



PERSONAL DEVELOPMENT PLAN

Entered by and between

METSIMAHOLO LOCAL MUNICIPALITY

“The Employer”

Represented by:

Cllr MJ Malindi
(Executive Mayor)

and

Mr. Fusi John Motloun
Municipal Manager
(Employee)

Compiled on (Date): July 2026

1. Competencies required for the Job		Higher Education Qualification		Bachelor's Degree in Public Administration/Political Sciences/Social Sciences/ Law or equivalent	
Work Related Experience and Knowledge (Years of Experience)		Type of Knowledge		5 years relevant experience at senior management level, and - Have proven successful institutional transformation within public or private sector. - Advanced knowledge and understanding of relevant policy and legislation ✓ - Advanced understanding of institutional governance systems and performance management ✓ - Advanced understanding of council operations and delegation of powers, as well ✓ - Good governance ✓ - Audit and risk management establishment and functionality and ✓ - Budget and finance management ✓ - Registration with a Professional Body: - Postgraduate Qualification	
Added Advantage					
2. What competencies from the above list, does the job holder already possess?		* Diploma in Management * Bachelor of Business Management			
3. What then are the competency gaps? Incl. CBA outcomes	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
(If the job holder possesses all the necessary competencies, complete no. 5 and 6.)	(If the job holder possesses all the necessary competencies, complete no. 5 and 6.)				

1. Analysis & Innovation	1. Analysis & Innovation				
2. Results & Quality Focus	2. Results & Quality Focus				
3. Knowledge & Information Management	3. Knowledge & Information Management				
9. Comments/ Remarks of the Supervisor					

Employee/ Delegate: Mr. FJ Motloung

Signature: _____

Date: 2026/07/27

Date of next review: July 2027

Supervisor/Employer: Hon. Cllr MJ Malindi

Signature: _____

Date: 09/07/2026