

# Distribution Division

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## **Position: Officer Land and Rights** *(Land & Rights Practitioner) X1*

Task Grade: T12  
Department: Engineering  
Division: Distribution  
Business Unit: Networks and Customer Service  
Geographical Area: Brackenfell  
Reference Number: RR 17/09 "R"  
Closing Date: 22 February 2010

### Minimum Requirements:

- Qualification:
- B Degree or equivalent in one of the following
- Land Survey
- Environmental Management
- Property Valuation
- Town and Regional Planning
- Property Law
  
- Experience:
- 5 Years in property related matters, land acquisition, property development or linear infrastructure development

### Skills and Competencies Required

- Property Practice and associated Legislation
- Statutory Requirements
- Financial skills & Business understanding
- Negotiation and Persuasion Skills
- Eskom Standards & Procedures
- Environmental Management
- Environmental Legislation
- Basic knowledge of power line design and construction
- OHS Act regulations
- Project management
- Communication and interpersonal skills
- Basic knowledge of Operations and Maintenance
- Computer Literacy
- Knowledge and experience in Cartography
- Basic knowledge of Town Planning
- Experience in the Survey General Office and Deeds Office System
- Knowledge and experience of Agriculture practises
- Public Relations
- Code 08 Drivers licence

## Key Responsibilities:

- **Conclude transactions between land owners and Eskom Holdings (Pty) Ltd and other right holder by:**
  - Acquiring land owner consent for Environmental Impact Assessment (EIA) studies.
  - Partaking (taking part in?) in Public Participations sessions with Interested and Affected Parties (I&AP) and focus area groups during the EIA process.
  - Compiling legally binding contracts between Eskom Holdings and Registered landowners for the acquisition of land and or servitude rights.
  - Negotiating with landowners, occupants of land, developers, interested and affected parties, and agreeing on terms and conditions, compensation and special conditions between Eskom and the Land Owner.
  - Managing External Contractors such as Negotiators, Cadastral Surveyors and Valuers.
  - Formalising all decisions regarding the servitude rights in writing.
  - Co-ordinating the implementation of decisions and agreements to ensure the correct interpretation of the preferred outcome.
  - Facilitating conflict resolution between Eskom and the Land Owners during registration of the rights, and throughout construction of the Eskom plant.
  - Preparation of documentation in consultation with Corporate Legal, DME and DPW for the Expropriations of Land Rights.
  - Obtain all required Statutory Approvals in writing and ensuring that all conditions stipulated are communicated to the Project Manager.
  
- **Facilitate the route and site selection process of Power Lines and Sub Stationsites by:**
  - Making recommendations on final route or site selection based on business principals and project critical requirements, whereby controlling irregular, fruitless and wasteful expenditure
  - Collating information on land from the Deeds Office and Surveyor General's Office, Land Owners and other external stakeholders.
  - Identifying alternative power line routes or sub station sites; taking factors such as land cost, environmental impacts, existing and future services and land use into consideration.
  - Performing desk top studies to determine route & site alternatives for new Power lines and sub stations.
  - Conducting feasibility studies to determine the financial implication of the line route or sub station site on the total cost of the project.
  - Conducting field analysis and ground truthing for each route/site alternative in terms of cost, design constraints, access etc.
  
- **Establish land values and compensation payable by:**
  - Analysing information gathered on recent sales, land potential and use, valuation rolls, Estate Agents and developers.
  - Determining compensation based on sound fair and equitable grounds
  - Appointing and managing the output of registered Valuers on contract through the formal Eskom procurement processes.
  
- **Protection of Eskom services and land by:**
  - Investigating the implications of formal applications for shared use of Eskom land or land rights and the spontaneous or ignorant shared use of Eskom land or land rights.
  - Evaluating the Legal, physical, topographical and environmental impacts of co-use of servitudes, land or sub stations and lines.
  - Sourcing any required technical and financial information from relevant stakeholders and professional expertise and identifying applicable legislation, standards and procedures.

- Raising projects such as the relocation of existing power lines or instituting corrective action inclusive of legal recourse to normalise the situation after considering all factors, mainly safety risk and financial impact.
  - Developing feasible alternative solutions in consultation with Legal, Electrical, Mechanical, and Civil specialists.
  - Formalising all decisions regarding the Land Rights in writing inclusive of alternative proposals, conditions, comprehensive description of all existing and future rights and services affected and legal requirements and the communication thereof.
  - Co-ordinating the implementation of decisions and agreements to ensure correct interpretation of the preferred outcome.
  - Maintaining information and rights data base.
  - Ensuring timeous payments of land and rights related accounts, compensation and consideration.
- **Ensures compliance to Legislation and adherence to conditions of other rights in land by:**
    - Complying with Eskom Standards, Procedures and Legal requirements.
    - Requesting and motivating approval of the transaction from the authorised Procurement Tender Committees.
    - Acquiring approval for capital projects from Statutory Authorities and Organs of State such as Railways, Road, Water, Fuel, Telecommunication and Water utilities, also National, Provincial and Municipal Authorities affected by Eskom proposals.
    - Collating and assessing information on land use, existing and future services and planning of utilities, mineral rights and essential service providers.
    - Preparing motivations and application documents to affected Organs of State and holders of rights in land for the approval of the proposed Eskom services.
    - Negotiating and formalising relaxations of Ordinances, Regulations or Standards.
    - Obtaining formal approval and communicating conditions of approval internal to Eskom for line design and project construction phases.
  - **Coordinate projects by:**
    - Scheduling activities and executing activities in accordance to the plan.
    - Co-ordinating and monitoring the time lines for the activities of appointed outsourced resources such as Valuers, and Negotiators
    - Monitoring and planning the progress of activities to meet critical project milestones.
    - Liasing and providing feedback to stakeholders in other disciplines in terms of progress, risks and delays experienced
    - Implement mitigation measures to overcome potential problems in terms of project delivery

If you have not been contacted within 28 days of the closing date of this advertisement, please accept that your application was unsuccessful.

Note that the appointment of the candidate is at Eskom's sole discretion, taking into account factors that Eskom considers relevant including but not limited to Eskom's employment equity policy. Eskom supports a smoke-free environment.

**For more information or to apply, please visit our website at [www.eskom.co.za](http://www.eskom.co.za)**

Eskom Holdings Limited  
Reg No 2002/015527/06

Please note that a short CV can also be sent to [MoosaZ@eskom.co.za](mailto:MoosaZ@eskom.co.za)