

Witzenberg Municipality, with its Head Office in Ceres, serves the following areas: Ceres, Tulbagh, Wolseley, Prince Alfred's Hamlet, and Op-die-Berg.

**DIRECTORATE COMMUNITY SERVICES
FIRE SERVICES DEPARTMENT
2 X LEARNER FIREFIGHTERS (REFERENCE: COM 526 & COM 517)
PERMANENT APPOINTMENTS**

Applications are hereby invited from individuals with the applicable qualifications for the above vacancy.

Minimum requirements:

- Grade 12.
- Firefighter 1 Certificate will be an added advantage.
- A valid Code B Driver's License
- 2 Years of continuous service in a recognized Fire Service.
- First Aid level 3.
- Hazmat Awareness.
- No criminal record.
- Must be physically and mentally fit.
- The successful candidate must provide a Medical Certificate at their own expense.
- Candidates will be subjected to a fitness evaluation and phobia test, with a 100% pass rate required to progress to interviews
- May be re-assigned to any other function, i.e., Operations, Special Operations, Training, Fire Safety, and Risk Management, as and when required by the Chief Fire Officer
- Required to work shifts and overtime with little or no notice.
- Required to work in the whole of Witzenberg Municipality.
- Required to work at any Fire Station, Fire Service Facility, or section within the Area of Jurisdiction as determined by the Chief Fire Officer.
- Fluent in 2 of the 3 languages spoken in the Western Cape, Afrikaans, English, or IsiXhosa.
- **Please note:** A performance agreement also applies to this position, whereby the employer reserves the right to institute a performance management program.

Fitness and Phobia Testing

2.4 km Run – younger than 35	12 Minutes max
2.4 km Run – 35 and Older and Females	14 Min
Push-ups	Minimum 30 in one minute
Sit-ups	Minimum 30 in one minute
Strength	Carry 2x 25-liter foam containers, simultaneously, over a distance of 25 meters, without dropping or putting it down
Acrophobia	Climb a ladder (up and down), with PPC, to a minimum height of 10 meters.
Claustrophobia	Navigate a tunnel of a minimum length of 10 meters, with PPC and SCBA.
Aquaphobia	Swim for 50 meters

Competencies

COMPETENCY REQUIREMENTS OF THE POST		
No	Category	Competency
1.	Core Professional Competencies	Community and Customer Focus Problem Solving; Negotiation and Influencing; Resilience; Communication; Ethics and Professionalism
2.	Functional Competencies	Firefighting; Rescue Operations; Special Operations (Hazmat, Urban Search and Rescue); Fire Safety and Prevention; Safety and Welfare; Emergency Medical Care; Call Taking and Dispatch
3.	Public Service Orientation Competencies	Interpersonal Relationships; Service Delivery Orientation

4.	Personal Competencies	Action and Outcome Orientation; Resilience; Change Readiness; Cognitive Ability; Learning Orientation; Problem Solving
5.	Management / Leadership Competencies	Impact and Influence; Team Orientation; Direction Setting & Coaching and Mentoring

Duties:

- Attending Fire Fighting I accredited training course rendered by the International Fire Services Accreditation Committee (IFSAC).
- Participating in firefighting drills in conformance with the South African Emergency Institute/National Fire Protection Association Codes and Standards.
- Receiving task instructions under the supervision/leadership of the Station Officer or a more senior ranking fire services officer.
- Performing functions progressively on own responsibility and is monitored until skills/qualifications are acquired.
- Attending departmental training sessions at the fire station and attending specialized fire training courses.
- Studying and comprehending firefighting training materials and keeping abreast with pertinent information related to firefighting.
- Responding to emergency calls within prescribed reaction times and dressing with the appropriate firefighting protective clothing.
- Mounting the allocated emergency vehicle as crew.
- Performing specific firefighting and fire suppression activities, including laying hose lines, pulling working lines, holding the nozzle to direct the stream of water on the fire, placing, raising, lowering and climbing ladders, using self-contained breathing apparatus, etc.
- Making forced entries into grounds or buildings by climbing walls or fences, cut locks, chains, hasps and bolts to gain entry to locked areas, breaking or cuts doors, windows, walls or roofs using hand and power tools.
- Performing rescue activities including rope rescue, water rescue, confined space rescue, structural collapse rescue and forcible entry situations.
- Administering first aid medical care to the level of certification.
- Operating aerial ladders, tower ladders, or similar equipment and generators, hydraulic rescue equipment and lighting.
- Participating in public fire education and fire awareness demonstrations.
- Placing and utilizing resources, rescue vehicles, cutting and spreading equipment, pneumatic and hydraulic bags, high-angle rescue equipment, and trench support equipment.
- Accurately performing comprehensive vehicle and equipment checks and reporting all defects to the immediate superior.
- Performing routine hose repairs on specialized firefighting hoses and performing scheduled testing on regulated equipment.
- Performing visual inspection of vehicles and equipment as per manufacturer's instructions, safety regulations, codes and standard operating procedures, using check or maintenance lists and signing or co-signing the inspection schedule for accountability.
- Checking for cracks, leaks, malfunctions, discrepancies, replacing seals and patching leaks, repairing springs and replacing batteries, using specific equipment (air compressor, handheld tools, etc.).
- Collecting and handing in of relevant records to the immediate superior for record-keeping.
- Maintaining the fire station and grounds by participating in routine cleaning schedules.
- Completing and filling in forms, checklists, and inventories.
- Signing vehicle and equipment inventory forms, test and checklists.
- Recording results of tests and equipment evaluations on prescribed forms and forward to the immediate superior for attention and processing.
- Completing the defect register and log sheets, etc.; Conducting pre-driving inspections.; Checking levels of oil, water and tyres.
- Report breakages to the senior.
- Ensuring that the vehicle has been filled with diesel or petrol and is ready to be utilised for operational use and overseeing general maintenance of the vehicle and completing logbooks.

Salary: R 174 862.03 per annum (Post Level T6 of a Grade 4 Municipality)

Interested candidates must complete an official application form, which is obtainable on our website: www.witzenberg.gov.za or at the Municipal Buildings at ODB, Wolseley, PA Hamlet, Tulbagh, and the main Office at Ceres. **(Applicants who do not fully complete the official application form and who do not submit certified copies of qualifications/identity documents/ driver's license will not be considered)** with a detailed CV accompanied by a cover letter, certified copies of qualifications, driver's license, and three (3) names of work-related references **(with email address of referent – the referent must be work-related)** to the Senior Recruitment Practitioner, 50 Voortrekker Road, Ceres, 6835 or E-mail to: jobs@witzenberg.gov.za. No CVs will be returned on the applicant's request; therefore, please do not send us your original certificates. For further inquiries, you may contact Mr. H. Arendse at the Human Resources Department at Telephone number 023 – 3161854. **Disclosure of incorrect information will lead to disqualification.**

Closing Date: 20 MARCH 2026 BEFORE 12H00

Please note: Canvassing of Councillors or any member of the Appointment Committee will result in automatic disqualification. Applicants who do not receive a reply within one (1) month after the closure of the applications should consider their application unsuccessful. Applications received after the closing date will not be accepted or considered. Witzenberg Municipality reserves the right not to appoint. Your application will be subjected to verification of qualifications as well as credit and criminal record checks.

Please state the reference number on your application

(Witzenberg Municipality fully supports and encourages designation groups to apply (in terms of the Employment Equity Act))