

The Zululand District Municipality with its seat in Ulundi is an equal opportunity employer and subscribes to an affirmative action programme, which is non-racist, non-sexist, non-discriminatory and based on merit organisation. We offer the following challenging position to a dynamic individual of stature and maturity who can further the image of the District Municipality in all its facets.

DIRECTORATE : CORPORATE SERVICES
DIVISION : HUMAN CAPITAL
POST : DEPUTY DIRECTOR: HUMAN CAPITAL
SALARY : R 691 969.89 PER ANNUM (TASK GRADE 16) (non-negotiable)
REFERENCE No. : CS003/18/2026
Plus 13th Cheque, benefit such as Medical Aid, Pension Fund, Housing Subsidy Scheme, Travelling and Cell Phone Allowance

MINIMUM REQUIREMENTS: A valid Matric Certificate • A Bachelor's Degree in Human Resources Management/Public Administration or relevant equivalent qualification (NQF 7) • 5 years' experience in Human Resources Management which four (4) years' must be at a managerial level in local government sphere • Sound knowledge of Local Government Management Legislation including but not limited to Basic Conditions of Employment Act, Labour Relations Act, Skills Development Act, Employment Equity Act & Occupational Health and Safety Act • Sound leadership and management skills coupled with knowledge of principles of good governance • Ability to maintain a high level of confidentiality at all times • Verbal and Written skills in both English and Isizulu is essential • Computer literacy • A Valid driver's licence is essential.

KEY PERFORMANCE AREA: Communicating with the Corporate Service Director on specific key performance areas (HR Administration, Performance Management and Development Systems (Individual Performance Management), Training and Development, Employee Assistance and Wellness, Employment Equity and Occupational Health and Safety) with a view to aligning functions and service delivery objectives against the capacity and capability of the division • Ensuring compliance with legislative requirements • Responsible for monitoring and ensuring the effective cascading and implementation of PMDS to employees under your supervision • Analysing qualitative and quantitative reports on the status of the Human Capital Section and functionality with respect to the achievement of specific measures and qualifies statistical based conclusions to the Management Teams through the provision of detailed explanations and/or recommendations • Evaluating the adequacy of current policies and assessing commenting on the need for change and alignment of terms and conditions to best practices and legislation • Conducting appraisals to measure performance against agreed objectives, counselling and consulting with personnel on developmental goals, career paths and short term targets and standards.

NB: A successful candidate will be expected to sign a Performance Agreement upon assumption of duties and be subjected to relevant security clearance and vetting processes. Further information can be obtained from the Human Resources Section on 035 8745642.

A covering letter consisting of a comprehensive CV in ENGLISH, certified copies of; educational qualifications, drivers licence and Identity Document to be submitted to: The Municipal Manager, Zululand District Municipality, Private Bag X76, Ulundi, 3838 or Hand deliver to Zululand District Municipal Offices at B-400, uGagane Street, Records Section (NB: Faxed or emailed and late applications will not be considered). It is the responsibility of the applicant to ensure that his/her foreign qualifications have been verified by the South African Qualifications Authority and supply the Municipality with the evaluation results. Should you not be contacted within a period of thirty (30) days from the closing date, your application should be deemed to have been unsuccessful. Canvassing of councillors and management will result in the disqualification of the applicant. The Municipality reserves the right not to make an appointment.

Further information can be obtained from the Human Resources Section on 035 874 5642

CLOSING DATE FOR SUBMISSION OF APPLICATIONS: 19 JUNE 2026


MR. SP. MOSIA

ACTING MUNICIPAL MANAGER