



City of Johannesburg
Pikitup

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VACANCY: GENERAL MANAGER OPERATIONS X3

Date of the advert: 03 June 2022

Closing Date for application: Friday 17 June 2022

Department : Operations
Post Title : General Manager Operations X3
Location : Head Office
Level : Task Level 19 /Grade E1
Report : Chief Operations Officer

Purpose

To provide strategic, technical and operational management support to the Chief Operating Officer in the transformation of Pikitup operations towards a high performing organisation.

Key Responsibilities

- ✓ Introduce uniform standards and procedures of operation through all depots, and in doing so introduce a consistent standard of service delivery excellence across the City.
- ✓ Develop processes and systems within operations to maximize efficiency and cost effectiveness.
- ✓ Improve operations infrastructure so that depots represent excellent places of work for an employee of the City of Johannesburg.
- ✓ Build a strong culture of governance and compliance through the tracking and resolving of all audit findings.
- ✓ Ensure a consistent, impactful and long-term approach to skills development is introduced and sustained at the depot level.
- ✓ Drive and instil a high-performance culture by ensuring that there is compliance in all matters pertaining to performance management by direct reports and their subordinates.
- ✓ Proactively manage all labour disputes and create a conducive and cooperative relationship between management, workers and Unions.
- ✓ Develop and implement operations strategy and plans.
- ✓ Monitoring and evaluation of operations strategy and plans.
- ✓ Implement risk mitigation plans.

Minimum Requirements

Minimum Qualifications

- ✓ A bachelor's degree with majors or modules in relevant disciplines such as environmental science, waste management or operations management.

Minimum Experience

- ✓ A minimum of 8 years' relevant operations/ or waste management experience in a comparable environment.
- ✓ 5 years' experience at senior management level.
- ✓ Driver's license and access to own vehicle.
- ✓ Experience working in a public service or local government environment.

Preferences/Advantages

- ✓ A postgraduate qualification in in a relevant field will be an added advantage.
- ✓ 10 years operations management experience.
- ✓ 5 years' experience at senior management level.
- ✓ Experience working in a public service or local government environment.

Required Competencies

Knowledge

- ✓ Strong commercial knowledge understanding.
- ✓ Knowledge and/or understanding of Municipal Finance Management Act (MFMA) and regulations.
- ✓ Knowledge of local and international trends and best practices in operations management and waste management.
- ✓ Knowledge of internal standards relating to operations management.
- ✓ Knowledge of Treasury Regulations and Public Service Regulations.
- ✓ Knowledge of the South African Auditing Standards.
- ✓ Knowledge of Fleet and Logistics Management.

Skills

- ✓ Analysis and problem solving
- ✓ Organising and prioritising
- ✓ Conflict resolution
- ✓ Influencing and persuading
- ✓ Employment relations, negotiation and mediation
- ✓ Strategy formulation and implementation
- ✓ Operational management

- ✓ Strategic planning
- ✓ Networking
- ✓ Teamwork and team building
- ✓ Change management
- ✓ Performance management
- ✓ Strong verbal and written communication and presentation skills
- ✓ Report writing
- ✓ Interpersonal skills
- ✓ Computer skills including MS Word and SAP

Behaviours

- ✓ Strategic thinking
- ✓ Honesty and integrity
- ✓ Motivating and empowering staff
- ✓ Diplomacy and tact
- ✓ Attention to detail
- ✓ Judgement and decision making
- ✓ Networking and collaboration

Particulars of advertiser:

Interested **applicants** must submit a comprehensive CV together with certified copies of identity document and qualifications to recruit112022@pikitup.co.za by no later than **16:30pm** on **17 June 2022**. No late applications will be considered. Please ensure that the correct position is inserted in subject line of email. For enquiries contact **Shirley Tjiane 087 357 1086** or **Keo Segosapelo 087 357 1129**.

- Please quote the above position name on all correspondence relating to this circular/ advert.
- Pikitup reserves the right not to fill any vacancies.
- Correspondence will only be entered into with shortlisted applicants. Should you not hear from us within **six weeks** after closing date of the advert please consider your application unsuccessful.

PIKITUP IS AN EQUAL OPPORTUNITY EMPLOYER AND IS COMMITTED TO EMPLOYMENT EQUITY PRINCIPLES AND REDRESSING THE IMBALANCES OF THE PAST. APPLICATIONS ARE WELCOME FROM ALL DESIGNATED GROUPS (AFRICAN, COLOURED AND INDIAN MALES, ALL FEMALES & PERSONS WITH DISABILITIES)