MAKHUDUTHAMAGA LOCAL MUNICIPALITY

MAKHUDUTHAMAGA LOCAL MUNICIPALITY

Bid Notice and Invitation to Bid
Bidders are hereby invited to bid for the following projects:

NO	Project Number	Project Description	CIDB Grading	Closing Date
1	LIM47/Electronic Document/23/24/009	Renewal of Electronic Document Management System for the period of three (3) years	Not applicable	30/08/2023 at 12.00
2	LIM47/Traffic Lights/23/24/010	Upgrading of traffic lights to three phase at Jane Furse Fourways	1EB or Higher	16/08/2023 at 12.00
3	LIM47/Transport Plan/23/24/011	Development of Integrated Transport Plan	Not applicable	16/08/2023 at 12.00

The employer is Makhuduthamaga Local Municipality represented by the Municipal Manager.

Bid documents will be obtainable from Makhuduthamaga Local Municipal offices from 2nd **August 2023 (Mon-Fri from 08:00-16:30)** from the cashier at a non-refundable deposit **R500.00** for each payable in cash or bank guaranteed cheque. Bid documents can also be downloaded from online service **(www.sbonline.gov.za)** at no cost.

Completed and signed tender documents must be sealed in an envelope and marked with the relevant project number and project description and be deposited in the tender box at Makhuduthamaga Local Municipality Offices in Jane Furse before the closing date and time.
The municipality shall adjudicate and **award** tenders in accordance with the **Preferential Procurement Policy Framework Act, 5(2000)** and revised preferential procurement regulation with effect 16 January 2023 on 100 points for functionality and 80/20 points system where 80 points are for the price and 20 points for municipal specific goals (according to the said legislation). Details of functionality and specific goals are in the bid document. Bid will remain valid for 90 (Ninety) **days**

The lowest and any tender will not necessarily be accepted and the **Municipality reserves** the right not to consider any tender not fully completed. Bidders are required to initial each **page of the tender** document and sign where necessary.

For enquiries contact:

Supply Chain Unit	:	**Mr Mothapo MJ - 013 265 8607**
Acting Senior Manager Corporate	:	**Mrs Make MM - 013 265 8613**
Acting Senior Manager Community	:	**Mr Matshimela MJ-013 265 8611**

Mr Mogamedi RM
MUNICIPAL MANAGER, PRIVATE BAG X 434, JANE FURSE, 1085

With more than 1.2 million active members and around 480 000 pensioners and beneficiaries as well as assets worth more than R2.1 trillion, the Government Employees Pension Fund is a defined benefit fund that manages pensions and related benefits on behalf of government employees in South Africa. It is the largest pension fund in South Africa and Africa. The GEPF is currently seeking to appoint a suitably qualified individual with the relevant experience to fill the role of an Investment Analyst – Direct Unlisted Investments position within the Investments Department.

INVESTMENT ANALYST– DIRECT UNLISTED INVESTMENTS

Purpose of the role: Evaluation of unlisted property transactions, alongside monitoring and reporting on the GEPF's

Key Responsibilities: • Monitor performance and mandate compliance for the GEPF's unlisted investments • Monitor and report on the PIC- managed unlisted portfolio • Support the GEPF's valuation processes • Evaluate investment proposals presented to the GEPF • Economic and financial research • Investment administration • Support outsourced investments services

Qualifications, Experience, Knowledge and Skills: • A Bachelor's Degree in Finance or Investment Management is required • Postgraduate or further study towards a relevant Honours degree or industry qualification, e.g. CFA, CAIA, or CA(SA), is advantageous • Minimum 3-5 years experience in investment banking, structured finance, or unlisted investment management • Experience in institutional investing, investment analysis and portfolio monitoring • Experience with quantitative techniques for analysing and valuing unlisted investments, focusing on unlisted property investments • Experience in engaging and building relationships with external stakeholders • Exposure to investment accounting, performance, and mandate compliance monitoring processes.

The GEPF is an equal opportunity employer, committed to employment equity in the organisation.
The principles as set out in the GEPF's employment equity policy will apply. To apply for the above vacancy, email your CV to: Recruitment@gepf.co.za quoting the position you are applying for on the subject. The positions will also be advertised on the following website:
www.gepf.co.za
The closing date is: 5 August 2023

Enquiries may be made to: Merilyn Nonti Tsindwi, **email:** nontokozol@mindworx.co.za

No late applications will be considered.
It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) prior to the selection process. Communication will be with short-listed applicants only

GEPF
your investment, your future

CC Chikkens

Eldoweg 26
Posbus 6111
Kroonhuwel 9501
KROONSTAD
Tel: 056-2133202
Faks: 056-2121079

Position 1
Introduction

CC Chikkens PTY Ltd in Kroonstad is looking for an experienced Marketer to join their team.

Duties & Responsibilities

KEY PERFORMANCE AREAS (KPA'S)

1. Customer Relationships
• Establish, develop, and maintain positive business and customer relationships.
• Expedite the resolution of customer problems and complaints to maximize satisfaction.
• Complete call cycles with relevant customers on a daily basis.
• Grow and maintain a customer database by building sound relationships.
• Continuously seek new opportunities.
• Present, promote and sell products/services using solid arguments to existing and prospective customers.

2. Sales Targets
• Achieve agreed upon sales targets and outcomes within schedule.
• Coordinate sales effort with team members and other departments.

3. Monthly Reporting
• Submit monthly reports (performance and competitors in our landscape).
• Supply management with relevant market needs, problems, interests, competitive activities, and potential for new products and services.

4. Other
• Attend meetings as and when required at designated locations – Manager or Customer Meetings.
• Collaborate Production team to drive the business performance.
• Attend trade shows and marketing events as required.

Desired Expertise & Qualification
QUALIFICATION:
• Grade 12 (Matric).
• Fully Bilingual in Afrikaans and English.
• Tertiary Qualification (or studying towards) in Business, Marketing Communications, or related field would be advantageous.

EXPERIENCE
• **Proven work** experience (minimum of five year's) as a Marketer in the **Meat Industry.**
• **Proven track** record of successfully managing customer relationships.
• **Valid driver's** license is mandatory.

KNOWLEDGE REQUIRED
• **Excellent knowledge** of MS Office

SKILLS REQUIRED
• Relationship management skills and openness to feedback.
• Ability to create and deliver presentations tailored to the audience needs.
• Prioritizing time management and organizational skills.
• Strong verbal and written communication skills.
• Ability to work efficiently – on own or as part of a team, in a highly pressurized environment.

Interested?
Please send your CV to hr@ccchikkens.co.za
Closing date: 31 July 2023.
SUBJECT LINE - Marketer

Position 2
Company Secretary (Personal Assistant)

CC Chickens in Kroonstad has a position available for a Company Secretary (Personal Assistant

Duties and responsibilities

• Ensure effective meeting facilitation and management in terms of drafting of agendas, attending and providing guidance at meetings, and drafting and circulating the minutes and action lists from the meetings timeously.
• Ensure proper governance & compliance.
• Oversight of statutory compliance.
• Manage the diary of the MD, including appointments and meetings as required. Handle phone calls, emails, and other correspondence on behalf of the MD. Perform administrative duties such as filing, scanning, and printing. Maintain a professional and organized office environment.
• Provide support to other departments and team members as required.

Qualification
• Relevant Diploma or Degree Background in Law and Finance
• Previous experience as a Personal Assistant is preferred. Excellent written and verbal communication skills Strong organizational skills with the ability to multitask and prioritize workload. High level of attention to detail. Proficient in Microsoft Office suite. Ability to maintain confidentiality and exercise discretion. Strong interpersonal skills with the ability to work effectively with colleagues at all levels.
• 3+ years' experience in a Company Secretary role
• CIPC experience
• Board minute taking experience essential - minutes produced must be of high quality

The ideal applicant will satisfy the following skills requirements:
• Time management
• Attention to detail
• Communication skills
• Companies Act Compliance
• Integrity
• Compliance reporting
• Coordinating skills
• Communication skills
• Multi-Tasking
• Attention to detail
• Effective decision making
• Quality minute taking.

Interested?
Please send your CV to hr@ccchikkens.co.za
Closing date: 31 July 2023.
SUBJECT LINE – Company Secretary / Personal Assistant

Department of Economic Development, Environment, Conservation and Tourism

CALL FOR NOMINATIONS TO SERVE AS MEMBERS OF THE APPEAL PANEL IN TERMS OF SECTION 43 OF THE NATIONAL ENVIRONMENTAL MANAGEMENT ACT 107 OF 1998 (NEMA)

The Member of Executive Council responsible for the Department of, Economic Development, Environment, Conservation and Tourism, hereby makes a call for nominations of persons within 30 days from the date of publication of this notice, to be appointed as members of the Appeal Panel to consider any appeals in terms of Section 43 of the National Environmental Management Act 107 of 1998.

The panel to be appointed by the Member of Executive Authority will advise on decision making in relation to all Environmental and Biodiversity/Conservation Appeals received. The Panel shall consider in an independent and impartial manner appeals lodged in terms of section 43(1) of the NEMA and make written recommendations to the Member of Executive Authority pertaining to administrative decisions issued by the Department and included, inter alia, Environmental Authorizations, Compliance Notices, Section 24G Administrative Fines and Section 22A Air Quality Fines.

Requirements
The Nominees must have technical expertise and experience in the following fields:
- Environmental Speciality (including but not limited to Environmental Impact Assessment Specialist, Wetland Specialist, Environmental Technologist, Biodiversity and Environmental Scientist);
- Town Planning;
- Law (Environmental Law and Administrative Law);
- Biodiversity; and
- Conservation Management.

Members appointed to the panel shall serve for a term of not exceeding one (1) year. All nominations must be in writing accompanied by a nominee's formal indication of his or her acceptance of such nomination as well as a comprehensive Curriculum Vitae, certified copies of indemity document and qualifications.

Nominations must be sent to the Department for attention of: **By post to: Adv Itumeleng Mosiapoa, Department of Economic Development, Environment Conservation & Tourism, Private Bag X15, MMABATHO, 2735 OR by hand at: 1st Floor, NWDC Building, Corner University Drive & Provident Street, MMABATHO, 2735.**

All enquiries in connection with the nominations may be directed to:
Adv. Itumeleng Mosiapoa, Tel: (018) 388 5974/5839
email: imosiapoa@nwpg.gov.za

Closing date: 17 August 2023

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Department of Economic Development, Environment, Conservation and Tourism
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

Kone Sekhona Kgosi

The Road Accident Fund's mission is to provide appropriate cover to all road users within the borders of South Africa to rehabilitate and compensate persons injured as a result of motor vehicle accidents in a timely and caring manner; and to actively promote safe use of our roads.

Road Accident Fund

HEAD: PEOPLE MANAGEMENT: T.A.S.K LEVEL 20
PEOPLE MANAGEMENT DEPARTMENT
Ref no: 14072023HPM

Purpose of the Job: Reporting to the Chief Corporate Support Officer, the successful incumbent will oversee the division and operation of the RAF workforce management by ensuring expert human capital services fit for the achievements of effective organisational and people development. The incumbent will be responsible for engagement through the articulated implementation of employee experience, employee relations and organisational effectiveness for optimised organisational climate and culture as well as high levels of employee engagement.

Key Performance Areas

Organisational Effectiveness: • Oversee the provision of organisational development diagnostics and interventions • Provide direction and leadership for organisational design and development and human capital planning • Oversee the adoption of RAF values by leadership and the rest of the organisation • Lead and provide direction in the development of the strategic workforce plans within the fund and developments within the Fund • Provide leadership in the development and implementation of leadership and management development programmes • Lead and provide direction in the facilitation and development and diversity and inclusion management programmes • Provide direction and oversight in the development, implementation and monitoring of Employment • Equity and minimum sentencing thereof.

Employee Experience: • Strategically advocate for skills development • Oversee and ensure that the internship, learnership and bursaries are aligned with the envisaged skills development agenda • Lead initiatives of the fund • Lead and provide direction in the development and execution of succession planning and the management thereof • Provide management and oversight in the implementation of RAF and wellness and Occupational Health and Safety programmes to ensure a well-motivated and productive workforce.

Remuneration and Employee Benefits: • Provide strategic leadership in the blend review and development of the compensation philosophy strategies and plans and policies consistent with the organisation's goals • Evaluate the compensation strategies to ensure that it is consistent with the objectives of attracting, maintaining and retaining qualified people required meeting organisational goals • Oversee the development of specifications for the acquisition or design of reward and recognition mechanisms incentives and plans and its administration as per the legislative and funding requirements.

HR Operations: • Oversee and lead the HR business operations to ensure seamless integration in the implementation of HRBPs and CoE • Lead and direct the development of the strategic workforce plan taken plan within the department • Provide strategic leadership and direction development of the HR governance options • Ensure seamless interaction between HRBPs, CoEs and HR Administration and efficient service delivery in the HR value chain.

Strategy Development and Operational Planning: • Lead the development and implementation of the People Management strategy and plan that ensure alignment with RAF's strategic direction and long-term objectives • Lead the implementation and annual review of the overall strategic plan for the People Management department • Oversee and implement specific key performance indicators and measures against outcomes detailed in the departmental strategic plans as set out by the Executive.

Policy Review and Implementation: • Provide direction on the development and implementation of policy procedures and processes.

Financial Management: • Provide strategic input into annual planning and budget development to support strategic operational goals • Ensure that the periodic financial and strategic goals of RAF as well as the performance expectations of the various teams within are achieved • Ensure sufficient internal control measures are implemented for adherence to PFMA, RAF and other relevant legislation and regulation.

People Management: • Ensure the sourcing development and retention of a high-performance team • Oversee the implementation of human capital processes and procedures to control/regulate workplace conflict and/or resolute corrective measures and consultation processes to address deviations from standards.

Reporting: • Report quarterly on progress with implementation of operational plans • Lead the development of functional reporting systems, for management, project or performance reporting • Lead and direct the development of reports/policies/procedures and guide the process through the alignment of these documents to the overall RAF's Strategy.

Qualifications and Experience: • Bachelor's Degree in Human Resources Management/ Social Sciences/Commerce related qualification • Post graduate qualification in Human Resources Management/Social Sciences/Commerce related qualification • Post graduate qualification in Business Management or Administration will be an added advantage • Relevant 10-12 years' Human Resources Management/ HR Generalist/ Administration experience of which 3 years must have been on a Senior Management level • Experience in a unionised environment of which 2 years must have been on senior strategic level • Previous experience in the public sector and SOEs will be advantageous.

Technical and behavioral competencies required
- Strategic capability
- Results orientation
- Leadership development
- Thorough understanding of Human Capital Management value chain
- Organisational design
- Job analysis and profiling
- Performance management
- Workforce planning
- Employee relations • knowledge of employment legislation

CLOSING DATE FOR APPLICATIONS: 06 AUGUST 2023

Remuneration: Total cost to company applicable to this position is minimum R1 827 182.00 per annum, negotiable.
NB: "RAF offers Total Employment Cost packages with no additional contributions from the Employer, successful candidates are required to structure their packages in a manner that will suit their needs".
Applications can be forwarded to the People Cube; email address is: jgrum@peoplecube.co.za
INSTRUCTION TO PROSPECTIVE APPLICANTS:
1. Indicate the name and the reference number for the position you are applying for on the subject line.
2. Do not submit copies of qualifications and ID as these will be requested from shortlisted candidates on the interview date.
3. Submit a short CV with a maximum of 5 pages.
4. Please indicate your current salary and salary expectations if considered for the position.

NB: The Road Accident Fund subscribes to the principles of employment equity and preference will be given to People with Disabilities.
• Applicants who have not received any correspondence from us within six weeks from the closing date can consider themselves unsuccessful.
• Security Vetting shall be conducted on all prospective employees.
• It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA) and to provide proof of such evaluation.

The Road Accident Fund's mission is to provide appropriate cover to all road users within the borders of South Africa to rehabilitate and compensate persons injured as a result of motor vehicle accidents in a timely and caring manner; and to actively promote safe use of our roads.

The organisation requires the services of qualified individuals within the **Head Office** for the following position:

Road Accident Fund

HEAD: CORPORATE COMMUNICATIONS: T.A.S.K LEVEL 20
CORPORATE COMMUNICATIONS DEPARTMENT
Ref no: 07202314HCC

Purpose of the Job: Reporting to the Chief Corporate Support Officer, the successful incumbent is responsible to lead and provide strategic direction in the design, implementation and monitoring of all RAF internal and external communication related activities, aimed at historically improving the Organisation's overall reputation.

Key Performance Areas

Internal Communications: • Oversee that corporate communications strategies are in line with the overall organisational objectives • Oversee adherence to corporate communication channels aimed at minimizing noise for the organisation • Oversee the response and results of the internal networking initiatives and platforms • Develop and enhance across business units to establish the efficiency of the corporate communications functions within respective units.

Public Relations: • Oversee the design and activation of the PR strategy for the RAF • Oversee the handling of all requests and/or enquiries received via RAF's communication channels, dealing with enquiries from the public, the press and related organisations • Represent the Fund in attending public interviews, press conferences and presentations.

Campaign Management: • Oversee the engagements and interactions with creative professionals to build marketing products and campaigns • Provide analysis of internal and external campaign response and results • Oversee the engagements and interactions with claims operations function to ensure that changes to the claims administration processes are communicated and driven throughout the organisation.

Graphic Design: • Oversee the graphic design process of defining requirements, visualising and creating graphics required by the RAF stakeholders • Provide strategic support in the creation of visual communications to convey messages in an effective and aesthetically manner.

Content Management: • Ensure all communications are written with clear, compelling copy of various mediums in the correct style for the intended audience • Oversee the design of crisp and efficient organisational communication that resonates with the employees, external stakeholders and media • Oversee the corresponding and production of publications • Oversee and monitor the recognised language translation capability for an equitable and effective claims management process • Oversee the management of editing as well as the internal and external review process for communication materials to ensure they are accurate and consistent with the RAF communications strategy and RAF standards.

Social and Digital Media Management: • Oversee the development and implementation of the social and digital media strategy • Lead and direct relationships with various social and digital media experts to assist in driving the organisation's message • Oversee the monitoring and engagements of customers using social media platforms and increase positive sentiment levels and converting negative expressed feedback.

Brand Development Research and Business Analysis: • Design and articulate brand development, research & business analysis strategies for RAF • Ensure the strategic implementation of efficient tools, processes and systems for communications efficacy and improved service delivery.

Strategy Development and Operational Planning: • Lead the implementation of the strategic communications strategy and plan that ensure alignment with short-term and long-term objectives • Lead the implementation and annual review of the overall strategic plan for the corporate communication's department.

Policy Review and Implementation: • Provide direction on the development and implementation of policy procedures and processes • Work with appropriate structures to ensure effective execution of policy and processes.

Financial Management: • Provide strategic input into annual planning and budget development to support strategic operational goals • Ensure that the periodic financial and strategic goals of RAF as well as the performance expectations of the various teams within are achieved • Ensure sufficient internal control measures are implemented for adherence to PFMA, RAF and other relevant legislation and regulation.

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Reporting: • Report quarterly on progress with implementation of operational plans • Lead the development of functional reporting systems, for management, project or performance reporting • Lead and direct the development of reports/policies/procedures and guide the process through the alignment of these documents to the overall RAF's Strategy.

Qualifications and Experience: • Bachelor's Degree in Communications/Media/Public relations/Marketing related qualification • Post graduate qualification in Communications/ Media/Public relations/Marketing related qualification • Post graduate qualification in Business Management or Administration will be an added advantage • Relevant 10-12 years' experience in Internal Communications and Media & Public • Relations management of which 5 years must have been on senior management level • Experience in overseeing Brand Development, Research & Business Analysis, Campaign Management, Copywriting & Editing, Graphic design and overseeing internal and external related communication activities.

Technical and behavioral competencies required
- Strategic capability
- Results orientation
- Conflict management
- Risk management
- Business and Financial Acumen
- Compliance and Governance
- Leadership Agility
- Change Management
- Stakeholder development and relations
- Brand Development
- Research & Business Analysis

Closing date: 06 August 2023

Remuneration:
Total cost to company applicable to this position is minimum R1 827 182.00 per annum, negotiable.
NB: "RAF offers Total Employment Cost packages with no additional contributions from the Employer, successful candidates are required to structure their packages in a manner that will suit their needs".
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• Security Vetting shall be conducted on all prospective employees.
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public works, roads & transport
MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA

MPUMALANGA
THE PLACE OF THE RISING SUN

EXTERNAL POST (RE-ADVERT)

Career Opportunities, sustainable partnership combined with experience and knowledge to build a future together: Suitable qualified candidates are invited to apply for the under mentioned post. The appointment will be made in terms of the Public Service Act.

The Department is committed to provide equal opportunities and adheres to the affirmative action policy in line with Employment Equity Act, the SMS Handbook and all relevant legislation applicable in the Public Service.

Post	**: Deputy Director General : Public Infrastructure**
Level	**: 15**
Salary	**: R 1 663 581 p/a (all-inclusive package)**
Centre	**: Head Office**
Ref.	**: (DDG/PI/02)**

Requirements: An undergraduate and post graduate qualification in built environment plus relevant extensive experience in the built environment and 8 years experience should be in a Senior Management level . A valid driver's license. Appointment is subject to the signing of a performance agreement and financial disclosure. The requirements for appointment at Senior Management Service level include the successful completion of Senior Management Pre-entry Programme as endorsed by the National School of Government. Applicants should therefore have proof that they have registered for the Pre-entry Certificate, which can be accessed using the following link: https://www.thensg.gov.za/training-course/sms-pre-entry.

Knowledge, Skills and Competencies: Knowledge in Programme and Property Management. The candidate should have ability to interact at both strategic and operational level. Good interpersonal relationships and negotiation skills are imperative. The candidate should have an understanding and functional knowledge of the following legislative policies Property Management and Construction, as well as relevant prescripts such as the Giama.

Responsibilities: Manage the provision of building infrastructure in the province,including the provision of Education and Health facilities, Manage the provision of Roads Infrastructure in the Province, Management of Human and Financial Resources in the Programme.

Completed Z83 application forms with relevant reference numbers should be addressed to:

The Head of Department
Department of Public Works, Roads and Transport,
Private Bag x 11310, Mbombela, 1200

or hand delivery at Building 7, Rhino Building, 2nd Floor Registry, Government Complex.

The Department is committed to providing equal opportunities and practices affirmative action employment. It is our intention to promote representativity in terms of race, gender and disability when filling the vacant positions. Women and people with disabilities are encouraged to apply.

Applications must consist of: A fully completed and signed Z83 form (which can be downloaded at www.dpsa.gov.za-vacancies); a recent comprehensive CV; contactable referees (telephone numbers and email addresses must be indicated); copies of qualifications, Identity Document and driver's license. Should you be in possession of a foreign qualification(s), it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). The accompanying documents need not be certified, shortlisted candidates will be required to bring certified copies on or before the interviews. The successful candidate will be required to obtain a top secret clearance issued by the State Security Agency. The top two candidates of Deputy /Director General post will be subjected to competency assessment to determine their suitability for the post. A pre-entry certificate obtained from the National School of Government (NSG) is required for all SMS applications. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within 3 months of the closing date of this advertisement, please accept that your application was unsuccessful. Please take note that late applications will not be accepted. Applicants are advised that the old Z83 which was valid until 31 December 2020 will not be accepted. Failure to comply with the above instructions will result in application being disqualified.

PLEASE TAKE NOTE THAT THOSE WHO APPLIED PREVIOUSLY ARE ENCOURAGE TO RE-APPLY.

The department reserves the right to fill or not to fill any advertised posts.

ENQUIRIES: Mr JV Ntimba on 013 766 6667
Ms PN Mokhotla on 013 766 6780 | 013 766 6624

CLOSING DATE: 08 AUGUST 2023 AT 12H00

CONNECT WITH US

dpwrt.mpg.gov.za | CommunicationDPWRT@mpg.gov.za | Mpumalanga Department of Public Works, Roads and Transport | dpwrtmpumalanga | @Dpwrtmpumalanga | DPWRT Mpumalanga