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WE HAVE AN EXCITING CAREER OPPORTUNITY FOR:

PERMANENT POSITION:
Group Head: Buya Mthetho: Municipal Compliance and Enforcement Operations

APPLICATION REQUIREMENTS

- Complete the online job application form and attach all relevant and updated documents (Certified Qualification/s/Certificates, ID, and CV).
- Applicants should take note that they can be required to provide proof of original documents during the selection process.
- You will be requested to provide a brief description of your work experience relating to the vacancy.
- Applicants with membership to professional bodies need to provide a membership number and expiry date.
- If you are an internal applicant, your employee number will be required.

DISCLAIMER

- The City of Johannesburg is currently recruiting and will not demand payment in any form for any job placement. All vacancies are advertised in newspapers and on the CoJ website.
- The City of Johannesburg applies the principles of employment equity as per the National legislation and policy guidelines and will consider designated groups in line with these requirements. We are an equal opportunity employer.
- By submitting your application for a position at the City of Johannesburg, you are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection and related process.
- However, registering your CV and/or receipt and acknowledgement of any kind shall not be an indication that your application will be successful and/or lead to employment.
- The City of Johannesburg shall not be liable for any damage, loss or liability of whatsoever nature arising from your use of the job opportunity section of this website.
- The City of Johannesburg reserves the right not to make an appointment.
- Applications, which have not been responded to within 6 weeks of closing date, should be regarded as unsuccessful
- Any misrepresentation or failure to disclose material information on the application form or CV will automatically disqualify your application



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GROUP HEAD: BUYA MTHETHO: MUNICIPAL COMPLIANCE AND ENFORCEMENT OPERATIONS

Department: Office of the City Manager
Branch: Office of the Chief Operations Officer
Designation: Group Head: Buya Mthetho: Municipal Compliance and Enforcement Operations
Remuneration: R111,739.86 pm (basic salary excluding benefits)
Location: 48 Ameshoff, Sappi Building, Braamfontein

Minimum requirements:

- Matric/Grade 12; or equivalent
- Bachelor's degree at NQF Level 7 in Accounting, Finance, Management Accounting, Internal Audit, Risk Management, Project Management or a related field.
- Professional registration or certification with a recognised professional body in accounting, finance, management accounting, internal audit, risk management, compliance or project/programme management would be an added advantage. Examples include CA(SA), PA(SA), CGMA, CIA, CRMA, an appropriate IRMSA designation, PMP or PgMP.
- Minimum of (10) years' relevant experience in finance, municipal revenue, revenue assurance/protection, credit control, compliance or a related field, of which at least five (5) years must be at senior management level with accountability commensurate with a Head of Department.
- Minimum Code 8 Drivers license.

Primary Function

Provide executive leadership, strategic direction and technical oversight for the City of Johannesburg's Municipal Compliance and Enforcement Operations, giving institutional effect to the City's Restoration of the Law and Compliance mandate. Direct and coordinate City-wide functions relating to Revenue Enhancement Operations; Illegal Connections and Revenue Protection; Debt Collection and Liquidations; Compliance and Regulations; Planning, Monitoring and Evaluation; and Communication and Stakeholder Engagement. Leads integrated, multidisciplinary interventions across City's departments and municipal entities to strengthen compliance with municipal by-laws, policies and regulations; identify and address revenue leakages; improve the completeness, accuracy and integrity of property, service, tariff, meter and billing information; protect municipal revenue against illegal connections, service manipulation, control failures and other forms of non-compliance; and accelerate lawful debt-collection and liquidation processes. Establish the strategic, governance and operating frameworks required to integrate municipal compliance and enforcement activities; mobilises institutional resources and stakeholders; monitors verified financial, operational and compliance outcomes; and provides evidence-based strategic and technical advice to the Chief Operations Officer and relevant executive structures. Through these responsibilities, the position contributes to restoring regulatory order, protecting and enhancing municipal revenue, strengthening organisational accountability and supporting sustainable service delivery.



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Key Performance Areas:

- Create an executive leadership presence within the Revenue Enhancement and Protection section; provides strategic direction that enhances the brand, credibility, reputation and positive image of the section and the City; leads, plans and manages decisions within the Office of the City Manager; and empowers staff to meet departmental objectives within resource constraints;
- Coordinate and manage City-wide projects and operational interventions aimed at detecting, preventing, investigating and facilitating the lawful resolution of illegal connections, service manipulation, meter tampering, unauthorised reconnections and related revenue risks;
- Debt Collection and Liquidations Oversees the development, implementation, review and updating of unit policies and procedures within legislative requirements, aligned to the Social Package Policy, Rates and Taxes Policy, Water and Electricity By-laws and Refuse Removal requirements;
- Provide financial management and controls, including realistic budgets for the sub-departments and adherence to the approved budget;
- Provide sound financial planning and control for the unit and ensures that resources are directed to approved priorities and measurable revenue outcomes;
- Translate strategy into annual, quarterly and operational plans, establishes measurable targets and provides credible performance, regulatory and management reporting.
- Establishes fit-for-purpose functions, processes, structures, systems and capacity to deliver the mandate efficiently and sustainably;
- Provide visible executive leadership, build a performance and ethics culture and secure coordinated support from internal and external stakeholders.
- Manages performance, conduct, capability, operational productivity and internal control to ensure accountable execution of the unit mandate;

Leading competencies:

- Executive and technical leadership;
- Municipal operations and finance;
- Regulatory compliance and by-law enforcement;
- Revenue enhancement and protection;
- Debt recovery and liquidations;
- Data analytics;
- Risk and internal control;
- Multidisciplinary case management;
- Programme, project and contract management;
- Stakeholder management;
- Problem solving;
- Planning and organising;
- Written and verbal communication; and
- Advanced computer literacy.

Core Competencies:

- Moral competence; Planning and organising; Analysis and innovation; Knowledge and information management; Communication; Results and quality focus;
- Minimum competency requirements for Senior Managers.



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“All suitably qualified candidates are encouraged to apply and will be considered. The City of Johannesburg applies the principles of employment equity as per National legislation and policy guidelines and will consider designated groups in line with these requirements. Preference will be given to previously disadvantaged groups, including those with disabilities. Appointments will be made in accordance with the approved Employment Equity Plan to promote its equitable representation in terms of race, gender and disability.”

Please take note that only online applications will be considered. Please apply by using the link below:

https://share.hsforms.com/1ifU8ljlcQQmUe9u_AnwtKg469tl

APPLY ONLINE VIA THIS LINK: www.joburg.org.za

TIPS FOR CANDIDATES - <https://joburg.org.za/work/Pages/2026-Vacancies/Tips-For-Job-Applicants.aspx>

ENQUIRIES ONLY:

Contact Person: Lereez Kamfer

Email Address: LereezK@joburg.org.za *The contact email address provided in this advertisement is strictly for enquiries only. Applications submitted via email, including CVs, qualifications, or any other supporting documents, will not be accepted or considered. All applications must be submitted through the application link provided in the advertisement)*

CLOSING DATE: WEDNESDAY, 23 SEPTEMBER 2026

Applicants are respectfully informed that, if no notification of appointment/response is received within six (6) weeks of the closing date, they must accept that their application was unsuccessful. By submitting your application for a position at the City of Johannesburg, you are consenting that the personal information submitted as part of your application may be used for the purposes of the Recruitment and Selection and related process. In terms of the Talent Acquisition Policy of the City of Johannesburg, you hereby consent to the following risk checks should your application be shortlisted:

- Credit Record,
- CV validation
- Employment record verification,
- Criminal check, and
- Identity validation.