

JOB OPPORTUNITY

THE CITY OF CAPE TOWN IS SOUTHERN AFRICA'S MOST DYNAMIC METROPOLIS AND WORLD FAVOURITE TOURIST DESTINATION. RATED AMONGST THE TOP CITIES IN THE WORLD, IT CALLS FOR WORLD-CLASS LEADERSHIP WITH A LOCAL FOCUS.

URBAN WASTE MANAGEMENT
EXECUTIVE DIRECTOR: URBAN WASTE MANAGEMENT
TCOE SALARY COMMENCING FROM R2 621 124 PER ANNUM
APPOINTMENT: PERMANENT POSITION
• REF NO: UWM 50/26 • CIVIC CENTRE, CAPE TOWN

The City of Cape Town is seeking an exceptional, visionary and results-driven leader to fill the position of Executive Director: Urban Waste Management. The successful candidate will provide strategic leadership and direction to the Urban Waste Management Directorate, ensuring the delivery of a customer-centric, sustainable and legislatively compliant waste management service across the City.

Purpose/Strategic intent: To ensure a dedicated focus on one of the core service delivery mandates of the municipality, with an emphasis on utility modernisation and reform for the purpose of delivering a sustainable and resilient waste management service that delivers an improved quality of life for all residents.

Requirements:

- Bachelor's degree in engineering, logistics, environmental management, natural science, or an equivalent qualification
- A postgraduate qualification at an NQF level 7 in business or finance or equivalent degree
- At least five (5) years' experience at a senior/executive managerial level, including managing a large and diverse workforce, implementing multi-year capital investment portfolios and promoting a culture of continuous business improvement and accountability
- Proven experience in strategic leadership, governance, stakeholder management, organisational transformation, large-scale service delivery in highly complex environments, and enabling turnaround of the service and moving it from a technical department to a functional trading service
- At least ten (10) years' experience in waste management will be an added advantage
- Advanced knowledge of:
 - Relevant policy and legislation
 - Government systems, intergovernmental relations and performance management
 - Excellent budgetary, financial management and risk management skills
- Excellent communication, advocacy and relationship building skills
- High leadership competency with an innovative, influential and collaborative approach
- Possession of the MFMA Minimum Competency or will be expected to achieve such within 18 months after appointment

If you have a proven record of performance excellence in this context and in the key performance areas as listed above, a highly competitive remuneration package and an exciting career challenge of a lifetime awaits you.

Please Note: The Application Form as well as additional qualifying requirements must be accessed on <https://web1.capetown.gov.za/web1/newsandnotices/Home/Release/Executive-careers>

Failure to comply with stated requirements or non-submission of required information/documentation will result in the disqualification of your application.

By submitting your application for a position at the City of Cape Town, you consent to the use of your personal information provided as part of your application and/or recruitment process for Recruitment and Selection purposes.

In addition, you may be required to undergo, including but not limited to, Criminal and Security Checks, Personal Verification, and Lifestyle Audits throughout your recruitment process and/or subsequent employment. Successful applicants will also be required to enter into a formal employment contract with the City, sign a performance agreement to ensure accountability and alignment with organizational objectives, and complete a disclosure of financial interests in accordance with applicable governance and compliance requirements.

Please submit a comprehensive CV as well as the completed Application Form to Executive.Appointments@capetown.gov.za. For any enquiries or further information regarding the application process, you may also contact Thandile Mahobe at thandile.Mahobe@capetown.gov.za

Closing date: 11 October 2026

- Please quote the reference number of the vacancy in all communications.
- Certified copies of qualifications must be available on request.
- Copies of supporting documents will not be returned.
- Kindly note that applications will not be acknowledged in writing.
- No late applications will be considered.
- If no notification of appointment is received within three (3) months of the closing date, please accept that your application was unsuccessful.