



DIRECTORATE: COMMUNITY AND SOCIAL DEVELOPMENT SERVICES

VACANCY: ASSISTANT HORTICULTURIST (PARKS AND RECREATION)

1 VACANCY / AA APPOINTMENT

REF NO: 2023/029

SALARY SCALE: R274 993 – R356 939 [T9]

REQUIREMENTS:

• National Diploma in Horticulture or equivalent. • 5 years' Horticultural experience. • Municipal experience will be an added advantage. • Computer literacy. • Valid code B drivers licence.

COMPETENCIES:

• Time management. • Planning and organising. • Interpersonal relationships. • Verbal and written communication skills. • Service delivery orientation. • Problem solving and conflict resolution skills. • Technical skills and knowledge. • Negotiation skills. • Ability to communicate in at least two official languages of the Northern Cape.

KEY PERFORMANCE AREAS:

• Coordinate and control the operations of the parks section, inclusive of planning, monitoring and implementing maintenance programmes and evaluating outcomes. • Give strategic input to the Manager: Parks regarding short, medium and long term strategies for the parks section/plan, prioritise and schedule Horticultural programmes and projects. • Coordinate and control tasks/activities associated with personnel performance, productivity and discipline of the sub-section. • Monitor progress with regards to the removal of alien invasive species. • Coordinate and control operations of all pesticide applications. • Monitors and controls activities by keeping a record of daily projects and activities. • Organise, prioritise and schedule tasks so that they can be performed with efficient use of time and resources.

ENQUIRIES: MRS C GOUWS, (053) 830 6705 / work@solplaatje.org.za

Your application must be completed on an official Sol Plaatje Local Municipality application form and will not be considered if not submitted. Application forms are available on the municipal website (www.solplaatje.org.za).

If you meet the requirements, forward the official application form, detailed CV and certified copies of highest educational qualifications or relevant qualifications as per job requirement to Mrs C Gouws, Sol Plaatje Local Municipality, c/o Bultfontein & Lyndhurst Avenues, New Civic Building, HR, 3rd Floor or send it electronically to work@solplaatje.org.za. These requirements must be met and failure to do so will result in the applicant's immediate disqualification.

Include a clear reference number and the post you are applying for in your application.

No CV's and certified copies of qualifications will be returned on the applicant's request. **Late applications will not be accepted.**

Preference will be given to local candidates, i.e. applicants residing within the municipal, district or provincial boundaries.

Notwithstanding any representations to the contrary, no employment contract will come into effect until a written offer has been made by the municipality to, and accepted by, the applicant.

The incumbent will be appointed at the minimum notch of the salary scale.

THE SOL PLAATJE LOCAL MUNICIPALITY RESERVES THE RIGHT NOT TO MAKE AN APPOINTMENT.

CLOSING DATE: 12 October 2023 @ 16:00



APPLICATION FORM FOR EMPLOYMENT

1. This form must be completed in full, accurately and legibly in your own handwriting with a black pen. All relevant substantial information must be provided in this form. Any additional information may be provided on a CV.
2. A separate application form is required should you apply for more than one position.
3. Candidates shortlisted for interviews may be requested to furnish additional information that will assist Sol Plaatje Municipality to expedite recruitment and selection process.
4. All information received shall be treated with confidentiality and shall not be used for any other purpose than to assess suitability to the advertised position.
5. Canvassing for appointment will disqualify an applicant.
6. If you have not been contacted within 60 days, your application was unsuccessful.
7. This application form is used to assist Sol Plaatje Municipality with the recruitment, selection and appointment of staff members in terms of the Municipal Systems Act, 2000 (Act No. 32 of 2000).

DETAILS OF THE ADVERTISED POST (as reflected in the advert)

Advertised post applying for																															
Reference Number	2	0					/																			Notice service period					
Employment Status	Unemployed	<input type="checkbox"/>	Employed	<input type="checkbox"/>	Self-employed	<input type="checkbox"/>																									

PERSONAL DETAILS

Internal Candidate	Yes	No	Intern	Yes	No	If yes, from					Employee Pay Number														
Surname																									
First Names																									
ID / Passport Number																									
Gender	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>	Race	African	<input type="checkbox"/>	Coloured	<input type="checkbox"/>	Indian	<input type="checkbox"/>	White	<input type="checkbox"/>												
Do you have a disability?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	If yes, elaborate.																				
Are you a South African Citizen?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	If not, what is your nationality?																				
					Do you have a valid work permit?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>																
Do you hold a professional membership with any professional body?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Membership Number																				
Name of professional body										Expiry Date															
Languages (Read, Write & Speak)	Afrikaans	<input type="checkbox"/>	English	<input type="checkbox"/>	Ndebele	<input type="checkbox"/>	Northern Sotho	<input type="checkbox"/>	Southern Sotho	<input type="checkbox"/>	Swazi	<input type="checkbox"/>													
	Tswana	<input type="checkbox"/>	Tsonga	<input type="checkbox"/>	Venda	<input type="checkbox"/>	Xhosa	<input type="checkbox"/>	Zulu	<input type="checkbox"/>	Sign Language	<input type="checkbox"/>													
Drivers Licence	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Licence Code	A	<input type="checkbox"/>	A1	<input type="checkbox"/>	B	<input type="checkbox"/>	C1	<input type="checkbox"/>	C	<input type="checkbox"/>	EB	<input type="checkbox"/>	EC1	<input type="checkbox"/>	EC	<input type="checkbox"/>	PDP	<input type="checkbox"/>	Learners	<input type="checkbox"/>

CONTACT DETAILS

Mobile Phone Number											<i>Please ensure the number is correct. If it changes, please inform us.</i>																			
Residential Address																Postal Code														
																				Postal Code										
(Please submit an email address and ensure it is correct, as we mostly communicate via email)																														
Email Address																														
Preferred Language of Communication																														

QUALIFICATIONS (Please elaborate on CV)

Highest secondary qualification obtained

Name of School

Highest Grade Year Obtained

Highest tertiary qualification obtained

Name of Institution

Name of Qualification

NQF Level Year Obtained

Name of Institution

Name of Qualification

NQF Level Year Obtained

Name of Institution

Name of Qualification

NQF Level Year Obtained

WORK EXPERIENCE (Please elaborate on CV) – Start with the most recent (i.e. current employer)

Employer

Post Held

From Month Year To Month Year

Reason for Leaving

Employer

Post Held

From Month Year To Month Year

Reason for Leaving

Employer

Post Held

From Month Year To Month Year

Reason for Leaving

DISCIPLINARY RECORD

Have you been dismissed for misconduct during the past ten (10) years? Yes No

If yes, name of Municipality / Employer

Type of misconduct / transgression

Date of resignation / disciplinary case finalised / dismissal

Award / sanction

Have you been accused of an alleged misconduct and resigned from your job pending finalisation of the disciplinary proceedings? Yes No

CRIMINAL RECORD

Have you been convicted of any criminal offence in a court of law during the past ten (10) years?	Yes	No
---	-----	----

If yes, type of criminal act	
------------------------------	--

Date criminal case finalised	
------------------------------	--

Outcome / Judgement. Please attach proof.	
---	--

REFERENCES (Please elaborate on CV)

Name of Referee	
-----------------	--

Relationship	
--------------	--

Telephone number – office hours ()		Mobile Phone Number	
--	--	---------------------	--

Email Address	
---------------	--

Name of Referee	
-----------------	--

Relationship	
--------------	--

Telephone number – office hours ()		Mobile Phone Number	
--	--	---------------------	--

Email Address	
---------------	--

Name of Referee	
-----------------	--

Relationship	
--------------	--

Telephone number – office hours ()		Mobile Phone Number	
--	--	---------------------	--

Email Address	
---------------	--

DECLARATION

- I hereby certify that all information provided in this application and any attachments in support thereof is to the best of my knowledge true and correct. All relevant information to assist in my application has been disclosed.
- I realise that if this application should lead to my appointment and there is proof that false information has been provided, this may lead to legal proceedings and immediate dismissal.
- I confirm that my contact details given here are correct and if anything changes, I will inform Sol Plaatje Municipality as it is my obligation to provide correct contact information. All correspondence from Sol Plaatje Municipality is done via email and / or sms (text messaging).
- I will avail myself on the date and time scheduled for interviews by Sol Plaatje Municipality as I understand that interview dates cannot be altered.
- The Sol Plaatje Municipality complies with the provisions of the POPIA and you are hereby giving consent that your information will only be used for the purpose of the position you have applied for.
- I hereby also give consent that Sol Plaatje Municipality can access my personal information and conduct the following checks as and when necessary qualification(s), memberships, work permits, employment references, criminal record, ID verification, drivers' licence and PDP.

Signature		Date	
-----------	--	------	--

FOR SOL PLAATJE MUNICIPALITY RECRUITMENT OFFICE USE ONLY

Appointed as		From	
--------------	--	------	--

Salary Scale		Notch	
--------------	--	-------	--

Remarks		Post ID	
---------	--	---------	--

Directorate	Appointments Committee
-------------	------------------------

Vote number	Reference No 20____ / _____
-------------	-----------------------------

Application processed (Recruitment)	Date
-------------------------------------	------

Comments	
----------	--

Comments	
----------	--

Approval – Executive Director	Date
-------------------------------	------

Approval – Municipal Manager	Date
------------------------------	------

Approval – Human Resource Manager	Date
-----------------------------------	------

Approval – Human Resource Manager	Date
-----------------------------------	------

COMPANY DETAILS "Company" **To be completed by Company Agent**

Company Name: Sol Plaatjie Municipality Email: cgouws@solplaatje.org.za
 Agent Name: Christine Gouws Mobile No: 053 830 6705

CANDIDATE PERSONAL INFORMATION **To be completed by the Candidate**

Surname: _____
 Full Names: _____ Maiden Name _____
 Mobile Number: _____ Date of Birth: _____
 ID Number / Identifier:

--	--	--	--	--	--	--	--	--	--	--	--	--	--

 Description of Identifier: _____
 E.g. South African ID Number, Zimbabwean Passport Number, etc.

BACKGROUND SCREENING CHECKS **To be completed by the Company Agent**

<table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Credit Check</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Qualification</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Employment References</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Criminal Checks</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Fraud Check</td></tr> </table>		Credit Check		Qualification		Employment References		Criminal Checks		Fraud Check	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Sanctions</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Identity Verifications</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Insurance Regulations</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Drivers license & Vehicles</td></tr> <tr><td style="width: 20px; height: 20px; border: 1px solid black;"></td><td>Social Media Screening Checks</td></tr> </table>		Sanctions		Identity Verifications		Insurance Regulations		Drivers license & Vehicles		Social Media Screening Checks
	Credit Check																				
	Qualification																				
	Employment References																				
	Criminal Checks																				
	Fraud Check																				
	Sanctions																				
	Identity Verifications																				
	Insurance Regulations																				
	Drivers license & Vehicles																				
	Social Media Screening Checks																				

DEFINITIONS

- "Candidate" means the person on whom the Company will process background screening checks for lawful purposes including but not limited to employment/ continuation of employment;
- "Company" refers to MIE Client;
- "Consumer Credit Information" shall have the meaning ascribed to it in section 70 of the NCA;
- "FAIS Act" shall mean the Financial Advisory and Intermediary Services Act of 2002;
- "FSCA" refers to the Financial Sector Conduct Authority;
- "NCA" shall mean the National Credit Act, No. 34 of 2005, as amended from time to time, including any regulations made under the Act;
- "Personal Information" shall have the meaning ascribed to it in Chapter 1 of POPI and includes, but is not limited to a name, address, email address, telephone or fax number, fingerprints, criminal history and education or other personal credentials provided, or which is collected from the candidate or other third parties, before and/or during the background screening process and/or thereafter;
- "POPI" shall mean the Protection of Personal Information Act, No. 4 of 2013, as amended from time to time, including any regulations made under the Act;
- "Privacy and Data Protection Conditions" refers to the 8 (eight) statutory prescribed conditions for the lawful Processing of Personal Information;
- "Responsible Parties" have meaning to the Company and MIE together, and "Responsible Party" any one of them;
- "Verification Information Suppliers" shall mean third parties acting on behalf of MIE, including, but not limited to, criminal record bureaus, credit bureaus, governmental bodies, and any educational, training, and fraud prevention organisations;

ACKNOWLEDGMENT OF THE USE OF PERSONAL INFORMATION

- I acknowledge
- that the Company's duly authorized verification agent, Managed Integrity Evaluation (Pty) Ltd ("MIE"), will need to process my Personal Information to conduct background screening checks as indicated above which are required by the Company.
 - that verification requests form part of the background screening process and that:
 - requests for credit information from Credit Bureaus will only be conducted under the regulations defined as per the NCA and for the below prescribed purposes only;
 - For employment in a position of trust and honesty and entails the handling of cash or finances;
 - Fraud prevention or detection.
 - data obtained from the FSCA serve only for the purpose to determine the fitness and propriety as envisaged in the FAIS Act.
 - that any Personal Information supplied to the Company is provided voluntarily and is accurate and current as the Company may not be able to comply with its obligations if the correct Personal Information is not supplied to the Company, I further agree to correct and update such information when necessary;
 - that privacy is important to the Responsible Parties and the Responsible Parties will use reasonable efforts in order to ensure that any Personal Information in their possession or processed on their behalf is kept confidential, stored in a secure manner, and processed in terms of South African law and or applicable Data Protection Legislation, for the purposes I have authorised.
 - that all information, including Personal Information, supplied to the Company is accurate and current and agree to correct and update such information when necessary.
 - may be shared by the Company with MIE and may be further shared by MIE with the Verification Information Suppliers for verification or other legitimate purposes;
 - may be shared by the Verification Information Suppliers with MIE and be further stored and shared by MIE with the Company and Fraud databases or services when the information provided for verification is deemed fraudulent by the Verification information Suppliers for purposes of continued or future employment or for other legitimate purposes as per the NCA or other National or Provincial Legislation;
 - may be stored by MIE, for legislated retention periods and where such periods are not legislated then my personal information may be stored by MIE for as long as the information may be needed for verification purposes, or any other period as I may agree with the MIE. and
 - Personal Information may be transferred cross-border to countries, for verification or storage purposes. In any cross-border transfer of personal information MIE will comply with the security safeguards as provided for in the POPIA including but not limited to ensuring that the information is secured when transported to or from the recipient.
 - I take note that if the Responsible Party has utilised the Personal Information contrary to the Privacy and Data Protection Conditions, I may first resolve any concerns with that Responsible Party. If I am not satisfied with such process, I have the right to lodge a complaint with the Information Regulator.
 - A copy of Personal Information kept by the Responsible Parties will be furnished to me upon request in terms of the provisions of POPI or the NCA and I understand that I may dispute any information in the record provided.
 - "I agree that MIE, to the extent permitted by law, will not be liable for any complaint, claim or action brought by me, arising from any action or omission by MIE, to the extent that such action or omission resulted from MIE complying with the terms of this agreement and I shall indemnify, hold harmless and defend MIE from and against any such claims or actions brought against MIE."

	CANDIDATE	COMPANY AGENT
SIGNATURE		
DATE		

All signatories to this document agree that MIE will NOT be held liable for the content, factual correctness or accuracy of any Supplier Data supplied to MIE for the Company by MIE's suppliers. The Company and the Candidate hereby indemnifies and holds MIE harmless against any loss arising from neglect or damage in procuring, communicating, or failing to communicate information to the Company.