



# FRANCES BAARD

DISTRICT MUNICIPALITY / DISTRIKSMUNISIPALITEIT  
MASEPALA WA SEDIKA / U MASEPALA WE SITHILI

Frances Baard District Municipality is a dynamic equal opportunity employer where goals are achieved through teamwork and the pursuit of excellence in service delivering. The municipality has the following vacancy:

## RE-ADVERTISEMENT (Applicants who applied previously must re-apply)

DEPARTMENT: PLANNING AND DEVELOPMENT  
VACANCY: DIRECTOR PLANNING AND DEVELOPMENT

Ref. no: 03/26

### PERMANENT POSITION

**Remuneration package:** R1 068 004, Lower: R1 093 963, Mid-point: R1 119 883, upper: R1 146 761, Max: R1 174 283 per annum (all-inclusive package). Remuneration package will be paid as per the applicable notice 53882 of December 2025: total packages payable to municipal managers and managers directly accountable to municipal managers.

**Job requirements:** Relevant B Degree in Building Sciences/ Architecture/ Bachelor Degree in Town and Regional Planning or Development Studies; or equivalent. The successful candidate must meet the minimum competency requirements as contained in the Municipal Regulations on Minimum Competency levels, Gazette 29967 of 15 June 2007, i.e. South African Qualifications Authority Qualification ID No. 48965 for Accounting Officers of municipalities, e.g. CPMD, MFMP, etc. If a newly appointed person is not in possession of this Competency, he/she must complete it within eighteen (18) months from the date of employment, in accordance with Government Notice Number 91 of 3 February 2017, as promulgated in Government Gazette No. 40593. Five years' experience at middle management. Proven successful Professional experience in Development/ Town and Regional Planning. Project management certificate or diploma; or Registration as a Professional Planner in accordance with the Planning Profession Act, 2002, (Act No. 36 of 2002) will be an added advantage. An advanced level of Computer Literacy and proven ability to manage financial accounting systems. Valid Code B Driving License.

**Knowledge, skills and competencies:** The municipality is seeking a strategic thinker for this role coupled with a good knowledge and understanding of relevant policy and legislation; good understanding of institutional governance systems and performance management; good knowledge of supply management regulations and the Preferential Procurement Policy Framework Act, 2000 (Act No 5 of 2000), knowledge of geographic information systems; and knowledge of spatial, town and development planning. There is a high demand at this level for attention and prompt response to community related queries and specific priorities and service delivery mandate of council. The incumbent must be able to plan, organise, control resources, communicate, negotiate and place emphasis on time and service level standards.

**Key performance areas:** Development of the department's long and short term programs to support the service delivery priorities of the municipality's Integrated Development Plan. To oversee the capital and operational budgeting requirements for projects and to enable effective functioning of the department. To initiate and lead research into policy provisions and regulations in accordance with legislative prescripts. To provide an advisory service to the municipality town and regional planning issues, performance management, integrated development planning processes and procedures, performance, Local Economic Development and Tourism strategies.

To provide guidance and support to the municipality on matters of legislative compliance, good governance, legal and procedural matters pertaining to the functional area of the directorate. To maintain oversight and accountability for all Town and Land Use Management and, Local Economic Development and Tourism projects, programs and activities of the functions located within the directorate. Facilitate the preparation and adoption of the appropriate planning instruments for the district and local municipalities in accordance with the provincial and national legislation. Drive synergy in the development and implementation of Local Economic Development and Tourism programs in partnership with all key stakeholders. Define the architecture and manage the Geographic Information System platform as an intellectual tool to support decision making with regards to spatial planning, land use management and other developmental planning related information Manage the policy directives, systems, procedures and timelines associated with the preparation, consultation, implementation and review of the Integrated Development plan.

**NB: An application form specifically designed for appointment of senior managers must be completed and the top three candidates will be subjected to competency assessments for senior managers.**

**Appointments will be made according to the municipality's employment equity policy and affirmative-action practices. The completion of application forms is mandatory, and must be accompanied by detailed and comprehensive curriculum vitae and is to be accompanied by originally certified copies of ID and qualifications not older than three months. Applications should be forwarded to the following postal address: THE MUNICIPAL MANAGER, FRANCES BAARD DISTRICT MUNICIPALITY, PRIVATE BAG X6088, KIMBERLEY 8300 or hand delivered to: 51 DRAKENSBERG AVENUE, CARTERS GLEN, KIMBERLEY.**

**Application forms are available from the municipal office and/or may be downloaded from the municipal website; [www.francesbaard.gov.za](http://www.francesbaard.gov.za). Enquiries can be directed to: Mrs. Pulane Matsitse/Mrs. Lesedi Job, Tel: 053-838 0912/911.**

**Note: Designated groups, including people living with disabilities, are particularly encouraged to apply.**

**Successful candidates will be subjected to a compulsory reference and validation checks. Should you not receive any response from us within 30 days of the closing date, please consider your application as unsuccessful. The District Municipality reserves the right to make no appointments.**

**Closing Date: 05 June 2026**

**MUNICIPAL MANAGER, MS ZM BOGATSU**