



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 delivery. The municipality has the following vacancy:

**RE-ADVERTISEMENT
(APPLICANTS WHO APPLIED PREVIOUSLY MUST RE-APPLY)**

**DEPARTMENT: PLANNING AND DEVELOPMENT
VACANCY: MANAGER: INTEGRATED DEVELOPMENT PLANNING AND PERFORMANCE
MANAGEMENT SYSTEM**

Ref. no: 26/25

**PERMANENT POSITION
TASK: 16**

Basic salary: R660 072.00 - R856 716.00 (plus benefits: Pension, Medical aid scheme, Group life insurance, motor vehicle allowance, housing subsidy, 13th cheque)

Requirements: The applicant must be in possession of a bachelor's degree or BTech degree in developmental studies; planning and development; monitoring and evaluation, administration or equivalent. A minimum of 4 - 5 years relevant experience on supervisory level in performance management, IDP, monitoring and evaluation. A valid code 8 Drivers' license. Computer Literacy.

Key performance areas: Managing processes and procedures associated with the planning, drafting and review of the Integrated Development Plan, interpreting and aligning objectives towards the accomplishment of specific outcomes through establishment and implementation of a reliable Performance Management system and, reporting on the application, intervention and achievement of developmental initiatives in order to ensure the broader aims of local government in respect of service delivery are realized. Identifying broad integrated development strategy and, defines/ addresses critical requirements to facilitate service delivery planning, prioritization and evaluation. Ensure that planning and review processes contribute and complement development plans and strategies that give effect to the principles of co-operative government. Analyse and evaluate the organization performance against specific objectives and deliverables encapsulated in the plan. Assessing and aligning project outcomes to provincial sectoral plans, planning requirements and spatial development frameworks. Establishing reasons for deviations or constraints impacting critical outcomes. Mapping alternatives and/ or solutions to address alignment to community priorities and statutory requirements in terms of the Integrated Development Plan. Applying methods and standards to determine specific requirements and dimensions of performance management and the applicability of specific performance management systems. Ensure key requirements are established and defined using agreed applications and procedures. Provides guidelines and information on the performance management system Analysis and evaluate the organization performance against specific objectives and deliverables encapsulated in the Plan. Ensure adequate support is made available at management level to enable implementation and improve the effectiveness of the Performance Management System.

Appointments will be made according to the municipality's employment equity policy and affirmative-action practices. Completion of an application form 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 3 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. Enquiries can be directed to: Mrs. Pulane Matsitse/Ms. Lesedi Thomas, Tel: 053-838 0912/911.

Note: Designated groups, including people living with disabilities, are particularly encouraged to apply. FAXED OR EMAILED APPLICATIONS WILL NOT BE CONSIDERED. Successful candidates will be subjected to a compulsory reference and validation checks. The District Municipality reserves the right to make no appointments.

Closing Date: 26 September 2025

MUNICIPAL MANAGER, MS ZM BOGATSU