



CITY OF CAPE TOWN

PERSONNEL VACANCIES

THE CITY PROMOTES AND APPLIES THE PRINCIPLES OF EMPLOYMENT EQUITY

Applications are invited from suitably qualified individuals for appointments to the following **seasonal** position.

RECREATION AND PARKS

The swimming season commences in September 2026 and will end in April 2027, with the high season starting 01 December 2026. Applications are invited from suitably qualified individuals for appointments as seasonal staff on a **NON-PERMANENT SEASONAL CONTRACT** basis. Successful candidates are required to work on an “as-and-when-required” basis up to a maximum payment of 40 hours per week, primarily over weekends, public holidays and during the school holidays and festive season periods.

SEASONAL SENIOR BEACH LIFEGUARD PAY SCALE: TASK LEVEL T8 BASIC SALARY: R 152.18 PER HOUR REF NUMBER: RP 13/26

Requirements:

- Applicants are required to be in possession of at least one of the following:
 - A Grade 12 certificate with a minimum of 2 years' professional Surf Lifeguard experience **or**;
 - A qualification equivalent to a grade 12 with a minimum of 2 years' professional experience **or**;
 - A minimum of 10 years lifesaving experience while in possession of a Lifeguard Award with valid annual retests **or**;
 - Experience as a lifesaving club Squad Leader for 5 years or more, while in possession of a Lifeguard Award with valid annual retests.
- A valid **First Aid Level 3** Certificate or equivalent
- A valid **Surf Lifeguard Award, Rescue Swimmer Award** or equivalent with **current annual retest**
- A valid Inflatable Rescue Boat (IRB) / Power Rescue Craft (PRC) driver's certificate
- A willingness to attend OHSACT Training
- Valid appropriate law enforcement qualification (Peace Officer) or willingness to attend relevant training
- Clear criminal record and no pending criminal cases, awaiting trial and/ or pending sentencing cases
- Drug free
- NOTE: All shortlisted applicants will be required to undergo compulsory drug testing
- NOTE: All shortlisted applicants will be required to undergo compulsory competency assessments
- NOTE: Applicants must apply for a Name Clearance Certificate via their local South African

Police (SAPS) office, at their own cost and ensure that the original is submitted during the recruitment process. Only new and recent (not older than 3 months) Name Clearance Certificates will be accepted

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The following requirements are regarded as advantageous:

- Supervisory Skills Training Course Certificate or equivalent
- Surf Proficiency Award (SPA) Instructor's Certificate or equivalent
- Valid Skipper's License
- Valid Code EB vehicle driver's licence
- Valid PrDP

Job Purpose:

To oversee drowning prevention services at designated beaches and tidal pools, through supervision and control, and perform lifeguarding duties as the leader of a team.

Key Tasks Include:

- Maintaining beach safety
- Deputising for the Senior Beach Lifeguard in his/her absence
- Assisting in the promotion of water safety awareness
- Communicating and educating the general public about the City's drowning prevention programme
- Actively patrol the beach, monitor activities and report back to the Senior Lifeguard on a regular basis
- Performing various administrative functions including the compilation of duty rosters, reports, beach attendance / usage statistics, asset registers, stock control registers
- Supervising human resources
- Power craft operations
- Assist in the development of Beach Risk Assessments and Operational Plans
- Assisting with the beach management operations
- Assisting with the recruitment and training of Seasonal Beach Lifeguards
- Assist with the implementation of education programmes
- Upholding the professional image of the Department and City of Cape Town
- Where and when necessary, ensure the transport of staff from one place to another

NOTE:

- The Lifeguards will be reporting directly to the relevant Senior Beach Lifeguard or Principal Facility Officer
- Incumbents will be required to undertake and pass regular skills and fitness tests as per the set standards
- Incumbents will be required to keep essential qualifications valid at all times
- Incumbents must be willing to work irregular hours including weekends and public holidays, and overtime as needed
- Incumbents must be prepared to work in various geographical areas if required

Kindly read the attached Director's Communication regarding Lifeguarding Opportunities in the City of Cape Town, before completing the online application.

www.capetown.gov.za

Please note the following important information:

Applicants must apply online via eRecruitment.

In order to apply online, applicants must first create an eServices Account on the City of Cape Town Website.

Applicants may use any computer with internet access to apply. Smart phones are not compatible with this online application process and cannot be used to apply.

Applicants may use a SmartCape computer at a City of Cape Town Library if they are a library member.

To become a library member you will need to apply for membership at a library with your ID and proof of residence.

You may contact one of the area offices (see details below) should you have any queries.

Closing Date: 14 June 2026

Please note that no late applications will be considered.

Please note that no hard copy or emailed applications will be accepted.

Electronic applications must include the submission of:

- A recently certified copy of your South African Identity Document (no affidavits will be accepted)
- A recently certified copy of educational certificates
- A recently certified copy of a Lifeguard Award (no affidavits will be accepted)
- A valid Level 3 First Aid Certificate for Senior Seasonal Beach Lifeguard applications
- A valid Inflatable Rescue Boat (IRB) / Power Rescue Craft (PRC) driver's certificate for Senior Seasonal Beach Lifeguard applications

Note to all applicants for the Senior Seasonal Beach Lifeguard position

All shortlisted candidates will be required to undertake a compulsory swim and rescue test. This test comprises of 400m swim test under 8mins and various rescue and first aid techniques.

Shortlisted candidates will be informed via SMS or telephonically when to report to the identified Testing Centre to complete the compulsory tests. Shortlisted candidates are advised to bring their own swimwear, equipment, towel, food and refreshments to the Testing Centre.

All compulsory testing, relevant certificates (and supporting documentation) as well as the various components undertaken during the selection process will contribute towards the overall outcome of the selection process for each individual.

Candidates who pass the swim test will:

- be required to submit their fingerprints or identity numbers for the purpose of obtaining clearance certificates by the City's Safety & Security Department. Fingerprinting will be conducted by a designated City Official. No other criminal clearances will be acceptable
- qualify to be evaluated on the lifesaving and rescue techniques
- undergo a compulsory drug test

Only applicants with a clear criminal record and no pending criminal cases, awaiting trial and/or pending sentencing cases will be considered for employment.

Only applicants, who have undergone a compulsory drug test and are found to be drug free, will be considered for employment.

Interviews will be scored and reference checking conducted. In order to provide excellent service delivery to the public, the City reserves the right to employ candidates who achieved the highest overall scores in the above process.

The Executive Director: Community Services and Health is the final authority on the total number of lifeguard appointments for the season, also the length and duration of the contracts offered (some contracts may be for the full period and others for a shorter period). There should be no expectation of receiving a job offer by applying for, and subsequently being tested and found competent.

If no notification of appointment is received within two months from the testing date, please accept that your application was unsuccessful.

Canvassing by job applicants or, any other person on behalf of job applicants, for posts within the Council's Service is prohibited and evidence thereof will disqualify the applicant's application for consideration for appointment.

If appointed, candidates are required to make themselves available to work as they are rostered, and are not permitted to have other employment or run private businesses whilst in the employ of the City without the City Manager's written permission.

Random testing for possession and or consumption of drugs / alcohol / illegal substances may be carried out during the course of employment for the season.

for CITY MANAGER

BEACHES WHERE LIFEGUARDS MAY BE ROSTERED FOR DUTY, LISTED PER AREA

Area	Beach
North	Silwerstroomstrand; Melkbosstrand; Big Bay; Table View; Milnerton; Sea Point; Clifton; Camps Bay Beach and tidal pool; Maiden's Cove
South	Fish Hoek; Clovelly; Kalk Bay; Danger Beach; St James tidal pool; Muizenberg; Sunrise Beach; Strandfontein Beach and tidal pool; Blue Waters; Mnandi; Llandudno; Hout Bay
East	Monwabisi Beach and tidal pool; Macassar; Strand; Gordon's Bay; Harmony Park tidal pool; Bikini Beach; Kogel Bay

FOR GENERAL ENQUIRIES

Area	Contact Person	Telephone Number
North	Elvina Cupido	021 444 3785
South	Dyan Geland	021 814 1403
East	Janine Hill	021 370 3673