

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
LIFESAVERS SWIMMING POOLS x 23 (01 NOVEMBER 2026 – 30 APRIL 2027)

Witzenville -Tulbagh (Ref: Com 218 & Com 219); Montana -Wolseley (Ref: Com 220 & Com 221); Bella Vista (Ref: 259 & Com 260); PA Hamlet (Ref: Com 264 & Com 265); Die Eiland (Ref: Com 224 & Com 258) & Pine Forrest Resort (Ref: Com 222; Com 270, Com 213, Com 223; Com 261 & Com 262)

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

Requirements:

- Grade 10 (Applicants must provide proof from an accredited academic institution)
- Valid Level 2 First Aid Certificate, or willingness to obtain such certification within six (6) months of appointment.
- Valid Lifeguard Certificate or equivalent qualification with a current annual retest certificate. Possession of, or willingness to undergo, accredited lifesaving training through the National Sea Rescue Institute (NSRI) will be an added advantage.
- At least six (6) months' relevant lifesaving experience, or willingness to undergo accredited lifesaving training.
- Applicants may also be required to provide a Criminal Clearance Certificate at their own expense (Per legislative requirements).
- Must be alert and able to make quick decisions, especially in a crisis, and to stay calm.
- For acceptance, one must be willing to undergo physical fitness tests to ensure fitness and lifesaving capabilities.
- Applicants must be physically fit and healthy.
- Shift ends at 7 pm on weekdays and weekends & public holidays (subject to change).
- Applicants must have a clean criminal record.
- Fluent in 2 of the 3 languages spoken in the Western Cape: Afrikaans, English, or IsiXhosa.

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	By Law Enforcement and Emergency Response
3.	Public Service Orientation Competencies	Interpersonal Relationships; Communication; Service Delivery Orientation & Client Orientation and Customer Focus
4.	Personal Competencies	Action and Outcome Orientation; Resilience; Change Readiness; Cognitive Ability & Learning Orientation
5.	Management / Leadership Competencies	Team Orientation; Direction Setting; Coaching and Mentoring & Impact and Influence

Main Tasks:

- Implementation of safety procedures regarding the use of the swimming pool area; Provision of a safe swimming area; Implementation of swimming pool rules; Handling of the safety of the area around the swimming pool; Constant monitoring of the swimming pool; For possible accidents in order to prevent drowning; Complete reports if such incidents occur. General lifesaving tasks
- If the person meets the minimum requirements he/she will be required to work shifts inclusive of weekends
- Assist the operator with cleaning tasks
- Close the pool when capacity is reached

Stage 1

Physical evaluation

Candidates must meet the following physical evaluation as follows:

- Must undergo a swimming test by swimming 100 meters within two minutes in a swimming pool
- If the candidate is not successful, he/she will not be considered for an interview

Stage 2

Interview

If the applicant is successful in the interview, he/she will be considered for the above post

Salary: R 155 945.38 per annum (Post level T5 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: 27 OCTOBER 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.

(Witzenberg Municipality fully supports Employment Equity (in terms of the Employment Equity Act)

Please state the reference number on your application

Municipal Manager
D Nasson
04/03/3