 (**Midpoint**) R 1055 932 (**Maximum**) all inclusive plus a 4% remote allowance as determined by Notice No. 2760 of Government Gazette No. 47538 of 18 November 2022 on Total Remuneration packages payable to the municipal manager and managers directly accountable to senior managers for a Category 2 Municipality.The pay scale will be determined by competence based assessment outcome, experience and qualifications.

REQUIREMENTS REQUIREMENTS: • Meeting the competencies as set out in the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, GN 21, GG 37245 dated 17 January2014 must have: • Bachelor Degree in Social Sciences/Public Administration/Management Sciences/Law or equivalent qualification in related fields of study.

OTHER REQUIREMENTS: • The appointed candidate must be a South Africa Citizen or permanent resident with no criminal record. • He/she must be in possession of a valid driver’s license and a suitable vehicle for proper performance of his/her functions; and • Willingness to work irregular hours with extensive travelling; · Excellent facilitation and communication skills in at least two (2) of the three (3) official languages of the Free State province.

ADDED ADVANTAGE: • Certificate in Municipal Finance Management Program (MFMP) (SAQA Qualification ID No. 48965) or Certificate Program in Municipal Development (CPMD) or attain the qualification within 18 months from date of appointment; • A relevant post graduate qualification; • Registration/membership with a relevant recognised Professional body.

YEARS OF EXPRIENCE: • Minimum of five (5) years’ experience at middle management level preferably in local government environment. • Have proven successful institutional transformation within public or private sector.

KNOWLEDGE SKILLS AND COMPETENCIES: • Good knowledge and understanding of Local Government environment and relevant policies and legislation; • Good knowledge and understanding of institutional governance systems and performance management; • Good knowledge of corporate support service, including: Human Capital Management, Legal Services, Facilities Management, Information Communications Technology (ICT), Council Committee Support Services, Registry and Office Auxiliary Services, Communications and Customer Relations Management; • Extensive knowledge and understanding of community services and public safety functions • Understanding of legislation related to: Parks and Recreation, Cemeteries, Fire & Rescue, Environmental Health Service Management, Public Safety, Disaster Management and Solid Waste Management. • Good knowledge of Supply Chain Management Regulations and the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000); • Good Governance; • Labour Relations Act, and other labour related prescripts; • Legal background and human capital management; • Knowledge of coordination and oversight of all specialised support functions; • Good skills in conflict resolutions, problem solving and ability to be decisive. • Must meet competency levels (Leading & Core Competencies) for Senior Managers as published in the Government Gazette No 37245 dated 17 January 2014 • Governance, ethics and values in public sector • Extensive planning and management skills, good interpersonal skills, negotiation skills, conceptual and analytical skills • Excellent communication and report writing skills • Computer literacy in MS Word, Excel and PowerPoint.

CORE FUNCTIONS: • Responsible for provision of recreational and sporting facilities arts and cultural facilities; • Provide Solid Waste Management services • Integrated environmental management services, • Cemetery management services and cleansing services that are sustainable, • Ensure the success of the department within the framework of legal standards and regulations; • To ensure public safety of the community by preventing and protecting public from dangers affecting safety such as disaster. • Provide accessible and affordable services to all communities within Letsemeng Local Municipality • Lead and provide guidance on institutional governance systems, • Performance management.

POST NO.: 1
TITLE: **MUNICIPAL MANAGER 1X**
REPORTING TO: The Mayor
TERM OF CONTRACT: Four (4) Year Fixed term performance-based contract, not exceeding one (1) year after the term of new Council
LOCATION TO BE STATIONED AT: Letsemeng Local Municipality municipal offices Koffiefontein

REMUNERATION: R1 046 220 (**Minimum**), R1 158 623 (**Midpoint**), R1 286 072 (**Maximum**) As determined by notice No. 47538 of 2022 on upper limits for senior managers for a category 2 Municipality. **The pay scale will be determined by competence based assessment outcome, experience and qualifications.**

MINIMUM REQUIREMENTS: • A recognised Bachelor’s Degree in Public Management/ Administration/ Political Science/Social Science/Law or related fields of study, such qualification having been obtained from a recognised tertiary institution. · A valid driver’s licence and a suitable vehicle for proper performance of duties. · Willingness to work irregular hours with extensive traveling.

ADDED ADVANTAGE: • A Certificate Programme in Municipal Development (CPMD) or Municipal Finance Management Programme (MFMP) or attain the Qualification within 18 months from date of appointment • A relevant post-graduate qualification • Registration/ membership with a relevant recognised Professional body.

MINIMUM EXPERIENCE: • Minimum of five (5) years’ experience at Senior management level • Have proven successful institutional transformation within public or private sector. • Have proven successful management experience in administration.

KNOWLEDGE, SKILLS AND COMPETENCIES: • Advanced knowledge and understanding of relevant Local Government Policies and legislation. • Advanced understanding of institutional Governance system and performance Management System • Advanced understanding of Council operations and delegation of powers • Proven track record of Good governance • Audit and Risk Management establishment and functionality • Budget and finance management i.e. Supply Chain Management Regulations and Policies (Preferential Procurement Policy Framework Act, Act no. 5 of 2000) • Must meet competency levels (Leading & Core Competencies) for Senior Managers as published in the Government Gazette No 37245 dated 17 January 2014 • Innovative and strategic leadership • Extensive facilitation, planning and management skills, good interpersonal skills, negotiation skills, conceptual and analytical skills • Excellent communication and report writing skills • Computer literacy in Excel, MS Word and PowerPoint.

CORE FUNCTIOPNS: • Carry out the duties of the Municipal Manager as contained in the Municipal System Act and including but not limited to: • As Head of Administration and the Accounting Officer, take responsibility for overall institution performance, Strategic Planning and ensure that a strategic management culture exists within the Institution, Transform the organisation to one that is developmentally focused, Inform and develop an economical, effective, efficient and accountable administration. • Co-ordinate, develop the Integrated Development Plan and monitor its progress in terms of implementation. • Manage Municipality administration in accordance to Municipal System Act (MSA) and other applicable legislation. • Manage the provision of service of the local community in a sustainable and equitable manner. • Appoint Staff other than those referred to in terms of section 56 of the MSA, subjected to the Employment Equity Act 55 of 1988.

• Ensure effective utilisation, training and discipline of staff. • Provide sound and strategic advice to political structure and political office bearers of the municipality • Manage communication between the municipality’s administration and its political structure • Excise any powers and duties delegated by the municipal council, or sub-delegated by other delegating authorities of the municipality, to the Municipal Manager • Ensure the Implementation of national provincial legislation applicable to the municipality • Perform any other legal function that may be assigned by the Municipal Council as an Accounting Officer.

POST NO.: 1
TITLE: **DIRECTOR CORPORATE SERVICES**
REPORTING TO: Municipal Manager
TERM OF CONTRACT: Permanent
LOCATION TO BE STATIONED AT: Koffiefontein

REMUNERATION: Remuneration Package per Annum: R 859 002.00 (**Minimum**), R 965 171(**Midpoint**) R 1055 932 (**Maximum**) all inclusive plus a 4% remote allowance as determined by Notice No: 2760 of Government Gazette No.47538 of 18 November 2022 on Total Remuneration packages payable to the municipal manager and mangers directly accountable to senior managers for a upper limits for Senior Managers for a Category 2 Municipality. The pay scale will be determined by competence based assessment outcome, experience and qualifications.

MINIMUM REQUIREMENTS: • Meeting the competencies as set out in the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, GN 21, GG 37245 dated 17 January2014 must have: • Bachelor Degree in Public Administration/ Management Science/Law or equivalent qualification in related fields of study.

OTHER REQUIREMENTS: • The appointed candidate must be a South Africa Citizen or permanent resident with no criminal record. • He/she must be in possession of a valid driver’s license and a suitable vehicle for proper performance of his/her functions; and • Willingness to work irregular hours with extensive travelling; • Excellent facilitation and communication skills in at least two (2) of the three (3) official languages of the Free State province.

ADDED ADVANTAGE: • Certificate in Municipal Finance Management Program (MFMP) (SAQA Qualification ID No. 48965) or Certificate Program in Municipal Development (CPMD) or attain the qualification within 18 months from date of appointment; • A relevant post graduate qualification; · Registration/membership with a relevant recognised Professional body.

YEARS OF EXPERIENCE: • Minimum of five (5) years’ experience at middle management level preferable in local government environment. • Have proven successful management experience in administration.

KNOWLEDGE, SKILLS AND COMPETENCIES: • Good knowledge and understanding of Local Government environment and relevant policies and legislation; · Good knowledge and understanding of institutional governance systems and performance management; • Good knowledge of corporate support service, including: Human Capital Management, Legal Services, Facilities Management, Information Communications Technology (ICT), Council Committee Support Services, Registry and Office Auxiliary Services, Communications and Customer Relations Management; • Good knowledge of Supply Chain Management Regulations and the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000); • Good Governance; • Labour Relations Act, and other labour related prescripts; • Legal background and human capital management; • Knowledge of coordination and oversight of all specialised support functions; • Good skills in conflict resolutions, problem solving and ability to be decisive. • Must meet competency levels (Leading & Core Competencies) for Senior Managers as published in the Government Gazette No 37245 dated 17 January 2014 • Governance, ethics and values in public sector • Extensive planning and management skills, good interpersonal skills, negotiation skills, conceptual and analytical skills • Excellent communication and report writing skills • Computer literacy in MS Word, Excel and PowerPoint.

CORE FUNCTIONS: • Human Resource Management • Legal Services • Information and Communication Technology (ICT) • Communication and Customer Relations Management • Administration Services • Corporate support to other directorates • Lead and provide guidance on institutional governance systems • Performance management.

- PLEASE NOTE:**
- Applicants must download and fill in an Application Form (Annexure C) available from all municipal offices in the above-mentioned towns, or can be downloaded from Letsemeng Local Municipality’s website: www.letsemeng.gov.za which is also accessible on www.gpwonline.co.za or directly from the Government Notice No. 21 of 17 January 2014 (Annexure C). No Applications will be considered if it is not on the Official Application Form. The application form must be accompanied by detailed CV, originally certified copies (not older than 3 months) of qualifications, Identity document, driver’s licence and a covering letter · E-mailed applications will be accepted and please send to: sqwelane@letsemeng.gov.za
 - It is the applicant’s responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to attach proof thereof;
 - Short-listed candidates will be subjected to reference checks, criminal record check, verification of qualifications and signing of indemnity forms;
 - Recommended candidate will be subjected to a competency based assessment over 2 day’s prior appointment in terms of Annexure A (Competency framework for Senior Managers) of Notice No.21 of Government Gazette No. 37245 of 17 January 2014;
 - The successful candidate will be required to sign an Employment Contract on or before assumption of duty, a Performance Agreement within 60 days of appointment and then annually within 30 days of the new financial year and the necessary Disclosure of Financial Interest Forms as well as undergoing the necessary Security Vetting Processes;
 - On appointment the appointee should not be holding any political office in a political party whether in a permanent, temporary or acting capacity;
 - The successful candidate will be reporting directly to the Accounting Officer and will be stationed at Letsemeng Local Municipality’s head office situated in Koffiefontein, but may be deployed anywhere within the municipal jurisdiction depending on the operational requirements. It will also be expected to regularly visit the towns that comprise the municipality.
 - Due to the large number of applicants, correspondence will be limited to the short-listed candidates only. If you have not been contacted within a period of three (3) months after the closing date of the advertisement, kindly accept that your application has been unsuccessful. · Council reserves the right not to appoint any applicant to this position;
 - A candidate who canvasses for preference will be disqualified. • Applicants submitting their curriculum vitae in response to this advertisement specifically agree and authorise Letsemeng Local Municipality and/or its representatives to undertake the necessary confirmation/ certification of any information or document in the curriculum vitae in adherence to the POPI Act (include signed consent letter);
 - **NB:** All applicants who applied previously are encourage to apply for the above position

Applications should be directed to: Acting Municipal Manager: Mr Kadimo Masekoane All applications should be posted to Private Bag X3 Koffiefontein OR hand delivered to the office of the Municipal Manager, 07 Grootrek street, Koffiefontein 9986 or e-mailed to sqwelane@letsemeng.gov.za

Enquiries: All enquiries in this regard should be directed to: Acting Municipal Manager, Mr Kadimo Masekoane Tell: 053 330 0206

Closing Date: 03 April 2023