



Blue Crane Route Municipality

VACANT POSITION EXTERNAL Notice 16/2026

DIRECTORATE: TECHNICAL SERVICES

MANAGER :ELECTRO-MECHANICAL SERVICES **TASK GRADE16**

SALARY SCALE: R675 757.32 – R877 172.88 PER ANNUM

MINIMUM REQUIREMENTS: Degree in Electrical Engineering (Heavy Current) obtained through an accredited training institute-NQF 7 •Registered with the council of South Africa as a professional Technician• Code EB drivers licence• Wireman licence• 5 Years experience as an Electrician. Experience in Municipality and Eskom will be an added advantage.

KEY PERFORMANCE AREAS: The implementation, monitoring, evaluation and reporting sequences of outcomes associated with Electricity infrastructure plans and programs defining the maintenance and/ or installation of electrical supply systems and support structure(in conjunction with Eskom); • Managing electricity supply assets and legal matters within the jurisdiction of the municipality• Managing of quality and conformity of electricity design , installations , modifications and repair phases of projects in respect of electricity control technology and applications •Verifying customer services implementing the broader objective of ensuring a cost effective integrated electrical architectural solutions •Managing the key performance areas and result indicators associated with controlling of the mechanical workshop processes through investigation, analysis and interpretation of developmental requirements against the capacity and capability of the Mechanical Workshop to accomplish immediate , short and long term service delivery objectives • Evaluating and commenting on the applicability of specific Electrical Key performances indicators and measures against outcomes detailed In the departments Business and Strategic Plans • Mapping out specific electrical changes necessary to achieve alignment with development objectives in accordance with legislative imperatives and managing electrical supply assets and legal matters that fall within the jurisdiction Of the Municipality• Preparing Electrical Engineering Design proposals for basic to high complexity systems and applications with respect to future developments • Defining the role boundaries, workflow processes and job design against laid down service requirements and statutory financial regulations referring to good and accountable financial management and government practices • Determining staff levels and preparing motivations for the filing of vacancies to complement functional objectives and requirements • participating in staff weekly meetings in order to discuss performance targets and progress through meetings and interventions in order to ensure commitment and support for the task at hand • Conducting appraisals to measure performance against agreed objectives, counselling and consulting with personnel on development goals , career paths and short term targets and standards • Analysing statistical information pertaining to staff attendance, overtime , leave and addressing deviations or occurrences of abuse and/or workplace conflict through the implementation of corrective measures in accordance with Human Resources Policies and Procedures and Codes of Good Practice encapsulated in Employment Legislation • Analysing trends , operating requirements and forward plans to establish funding for the period • Evaluating the sections performance against budget and addressing deviations with appropriate personnel • Monitoring and implementing corrective measures

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to rectify deviation contrary to financial regulations, audit requirements and departmental procedures

- Communication with the council's financial section on audit findings and recommendations and institutes the necessary investigational or corrective measures
- Strategic Planning - by providing improved information into the IDP process on current levels of service, risks and future demand, costing strategic options with tariff implications, and coordinated programs;
- Performance Management — by determining more effective and holistic criteria and measures for service delivery, and applying these consistently to monitoring, reporting, and risk management;
- Risk Management — by introducing a focus on assessing service delivery risk at network and set level, and identifying appropriate responses;
- Financial Management — by determining budget needs based on defined levels of service now and in the future, assessing long term affordability to the municipality, identifying tariff implications, and establishing realistic valuation of the infrastructure assets;
- Capacity Building — by crafting prioritized interventions to steadily improve asset management practice.
- Being responsible for the administration, project and financial management of INEP funded projects and any other capital projects identified and prioritized by the Council.
- Aligning projects with municipal IDP as per the demands identified and prioritized by the Council.
- Prepare business plans to seek and source funding for the delivery of electrical infrastructure projects.
- Prepare capital and operating estimates and controls expenditure against the approved MTEF budget allocations
- Keeping abreast with technological developments and alternatives in the delivery of services within the electrical engineering industry.
- Establishing key performance indicators and measures for determining/ assessing the level and appropriateness of service delivery with respect to electrical network maintenance metering (routine, planned and unplanned) and repair work.
- Managing the operational dimensions and resources (materials, plant, equipment and vehicle, optimizing resources) and monitors utilization and cost effectiveness of activities against operational plans.
- Preparing/ approving drawings, designs and cost estimates for minor new works and, monitoring the implementation sequences thereof.
- Prioritizing specific projects to achieve targets on electricity provision.
- Aligning proposals to comply with the reconstruction and development requirements and guidelines.
- Guiding the drafting, adjudication and reporting processes with regards to contracts/ tenders and verifying details, terms and conditions, specifications, etc. comply with laid down policies, regulations and procedures.
- Monitoring Contractor performance against agreed terms and conditions through ongoing interaction with site personnel, on-site inspections, etc. and aligning the Contractor to any acts of nonconformance.
- Analysing customer service to ensure compliance with the council customer service charter
- Developing and implementing strategies, procedures and standards to improve electrical network performance and supply to customers
- Analysing, interpreting customer needs/requirements to produce and implement facti plans to achieve or exceed NERSA license conditions
- Developing implementing and keeping updated strategies, procedures, process and standards to control energy losses within acceptable level.
- Ensure that metering and electricity customer information is accurate, updated and stored in a reliable system e.g. GIS.
- Ensure vending system information is kept accurate and updated
- Staff involved in the control of energy losses are adequately trained for the tasks they are required to perform
- Prepare and present reports to the audit committee on the progress in the implementation of the electricity distribution losses.
- Establishing key performance indicators and measures for determining/ assessing the level and appropriateness of service delivery with respect to Workshop Maintenance (routine, planned and unplanned) and repair work.
- Managing the operational dimensions and resources (materials, plant and vehicle) and monitors utilization and cost effectiveness of activities against operational plans.
- Monitoring the adequacy of procedures and compliance with departmental guidelines.
- Providing comments on constraints/ applicability with regards to ongoing maintenance through reports and meetings
- Controlling the workshop stores and ensuring adequate stock is available at any given time.
- Preparing investigational and productivity reports referring to statistical data and qualitative information related to service delivery initiatives (electrical) of the Department for the attention of the Manager for consideration and inclusion into Council and Sub Committee reports.
- Controlling budget allocations for specific interventions and/ or activities of the

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Section, accessing system information/ reports and making enquiries on deviations to facilitate correction to provisions/ allocations and the availability of funds prior to preparing/ or approving requisitions. • Maintaining schedules/ records of Electrical assets and equipment, checking the accuracy of updated information against source documentation and/ or audit reports and responses. • Checking and approving instructional/ operational and procedural documentation/ forms referring to supporting information from field reports/ activity lists and forwarding for processing. • Maintaining the document and records system, checking conformity to filing and storage sequences with respect to designs, tenders, contracts, project reports and seeking/ or approving the destruction of obsolete and aged records. • Compiling investigational reports and / or responses to correspondences and queries, undertaking research or extracting information and records to support content, recommendations and/ or opinion.

SPECIAL CONDITIONS : Required to work in all weather conditions. Required to work outside normal working hours during emergencies and planned overtime.

All applications with Curriculum Vitae, certified copies of educational certificates, municipal standard application form, copy of South African Identity Document and a covering letter for the position you are interested in should be forwarded to: The Corporate Services Department, Blue Crane Route Municipality, PO Box 21, SOMERSET EAST, 5850 or hand delivered at 88 Nojoli Street, SOMERSET EAST or Townhall, COOKHOUSE or Town Hall, PEARSTON.

NB : Applications can be emailed to 1recruitment@bcrm.gov.za

Enquiries: Mr L. Mqota (042) 243 6400

Closing date: 24 April 2026

Canvassing support from Municipal Officials and Councillors is prohibited and any person found guilty thereof, will be disqualified with immediate effect. The Blue Crane Route Municipality is committed to achievement and maintenance of employment equity and diversity especially in respect of race, gender and disability. The Municipality reserves the right to approve or decline the appointment.



MR. MP NINI
MUNICIPAL MANAGER

19/03/2026
DATE