



DIRECTORATE
OFFICE OF THE
MUNICIPAL MANAGER

DEPARTMENT
Internal Audit

AVAILABLE POSITIONS
1 Vacancy

SALARY SCALE
R431 487 – R560 142

GRADING
T12

TERM
Permanent

REFERENCE NUMBER
2024/010

CLOSING DATE & TIME
22 August 2024 @ 16:00

Senior Internal Auditor

REQUIREMENTS

- 3-Year qualification in Auditing / Accounting or Internal Audit. Bachelor's Degree will be an added advantage.
- Valid registration with a recognised professional body; a minimum designation Internal Audit Technician.
- Knowledge of applicable legislation, MFMA and IIA standards.
- 5 – 8 years' relevant experience which include two (2) years of supervisory experience.
- Proficiency in MS Office. TeamMate experience will be an added advantage.

COMPETENCIES

- Written and verbal communication skills.
- Research and analysis.
- Negotiation and interpersonal relationships.
- Engagement and information management.
- Time management and monitoring skills.
- Organisational awareness.
- Action and outcome orientation.
- Resilience.
- Change readiness.
- Cognitive ability.
- Learning orientation.
- Impact and influence.
- Team orientation.
- Coaching and mentoring.
- Leadership or direction setting

KEY PERFORMANCE AREAS / CORE FUNCTIONS

- Can lead, conduct and control the audit work according to norms and standards as per the approved plan.
- Lead teams to independently conduct complex audit projects and special assignments.
- Test and evaluate adequacy of internal controls and processes by way of detailed test.
- Recommend value-added revisions to systems procedures and internal controls in addition to compilation of audit findings.
- Lead engagement meetings and provide inputs.
- Increase management focus and awareness of effective controls, best practices, fraud awareness, prevention and detection.

HOW TO APPLY

Your application must be completed on an official Sol Plaatje Local Municipality application form and will not be considered if not submitted. Application forms are available on the municipal website (www.solplaatje.org.za).

Please Note:

- No CV's and certified copies of qualifications will be returned. Late applications will not be accepted. Please ensure the completion of your application by the specified closing date and time. No supplementary documents will be accepted after the closing date.
- Preference will be given to local candidates, i.e. applicants residing within the municipal, district or provincial boundaries.
- Notwithstanding any representations to the contrary, no employment contract will come into effect until a written offer has been made by the municipality to, and accepted by, the applicant.
- Sol Plaatje Local Municipality complies with the Protection of Personal Information Act (POPIA), Act 4 of 2013. Applicants agree that their personal information may be recorded and processed by the Municipality.
- Sol Plaatje Local Municipality is an equal opportunity employer. Preference will be given to suitable candidates from the designated groups in line with the company's employment equity policy and plan.
- Canvassing with Councillors or any other decision-maker/member of the Selection Committee, is not permitted and proof thereof will result in disqualification of your application.
- The selected candidate will undergo a probationary period lasting six (6) months.
- Where necessary, shortlisted candidates will be subjected to a screening and vetting process.
- The incumbent will be appointed at the minimum notch of the salary scale.

THE SOL PLAATJE LOCAL MUNICIPALITY RESERVES THE RIGHT NOT TO MAKE AN APPOINTMENT.

ENQUIRIES: MRS C GOUWS, (053) 830 6705 / work@solplaatje.org.za

QUALIFICATIONS (Please elaborate on CV)

Highest secondary qualification obtained

Name of School																								
Highest Grade			Year Obtained				Province																	
City / Town																								

Highest tertiary qualification obtained

Name of Institution																									
Name of Qualification																									
NQF Level			Year Obtained																						
Name of Institution																									
Name of Qualification																									
NQF Level			Year Obtained																						
Name of Institution																									
Name of Qualification																									
NQF Level			Year Obtained																						

WORK EXPERIENCE (Please elaborate on CV) – Start with the most recent (i.e. current employer)

Employer																								
Post Held																								
From	Month	Year	To	Month	Year																			
Reason for Leaving																								
Employer																								
Post Held																								
From	Month	Year	To	Month	Year																			
Reason for Leaving																								
Employer																								
Post Held																								
From	Month	Year	To	Month	Year																			
Reason for Leaving																								

DISCIPLINARY RECORD

Have you been dismissed for misconduct during the past ten (10) years?	Yes	No
If yes, name of Municipality / Employer		
Type of misconduct / transgression		
Date of resignation / disciplinary case finalised / dismissal		
Award / sanction		
Have you been accused of an alleged misconduct and resigned from your job pending finalisation of the disciplinary proceedings?	Yes	No

CRIMINAL RECORD

Have you been convicted of any criminal offence in a court of law during the past ten (10) years? Yes No

If yes, type of criminal act

Date criminal case finalised

Outcome / Judgement. Please attach proof.

REFERENCES (Please elaborate on CV)

Name of Referee

Relationship

Telephone number – office hours () Mobile Phone Number

Email Address

Name of Referee

Relationship

Telephone number – office hours () Mobile Phone Number

Email Address

Name of Referee

Relationship

Telephone number – office hours () Mobile Phone Number

Email Address

DECLARATION

- I hereby certify that all information provided in this application and any attachments in support thereof is to the best of my knowledge true and correct. All relevant information to assist in my application has been disclosed.
- I realise that if this application should lead to my appointment and there is proof that false information has been provided, this may lead to legal proceedings and immediate dismissal.
- I confirm that my contact details given here are correct and if anything changes, I will inform Sol Plaatje Municipality as it is my obligation to provide correct contact information. All correspondence from Sol Plaatje Municipality is done via email and / or sms (text messaging).
- I will avail myself on the date and time scheduled for interviews by Sol Plaatje Municipality as I understand that interview dates cannot be altered.
- The Sol Plaatje Municipality complies with the provisions of the POPIA and you are hereby giving consent that your information will only be used for the purpose of the position you have applied for.
- I hereby also give consent that Sol Plaatje Municipality can access my personal information and conduct the following checks as and when necessary qualification(s), memberships, work permits, employment references, criminal record, ID verification, drivers' licence and PDP.

Signature Date

FOR SOL PLAATJE MUNICIPALITY RECRUITMENT OFFICE USE ONLY

Appointed as From

Salary Scale Notch

Remarks Post ID

Directorate Appointments Committee

Vote number Reference No 20____ / _____

Application processed (Recruitment) Date

Comments

Comments

Approval – Executive Director Date

Approval – Municipal Manager Date

Approval – Human Resource Manager Date

Approval – Human Resource Manager Date

COMPANY DETAILS "Company"
To be completed by Company Agent

Company Name: Sol Plaatje Municipality Email: cgouws@solplaatje.org.za
 Agent Name: Christine Gouws Mobile No: 053 830 6705

CANDIDATE PERSONAL INFORMATION
To be completed by the Candidate

Surname: _____
 Full Names: _____ Maiden Name _____
 Mobile Number: _____ Date of Birth: _____
 ID Number / Identifier:

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 Description of Identifier: _____
 E.g. South African ID Number, Zimbabwean Passport Number, etc.

BACKGROUND SCREENING CHECKS
To be completed by the Company Agent

<input type="checkbox"/>	Credit Check	<input type="checkbox"/>	Sanctions
<input type="checkbox"/>	Qualification	<input type="checkbox"/>	Identity Verifications
<input type="checkbox"/>	Employment References	<input type="checkbox"/>	Insurance Regulations
<input type="checkbox"/>	Criminal Checks	<input type="checkbox"/>	Drivers license & Vehicles
<input type="checkbox"/>	Fraud Check	<input type="checkbox"/>	Social Media Screening Checks

DEFINITIONS

- "Candidate" means the person on whom the Company will process background screening checks for lawful purposes including but not limited to employment/ continuation of employment;
- "Company" refers to MIE Client;
- "Consumer Credit Information" shall have the meaning ascribed to it in section 70 of the NCA;
- "FAIS Act" shall mean the Financial Advisory and Intermediary Services Act of 2002;
- "FSCA" refers to the Financial Sector Conduct Authority;
- "NCA" shall mean the National Credit Act, No. 34 of 2005, as amended from time to time, including any regulations made under the Act;
- "Personal Information" shall have the meaning ascribed to it in Chapter 1 of POPI and includes, but is not limited to a name, address, email address, telephone or fax number, fingerprints, criminal history and education or other personal credentials provided, or which is collected from the candidate or other third parties, before and/or during the background screening process and/or thereafter;
- "POPI" shall mean the Protection of Personal Information Act, No. 4 of 2013, as amended from time to time, including any regulations made under the Act;
- "Privacy and Data Protection Conditions" refers to the 8 (eight) statutory prescribed conditions for the lawful Processing of Personal Information;
- "Responsible Parties" have meaning to the Company and MIE together, and "Responsible Party" any one of them;
- "Verification Information Suppliers" shall mean third parties acting on behalf of MIE, including, but not limited to, criminal record bureaus, credit bureaus, governmental bodies, and any educational, training, and fraud prevention organisations;

ACKNOWLEDGMENT OF THE USE OF PERSONAL INFORMATION

- I acknowledge
- that the Company's duly authorized verification agent, Managed Integrity Evaluation (Pty) Ltd ("MIE"), will need to process my Personal Information to conduct background screening checks as indicated above which are required by the Company.
 - that verification requests form part of the background screening process and that:
 - requests for credit information from Credit Bureaus will only be conducted under the regulations defined as per the NCA and for the below prescribed purposes only;
 - For employment in a position of trust and honesty and entails the handling of cash or finances;
 - Fraud prevention or detection.
 - data obtained from the FSCA serve only for the purpose to determine the fitness and propriety as envisaged in the FAIS Act.
 - that any Personal Information supplied to the Company is provided voluntarily and is accurate and current as the Company may not be able to comply with its obligations if the correct Personal Information is not supplied to the Company, I further agree to correct and update such information when necessary;
 - that privacy is important to the Responsible Parties and the Responsible Parties will use reasonable efforts in order to ensure that any Personal Information in their possession or processed on their behalf is kept confidential, stored in a secure manner, and processed in terms of South African law and or applicable Data Protection Legislation, for the purposes I have authorised.
 - that all information, including Personal Information, supplied to the Company is accurate and current and agree to correct and update such information when necessary.
 - may be shared by the Company with MIE and may be further shared by MIE with the Verification Information Suppliers for verification or other legitimate purposes;
 - may be shared by the Verification Information Suppliers with MIE and be further stored and shared by MIE with the Company and Fraud databases or services when the information provided for verification is deemed fraudulent by the Verification Information Suppliers for purposes of continued or future employment or for other legitimate purposes as per the NCA or other National or Provincial Legislation;
 - may be stored by MIE, for legislated retention periods and where such periods are not legislated then my personal information may be stored by MIE for as long as the information may be needed for verification purposes, or any other period as I may agree with the MIE. and
 - Personal Information may be transferred cross-border to countries, for verification or storage purposes. In any cross-border transfer of personal information MIE will comply with the security safeguards as provided for in the POPIA including but not limited to ensuring that the information is secured when transported to or from the recipient.
 - I take note that if the Responsible Party has utilised the Personal Information contrary to the Privacy and Data Protection Conditions, I may first resolve any concerns with that Responsible Party. If I am not satisfied with such process, I have the right to lodge a complaint with the Information Regulator.
 - A copy of Personal Information kept by the Responsible Parties will be furnished to me upon request in terms of the provisions of POPI or the NCA and I understand that I may dispute any information in the record provided.
 - "I agree that MIE, to the extent permitted by law, will not be liable for any complaint, claim or action brought by me, arising from any action or omission by MIE, to the extent that such action or omission resulted from MIE complying with the terms of this agreement and I shall indemnify, hold harmless and defend MIE from and against any such claims or actions brought against MIE."

	CANDIDATE	COMPANY AGENT
SIGNATURE		
DATE		

All signatories to this document agree that MIE will NOT be held liable for the content, factual correctness or accuracy of any Supplier Data supplied to MIE for the Company by MIE's suppliers. The Company and the Candidate hereby indemnifies and holds MIE harmless against any loss arising from neglect or damage in procuring, communicating, or failing to communicate information to the Company.