GENERIC INFORMATION OF THE POSITION	
1. JOB TITLE	DRIVER TRAINER X2
2. REPORTING LINE	OPERATIONS MANAGER
3. LOCATION / CENTRE	KTVR DEPOT, **2** BRONS CRESCENT, GAUTENG COMMERCIAL PARK, CLAYVILLE EXT 2
4. SALARY SCALE	CTC R321 591.00 - R401 988.00
5. START DATE	AS SOON AS POSSIBLE
6. EMPLOYMENT TYPE	5 - YEAR PERFORMANCE BASED CONTRACT
7. CLOSING DATE FOR APPLICATIONS	31 JULY 2026

The Driver Trainer is responsible for ensuring that all bus drivers are trained, assessed, and supported to meet KTVR's operational, safety, and customer service standards. This role is critical to enhancing driving performance, reducing accidents and incidents, and maintaining compliance with legislative and organizational requirements. The Driver Trainer will also participate in incident investigations and provide recommendations to improve operational safety and efficiency.

Key Responsibilities:

Driver Training & Development

- Conduct induction training for new drivers, including company policies, BRT Standard operational Procedures (SOPs), and route familiarisation.
- Deliver advanced driving, post-crash, and refresher training programs.
- Provide one-on-one coaching and on-road evaluations to improve driver performance.

Safety & Compliance

- Participate as part of the investigation team to assess accidents or incidents and recommend corrective and preventive measures.
- Ensure compliance with the Road Traffic Act, company policies, and safety procedures.
- Monitor and evaluate drivers' adherence to operational and safety protocols.

Operational Support

- Assist in developing and updating training materials, manuals, and standard operating procedures.
- Maintain accurate training records and provide regular reports on driver performance and training outcomes.
- Support the scheduling of training activities across multiple shifts, depots, and operational units.

Continuous Improvement

- Identify skills gaps and propose targeted training interventions.
- Stay updated on industry best practices, legislation, and emerging technologies relevant to bus operations.
- Provide input for strategic planning regarding driver competency and operational efficiency.

Minimum Requirements

- Grade 12 (Matric) or equivalent qualification.
- Valid Code EC/EC1 (Code 14) driver's license with valid PrDP (Passenger).
- Minimum of 5 years' experience as a professional bus driver, preferably in BRT or public transport operations.
- Accredited or recognised trainer/facilitator qualification (e.g., ETDP SETA certification) or willingness to obtain within a specified period.
- Proven track record in delivering driver training and assessments.
- No major endorsements or accidents in the past 3 years.

Knowledge and Skills:

(i) Technical Knowledge

- Comprehensive understanding of BRT operations, road safety regulations, and defensive driving techniques.
- Knowledge of incident/accident investigation procedures.

(ii) **Skills & Abilities**

- Strong presentation, facilitation, and coaching skills.
- Excellent communication and interpersonal skills.
- Analytical and problem-solving abilities to assess risks and propose improvements.
- Ability to manage multiple shifts, depots, and training schedules effectively.

(iii) **Behavioural Competencies**

- High level of integrity and professionalism.
- Strong attention to detail and commitment to safety.
- Ability to work independently and as part of a team.
- Adaptability in a dynamic operational environment.