



PERSONAL DEVELOPMENT PLAN

Entered by and between

METSIMAHOLO LOCAL MUNICIPALITY

"The Employer"

Represented by:

Mr. Fusi John Motloung
(Municipal Manager)

and

Dr. Diao Leeu Ramabitsa
Director: Technical and Infrastructure Services
(Employee)

Compiled and updated on (Date): July 2026

1. Competencies required for the Job						
Higher Education Qualification		Bachelor of Science Degree in Engineering/BTech: Engineering; or equivalent.				
Work Related Experience and Knowledge (Years of Experience)		• Experience at middle management level; or as programme/project manager; and • 3-4 years must be at a professional/management level engineering management experience.				
Type of Knowledge		• Good knowledge and understanding of relevant policy and legislation; • Good knowledge and understanding of institutional governance systems and performance management; • Must have extensive knowledge of the public office environment and Must be able to formulate engineering master planning, project management and implementation.				
Added Advantage		• Certificate of competency as required in terms of the General Machinery Regulations, 1998 or • Registration with a recognised relevant engineering professional body.				
2. What competencies from the above list, does the job holder already possess?						
		• B-Tech Civil Engineering • Experience in middle management as project management. • Over 4 years professional experience in management level/engineering management. • Registration with SACPCMP as a Professional Construction Project Manager				
3. What then are the competency gaps? <i>Incl. CBA outcomes</i> (If the job holder possesses all the necessary competencies, complete no. 5 and 6.)		4. Actions/ Training interventions to address the gaps/needs	5. Indicate the competencies required for future career progression/development	6. Actions/ Training interventions to address future progression	7. Suggested training and / or development activity	8. Comments/ Remarks of the Incumbent

DL

• Knowledge & Information Management • Analysis & Innovation • Financial Management	• Knowledge & Information Management • Analysis & Innovation • Financial Management	• Undergo Practical Design for Engineering Services	• Autodesk AutoCAD Civil 3D or Civil Designer training	• Skills course on Civil Designer is a prerequisite for registration as a Professional Technologist /Engineer with ECSA.	
		• Undergo Continuous Professional Development training courses annually to maintain the Professional registration status	• Mastering Engineering and Construction Contracts (Contract Comparison, FIDIC, NEC, JBCC & GCC) • Managing Engineering Processes in Large Infrastructure Projects • Getting Acquainted with Planning, Scheduling & Programming for Construction Projects	• More in-depth knowledge of the course – Compliance with Professional Bodies (ECSA & SACPCMP). • Ongoing developmental progress, maintaining and documenting professional skills.	

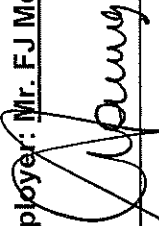
9. Comments/ Remarks of the Supervisor						

Employee/Delegate: Dr. DL Ramabitsa

Signature: 

Date: 21/07/2026

Supervisor/Employer: Mr. FJ Motloung

Signature: 

Date: 22/06/2025

Date of next review: July 2027