



ALFRED NZO
DISTRICT MUNICIPALITY

EXTERNAL ADVERTISMENT
VACANCY
NOTICE NO 02/2025/2026

Alfred Nzo District Municipality is committed to the achievement and maintenance of diversity and equity in employment, especially in respect of race, gender and disability.
People with physical disabilities are encouraged to apply.



Suitably qualified persons are hereby invited to apply for the following vacancy

MUNICIPAL MANAGER'S OFFICE

DIRECTOR: STRATEGIC GOVERNANCE

EMPLOYMENT TERM: PERMANENT

TOTAL REMUNERATION PACKAGE: R 965 958.00 (Minimum) – R 1 103 953.00

(Mid-point) – R1 224 083.00 (Maximum).

STATIONED PLACED: ALFRED NZO DISTRICT MUNICIPALITY OFFICES

ESSENTIAL REQUIREMENTS: Matric/ Grade 12 • Bachelor Degree in Public Administration / Finance/ Legal or Equivalent at NQF Level 7. Minimum of Five (5) years' experience at Middle Management Level. Have proven successful in Administration in Local Government• A valid Driver's License. Good knowledge and interpretation of policy and legislation. Good knowledge of Performance Management System. Proven record on strategic, visionary and innovative leadership. Extensive Knowledge of Financial Governance and Institutional Governance Systems in Local Government environment.



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KEY COMPETENCIES: Good knowledge and understanding of relevant policy and legislation; Good understanding of institutional governance systems and performance management; Good understanding of Council operations and delegation of powers; Good governance; Audit and Risk management establishment and functionality and Budget and finance management.

Additionally, the following competencies as described in the Local Government Regulations on appointment and conditions of employment of senior Managers dated 17 January 2014 are essential:

- **CRITICAL LEADING COMPETENCIES:** Strategic Direction and Leadership • People Management • Financial Management • Program and Project Management • Change Leadership • Governance Leadership
- **CORE COMPETENCIES:** Moral Competence • Planning and Organizing • Analysis and Innovation • Knowledge and Information Management • Communication • Results and Quality Focus.

A successful candidate will enter into performance-based employment contract with the Council (represented by Municipal Manager) as required by s57 of the Municipal Systems Act No. 32 of 2000. Moreover, successful candidate will sign performance Agreement with financial interest disclosure and Person Development Plan (PDP). Candidates must be ready to undergo security vetting as required by regulation 10 (3)(h) of the regulations on appointment and conditions of employment of Senior Managers Government Notice 21 in Government Gazette 37245 dated 17 January 2014.

KEY PERFORMANCE AREAS: Directs various functions and strategic support services in the Office of the Municipal Manager to ensure that the office is accountable and compliant to enhance service delivery. Manages and lead the MM Office in the areas of Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) & Annual Reports; Performance Management System (PMS), Budget of the MM; Risk Management, SPU Programs, legal activities, Water Service Authority, Inter Governmental



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Relations and Communication through the application of specific procedures to ensure standards are maintained and, deadlines and instructions complied with.

Closing Date: 28 November 2025 @ 15h00

Please note: Applicants must submit a completed **ANDM Employment Form** obtained from our offices or on our **website (www.andm.gov.za)** and a comprehensive Curriculum Vitae with exposition of their experience and competencies with certified copies of qualifications, Identity document and license where applicable. **Applications should be forwarded to the Corporate Services Department, Alfred Nzo District Municipality, ERF 1400 Ntsizwa Street, Mount Ayliff, 4735. Appointment will be subject to appropriate security clearance/criminal record check, a competency as well as reference and qualification checks.** If applicants receive no notification within one month from the closing date, please assume that your application was unsuccessful. The council reserves the right not to fill the position. Alfred Nzo District Municipality is an equal opportunity and affirmative action employer and people from designated groups.

LATE, EMAILED AND FAXED APPLICATIONS WILL NOT BE ACCEPTED

All enquiries should be directed to Mr. A. Jozela, Manager: HRM & D by telephone at (039) 254 5000.



**Mr. Z. H. SIKHUNDLA
MUNICIPAL MANAGER**