

**DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES**

***It is the Department's intention to promote equity through the filling of posts, according to set Employment Equity targets. To facilitate this process successfully, an indication of race, gender and disability status is required.***

- APPLICATIONS** :
- Human Communications has been retained to handle all responses. Please forward your application, quoting the relevant reference number, to PO Box 1305, Rivonia 2128 or hand deliver at 3 Autumn Street, Rivonia, or you can apply online at [www.humanjobs.co.za](http://www.humanjobs.co.za). Applications can also be submitted electronically to Human Communications via the e-mail or fax number indicated at each post or hand delivered at any one of the Department of Agriculture, Forestry and Fisheries Offices as indicated below (please place in the blue box marked for applications). Enquiries: Naomi Nortje tel. (011) 257-8012
- Gauteng: Reception, Agriculture Place, 20 Steve Biko Street (formerly Beatrix Street), Arcadia, Pretoria
- KwaZulu-Natal: Reception (5th Floor), Old Mutual Building, 185 Langalibalele Street, Pietermaritzburg
- Limpopo: Reception (Ground Floor), Magistrates Building, 103 cnr Landdros and Munnik Streets, Makhado
- Mpumalanga: Reception (Ground Floor), Permanent Building, 27 Brown Street, Nelspruit
- Eastern Cape: King William's Town: Reception (Ground Floor), Old SABC Building, 2 Hargreaves Avenue
- Mthatha: Reception (3rd Floor), PRD Building, Sutherland Street
- Western Cape: Cape Town: Reception (Ground Floor), Foretrust Building, 3 Martin Hammerschlag Way, Foreshore
- Stellenbosch: Reception (Support Building), Quarantine Station, Polkadraai Road
- CLOSING DATE** : 26 May 2017
- NOTE** :
- Applications must be submitted on a Z83 Form, obtainable from any Public Service department or on the Internet at <http://www.daff.co.za/doaDev/doc/Z83.pdf> which must be signed and dated (an unsigned Z83 form will disqualify an application) and should be accompanied by a recently updated, comprehensive CV as well as copies of all qualification(s) (Matric Certificate must also be attached) and ID document and driver's licence (where applicable), including the details of at least two contactable referees (should be people who recently worked with the applicant). Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their application. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months of the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, financial/asset record check, qualification/study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes. Where applicable, candidates will be subjected to a skills/knowledge test. Successful candidates will be appointed on a probation period of twelve (12) months. The Department reserves the right not to make appointment(s) to the advertised post(s). Applications submitted via e-mail, fax or online, must be legible and must include the post title and reference number in the subject line and a scanned, signed and dated Z83 form (a Z83 form without a physical signature and date will disqualify an application) together with all relevant documents as indicated above. Persons with disabilities are encouraged to apply. Kindly take note that it is the responsibility of the applicant to ensure that applications submitted via fax or email includes all required information attached in one email or fax and that the documents are legible and in an accessible format. Queries in this regards can be directed to (011) 257 8012 before the closing date at 17h00. The Department and Human Communications will not be held liable for any ineligible and/or inaccessible documents received. NB: All short-listed candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend

candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tool.

#### **MANAGEMENT ECHELON**

<b><u>POST 19/01</u></b>	:	<b><u>DEPUTY DIRECTOR-GENERAL: ECONOMIC DEVELOPMENT, TRADE AND MARKETING REF NO: 118/2017</u></b>
<b><u>SALARY</u></b>	:	R1 299 501 per annum, Level 15 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract
<b><u>CENTRE REQUIREMENTS</u></b>	:	Pretoria Applicants must be in possession of a relevant Honours degree in Economics, Trade Law (undergraduate qualification and a postgraduate qualification (NQF level 8) as recognised by SAQA) coupled with 8-10 years' experience at a senior managerial level and technical experience in international trade and trade negotiations, import legislation and regulatory systems (WTO, SPS, etc). Sound knowledge and understanding of all relevant legislation and regulations that govern the Public Service, including the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and Treasury Regulations, the Public Service Act, 1994 (Act 103 of 1994), the Labour Relations Act, 1995 (Act 66 of 1995) (LRA), the White Paper on the Transformation of Public Service (Batho Pele) etc 2 South African Government imperatives, priorities and sector requirements, Government policies and priorities in terms of Agriculture, Forestry and Fisheries, trade and international environments within which South Africa operates, Government's vision in terms of the international forum and the intergovernmental relations framework, Agriculture, Forestry and Fisheries sector, Public Administration, various structures and programmes (SADC, NEPAD, AU, UN) and relevant regional conventions and protocols. Valid driver's licence is a prerequisite.
<b><u>DUTIES</u></b>	:	Key Responsibilities: Provide strategic advice, leadership and direction in the development and implementation of policies and programmes in order to promote economic growth and development. Provide direction and guidance in the development of national policies and programmes aimed at increasing levels of private/public investments in the sector. Provide direction and guidance in the development of national policies and programmes aimed at increasing market access for agriculture, fisheries and forestry products, domestically and internationally. Provide direction and guidance in the development of national policies and programmes aimed at increasing sustainable/viable co-operatives and rural enterprises. Provide direction and guidance in the development of national trade policies and programmes aimed at increasing equitable access to markets. Oversee and support the implementation of economic development, trade and marketing policies and programmes. Provide strategic and policy advice to the Executive Authority and Head of Department of Agriculture, Forestry and Fisheries with regards to international relations, trade, marketing and cooperative and rural enterprise development. Guide, facilitate and promote the participation of emerging business within the Agriculture, Forestry and Fisheries sectors. Promote and create an environment for the effective functioning of B-BBEE sector charter councils. Oversee and provide guidance in the setting of norms, standards and minimum service delivery standards for B-BBEE. Oversee and provide advice in the setting of norms and standards for co-operatives and rural enterprise development. Provide guidance in the formulation of B-BBEE sector policies, norms and standards, taking into account Government priorities. Oversee the development and implementation of BEE sector codes. Oversee compliance with sector charters and provide advice in respect of effective implementation where required. Oversee and facilitate the development of strategies for DAFF co-operatives. Provide leadership and guidance to the Department's international relations and trade initiatives and activities. Liaise with the relevant departments (specifically the Department of Trade and Industry and the Department of International Relations and Co-operation) on key and strategic international relations and trade matters. Ensure departmental

representation in trade forum negotiations, meetings and conventions. Oversee, guide and support bilateral and multilateral relations and engagements with governments, agriculture, forestry and fisheries organisations and forums in Africa and the rest of the world. Oversee the implementation of trade agreements, treaties and conventions with trade partners. Provide strategic direction and guidance to ensure that the South African Government (broadly) and the Department (specifically) meet its international commitments and obligations. Provide guidance and support in respect of international protocols. Provide leadership and guidance in creating market access for agriculture, forestry and fisheries products. Oversee the provision of support to emerging/developing sector players and established sector role-players. Oversee the management of relationships with other key role-players in respect of the promotion of agro-processing eg DTI. Ensure liaison with the National Agricultural Marketing Council and other relevant institutions. Provide strategic direction and guidance with regards to the management of resources within the Branch. Provide support to the Ministry and DG in relation to the development of solutions for challenges specific to the Branch to ensure delivery of the Branch-related key results areas (including playing a direct role regarding inputs into strategy, being accountable for relevant inputs to parliamentary committee meetings, cluster meetings implementation of the sector plan). Articulate the departmental strategy consistent with the MTSF and relevant to the Branch's programmes and support the DG in leading the implementation thereof. Ensure synchronisation of the deliverables of the Department with those of the Provincial Departments of Agriculture, other Government entities reporting to the department and relevant sectoral institutions. Develop service level agreements with Provincial Departments of Agriculture and other relevant State-owned Entities consistent with the sector priorities. Mobilise and allocate resources in accordance with the defined priorities. Assume a central coordination role in relation to the functions of the Branch with all stakeholders, including provincial coordination. Take overall financial and management responsibility for the Branch and ensure the management and development of human resources.

**ENQUIRIES**  
**APPLICATIONS**  
**NOTE**

: Mr S I S Ntombela, Tel no: (012) 319 7213.  
 : [daff15@humanjobs.co.za](mailto:daff15@humanjobs.co.za) or fax: 086 537 4980  
 : The Department is looking to appoint a vibrant, innovative individual with a proven track record to review, develop and implement agro processing and marketing policies and strategies, provide market intelligence and technical support to create a conducive environment and ensure the conversion of primary agriculture, forestry and fisheries commodities into value-added products for national and international markets. The incumbent will report to the Deputy Director-General: Economic Development, Trade and Marketing. The Department is looking to appoint a vibrant, innovative individual with a proven track record in leading international trade, international relations and enterprise development to their Economic Development, Trade and Marketing Branch, The incumbent will report to the Director-General and provide strategic direction and leadership with regard to the promotion of international trade and relations and enterprise development, ensure value chain competitiveness and facilitate market access for agriculture, forestry and fisheries products in support of economic growth, job creation and development. Preference will be given to African females and people with disabilities.

**POST 19/02**

: **DEPUTY DIRECTOR-GENERAL: FOOD SECURITY AND AGRARIAN REFORM REF NO: 117/2017**

**SALARY**

: R1 299 501 per annum, Level 15 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract

**CENTRE**  
**REQUIREMENTS**

: Pretoria  
 : Applicants must be in possession of a relevant Honours degree (an undergraduate qualification and a postgraduate qualification (NQF level 8) as recognised by SAQA) coupled with 8-10 years' experience at a senior managerial level. Sound knowledge and understanding of all relevant legislation and regulations that govern the Public Service, including the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and Treasury Regulations, the Public Service Act, 1994 (Act 103 of 1994), the Labour

Relations Act, 1995 (Act 66 of 1995) (LRA), the White Paper on the Transformation of Public Service (Batho Pele) etc. Understanding of the South African Government imperatives, priorities and sector requirements (especially with regards to capacity development, agrarian reform and food security matters), Government policies and priorities in terms of food security and food security systems in the country, International laws, agreements and commitments and their impact on food security, SADC and African Union position on food security and nutrition. Adequate understanding of producer development and support including farmer training and agricultural education. Valid driver's licence is a prerequisite.

## **DUTIES**

: Key Responsibilities: Provide strategic advice, leadership and direction in respect of the development and the implementation of programmes and policies aimed at ensuring food security. Provide strategic direction and leadership in respect of the development of the national food security policy, strategies, programmes, and initiatives for producer development support. Oversee Government's integrated food security and nutrition initiatives. Oversee and guide on measures to ensure access to the producer development support. Oversee the monitoring and evaluation of the implementation of food security strategies, programmes, policies and initiatives. Participate/lead/guide the Department's participation in relevant strategic stakeholder engagement and management as well as intergovernmental relations management structures to ensure food security. Oversee the promotion and implementation of food security programmes and ensure the alignment of programmes and strategies to Government priorities. Provide strategic leadership and oversee the effective coordination and harmonisation of activities that are cross-cutting with other entities/spheres of Government. Facilitate the development of the research agenda and evaluate research outcomes with regard to food security and agrarian reform matters. Provide strategic advice, leadership and direction with regards to the development of the capacity of the sector. Lead and guide the process for developing sector capacity development strategies, programmes, policies and initiatives including a sector-wide education and training plan. Facilitate the acquisition of funds and other resources to support the capacity development objectives of the sector. Guide the Department in establishing strategic relationships with sector education training authorities and other stakeholders who are critical in developing the capacity of the sector. Oversee/facilitate/support the development, implementation, management and coordination of sector transformation programmes and initiatives in line with the Government objectives for the Department. Oversee and guide the provision of National Extension Support Services. Provide strategic leadership and guidance for the planning, coordination and implementation of extension and advisory services in the sector. Provide leadership and strategic support in the development and implementation of norms and standards for extension and advisory services. Oversee the implementation of the extension recovery plan or any such plan as may be developed to ensure sector capacity development. Provide strategic direction and guidance with regards to the management of resources within the Branch. Provide support to the Minister and the DG in relation to the development and solutions for challenges specific to the Branch, to ensure delivery of the Branch-related key result areas (including playing a direct role regarding inputs into strategy, being accountable for relevant inputs to parliamentary committee meetings, cluster meetings, implementation of the sector plan etc). Ensure synchronisation of the deliverables of the Department with those of the Provincial Departments of Agriculture and other Government entities reporting to the Department. Develop service level agreements with Provincial Departments of Agriculture, other branches and relevant State-owned Entities, consistent with the sector priorities. Lead the Branch in the implementation of policy priorities and the realisation of the Branch's strategic objectives – including the setting of targets. Mobilise and allocate resources in accordance with the defined priorities and monitor and evaluate the implementation of projects by ensuring appropriate progress tracking, analysis and reporting. Assume a central coordination role in relation to the functions of the Branch with all stakeholders, including provincial coordination. Provide support to other Branches in the achievement of their targets on cross-functional responsibilities, which should be agreed upon in specific terms. Respond to relevant parliamentary matters as per parliamentary instructions. Take overall financial and management

		responsibility for the Branch and ensure the management and development of human resources.
<b><u>ENQUIRIES</u></b>	:	Mr S I S Ntombela, Tel no: (012) 319-7213.
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:daff16@humanjobs.co.za">daff16@humanjobs.co.za</a> or fax: 086 537 5052
<b><u>NOTE</u></b>	:	The Department is looking to appoint a vibrant, innovative individual, with a proven track record in leading sustainable food security and agrarian reform programmes and initiatives to their Food Security and Agrarian Reform Branch. The incumbent will report to the Director-General of the Department of Agriculture, Forestry and Fisheries and provide strategic direction and leadership to the Branch and the sector on sustainable food security, agrarian reform programmes and initiatives and the development of capacity of the sector. Preference will be given to African females and people with disabilities.
<b><u>POST 19/03</u></b>	:	<b><u>CHIEF DIRECTOR: AGRO-PROCESSING AND MARKETING REF NO: 169/2017</u></b>
<b><u>SALARY</u></b>	:	R1 068 564 per annum on salary level 14 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	Applicants must be in possession of an undergraduate qualification (NQF level 7) as recognised by SAQA coupled with 5 years' experience at a senior managerial level. Knowledge and understanding of all relevant legislation and regulations that govern the Public Service, including the PFMA and Treasury Regulations, the Public Service Act, the Labour Relations Act, etc. Knowledge and understanding of the sector. Knowledge of all agro-processing-related legislation, prescripts and policies. Knowledge and understanding of domestic and international marketing trends analysis tools and processes. Understanding of Government priorities and imperatives. Understanding of relevant regional conventions and protocols. Knowledge and understanding of the White Paper on the Transformation of the Public Service (Batho Pele). Ability to work extended hours and to travel. Financial management. Valid driver's licence is a prerequisite.
<b><u>DUTIES</u></b>	:	Key Responsibilities: Ensure the development and implementation of an integrated framework for the development of small- and medium-scale agro-processing enterprises: Ensure and coordinate the development of inputs, in close cooperation with the Department of Trade and Industry (DTI), into legislation, national policies and strategies aimed at developing an integrated agro-processing strategic framework for South Africa. Ensure the development and implementation of sector-specific policies and strategies aimed at developing small- and medium-scale agro processing enterprises in line with national strategies and policies. Ensure the provision of direct support to small- and medium-scale agro-processing enterprises. Facilitate the formation of strategic partnerships to support the development of small- and medium-scale agro-processing enterprises. Ensure the development and maintenance of systems for identifying needs and supporting small- and medium-scale agro processing enterprises. Provide strategic and policy advice to relevant stakeholders to ensure the development of small- and medium-scale agro-processing enterprises. Participate in relevant forums and structures to contribute towards the development of an integrated framework for supporting small- and medium-scale agro-processing enterprises. Collaborate with the DTI and other relevant stakeholders in enforcing and implementing legislation and national policies. Ensure the provision of direct support to Provincial Departments of Agriculture and other sector role-players with regards to the implementation of legislation, policies and strategies. Ensure the development and implementation of measures and interventions aimed at facilitating access to domestic and international markets by entrepreneurs within the agriculture, forestry and fisheries sector: Ensure the review and development of legislation, policies and programmes to ensure equitable market access for entrepreneurs within the sector. Ensure the implementation of legislation, policies and programmes to ensure equitable market access for entrepreneurs within the sector. Liaise with the National Agricultural Marketing Council (NAMC) and other relevant sector institutions in the implementation of statutory measures in line with the Marketing of Agriculture Products Act and other relevant legislation. Liaise with the DTI in the implementation of tariffs and other trade

remedies to protect the domestic industry against unfair trade. Liaise with the Competition Commission to ensure competitiveness of the local agriculture markets and market value chain and report any anti-competitive practices. Liaise with provinces in the implementation of support programmes to promote market access. Oversee the management of the resources of the Chief Directorate: Interpret the Branch's business strategy, with special reference to how priority projects should be resourced and delivered – in respect of the Chief Directorate. Lead the Chief Directorate in relation to the implementation of policy priorities. Ensure that priority targets are realised by respective Directorates, and monitor, evaluate and report on progress. Manage the efficiency and effectiveness of the Chief Directorate, to ensure the achievement of set targets of the Directorates, while reporting on value for money in this regard. Develop systems and procedures to enable delivery of services by the Directorates. Define processes required for the delivery of set targets. Take responsibility for the delivery of strategic outcomes as outlined in the estimates of national expenditure. Ensure implementation of Service Level Agreements with Provincial Departments of Agriculture and relevant State-owned Entities. Take responsibility for coordination and communication in relation to the functions of the Chief Directorate. Create an enabling environment, including ensuring soliciting resources as needed in support of the Directorates, for achievement of their targets. Take responsibility for the development of annual business plans. Ensure the management and development of human resources.

**ENQUIRIES** : Ms P Dingile, Tel no: (012) 319 7017  
**APPLICATIONS** : [daff11@humanjobs.co.za](mailto:daff11@humanjobs.co.za) or fax: 086 537 5606  
**NOTE** : Preference will be given to African males and females and Coloured females and people with disabilities.

**POST 19/04** : **CHIEF DIRECTOR: NATURAL RESOURCES MANAGEMENT REF NO: 171/2017**

NB: This is a re-advertisement of Ref. 350/2016, candidates who previously applied are encouraged to apply.

**SALARY** : R1 068 564 per annum on Level 14 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract

**CENTRE** : Pretoria  
**REQUIREMENTS** : Applicants must be in possession of a degree in Agricultural Science, Natural Resources Management, Development Studies, Law or related qualifications (NQF level 7) as recognised by SAQA backed by 5 years' experience in a senior managerial position. Postgraduate degree will be an added advantage. Sound knowledge and understanding of all relevant legislation and regulations that govern the Public Service, including the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and Treasury Regulations, the Public Service Act, 1994 (Act 103 of 1994), the Labour Relations Act, 1995 (Act 66 of 1995) (LRA), the White Paper on the Transformation of Public Service (Batho Pele) etc. Knowledge and understanding of policies and legislative framework applicable to Public Sector Administration and Management, as well as key partners/stakeholders within the sector. Valid driver's licence is a prerequisite.

**DUTIES** : Key Responsibilities: Create and manage a framework for the sustainable management of woodlands and indigenous forests. Provide guidance in the development and revitalisation of irrigation water schemes and water use. Facilitate climate change mitigation and adaption, risk and disaster management. Promote, regulate and coordinate the sustainable use of natural resources (land and soil). Oversee the management of the resources of the Directorate.

**ENQUIRIES** : Dr M Rampedi, Tel no: (012) 319 5718  
**APPLICATIONS** : [daff12@humanjobs.co.za](mailto:daff12@humanjobs.co.za) or fax: 086 537 4819  
**NOTE** : The Department is looking to appoint a goal-driven, self-motivated individual as a Chief Director: Natural Resources Management in the Branch: Forestry and Natural Resources Management. Reporting to the Deputy Director-General: Forestry and Natural Resources Management, the incumbent will provide guidance and advice on the development and implementation of policies and legislation that promotes the sustainable use and management of



natural resources. Preference will be given to African males and females and Coloured females and people with disabilities.

**POST 19/05** : **CHIEF DIRECTOR: FISHERIES RESEARCH & DEVELOPMENT REF NO: 165/2017**

NB: This is a re-advertisement of Ref. 355/2016, candidates who previously applied are encouraged to apply.

**SALARY** : R1 068 564 per annum, Level 14 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract

**CENTRE REQUIREMENTS** : Cape Town

Applicants must be in possession of a relevant undergraduate qualification (NQF level 7) in Natural Sciences as recognised by SAQA coupled with a minimum of 5 years' experience in a senior managerial position, coupled with research expertise in a Marine-related field. Sound knowledge and understanding of all relevant legislation and regulations that govern the Public Service including the PFMA and Treasury Regulations, the Public Service Act and Regulations, the Labour Relations Act, etc. Knowledge of the Marine Living Resources Act and all applicable legislation. Knowledge of fisheries production systems. Knowledge of marine biology, fish biology, aquatic vertebrate or invertebrate reproductive biology. Knowledge of research methods and processes. Knowledge of current state and trends in fisheries research and management (globally). Strategic capability and leadership skills, coupled with good financial management, problem-solving and analysis capabilities. Programme and project management. Change management. Knowledge management. Service delivery innovation. Strong people management and empowerment skills. Client orientation and customer focus. Communication skills. Honesty and integrity.

**DUTIES** : Key Responsibilities: Provide scientific and strategic leadership for natural science research on fisheries resources and scientific advice to support the sustainable and optimal management of aquatic resources. Provide scientific and strategic leadership for ecosystem research and scientific ecosystem-related advice to support the sustainable and optimal management of aquatic resources and the management of aquaculture. Provide scientific and strategic leadership for aquaculture natural science research and scientific advice to support the management and development of aquaculture. Create an enabling environment for research. Ensure cooperative governance, enhance service delivery and stakeholder relations through participation. Oversee the management of the resources (including the management and development of human resources) of the Chief Directorate.

**ENQUIRIES APPLICATIONS NOTE** : Ms Sarah M. Melane, Tel no: (021) 402 3388  
: [daff13@humanjobs.co.za](mailto:daff13@humanjobs.co.za) or fax: 086 537 4896

The Department is looking to appoint a dynamic, vibrant and innovative individual with passion for fisheries research and proven leadership skills including focus on the empowerment and transformation of the South African Fisheries Sector. Preference will be given to African males and females and Coloured females and people with disabilities.

**POST 19/06** : **CHIEF DIRECTOR: MONITORING AND EVALUATION REF NO: 170/2017**

NB: This is a re-advertisement of Ref. 348/2016, candidates who previously applied are encouraged to apply.

**SALARY** : R1 068 564 per annum on Level 14 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract

**CENTRE REQUIREMENTS** : Pretoria

Applicants must be in possession of a undergraduate qualification (NQF level 7) as recognised by SAQA. 5 years' relevant experience in a senior management position. Knowledge and understanding of all relevant legislation and regulations that govern the Public Service, including the PFMA and Treasury Regulations, the Public Service Act, the Labour Relations Act, etc. Knowledge of statistics and analytical techniques. Knowledge of monitoring

and evaluation frameworks, including the Government-wide monitoring and evaluation system. Knowledge of the legislation that is applicable to the Department and the sector. Thorough understanding of all DAFF sectors. Sound knowledge of the Public Service Act and regulations. Knowledge of the Programme Performance Management Framework. Understanding and knowledge of: Corporate Governance Principles (King II and King III), other relevant legislation that governs the Public Service, Government priorities and imperatives and the White Paper on the transformation of Public Service (Batho Pele). Strategic capability and leadership skills. Programme and project management. Financial management. Change management. Knowledge management. Service delivery innovation. Problem-solving and analysis skills. People management and empowerment. Client orientation and customer focus. Communication skills. Honesty and integrity. Ability to work extended working hours and travel.

**DUTIES**

: Key Responsibilities: Develop/review the Department’s framework for monitoring and evaluating the performance of the Department and relevant State-owned Entities (SOEs) - the framework may include policy, strategy, processes, tools, etc. Oversee the development/review of the Department’s systems for managing data and information as well as reporting. Oversee the development of a framework for assessing the effectiveness and efficiency of the monitoring and evaluation system. Oversee the conducting of periodic assessments to determine the effectiveness and efficiency of the monitoring and evaluation system. Facilitate the development of capacity to implement and manage the monitoring and evaluation system. Oversee the development/review detailed guidelines for implementing the Department’s monitoring and evaluation system. Oversee the development/review processes for managing the quality of monitoring and evaluation data, information and reports. Oversee the development and maintenance of a framework and system for statistical and economic analysis. Ensure the provision of strategic advice and intelligence based on statistical and economic analysis of the sector’s performance. Oversee the management of statistical and economic analysis process. Provide strategic direction and oversee the process of building the Department’s statistical and economic analysis capacity. Oversee the development/review of the Department’s annual monitoring and evaluation plans. Facilitate the development/review of the Department’s results framework, ie translation of the Department’s mandate, goals, objectives and service level requirements (as contained in service level agreements) into a clear set of performance indicators. Facilitate the translation of Government-wide outcomes into indicators of performance for the Department and specific units within the Department, as well as the State-owned Entities. Oversee the development and implementation of service delivery charters and the service delivery improvement plan. Oversee the conducting of performance analysis on service delivery programmes. Oversee the design of monitoring and evaluation projects and processes. Facilitate the collection and management of performance data. Oversee the evaluation of Departmental and SOE performance. Direct the development/review of monitoring and evaluation reports prior to submission to relevant stakeholders. Oversee the publishing and dissemination of relevant performance reports. Provide strategic inputs in developing and implementing corrective measures to address performance that does not meet the necessary requirements. Oversee the quality assurance of the outcomes of the monitoring and evaluation process. Facilitate the provision of training with regard to monitoring and evaluation. Formulate and manage strategic partnerships in order to enhance the capacity of the Department to monitor and evaluate its performance. Establish and lead forums/structures aimed at enhancing monitoring and evaluation practices within the Department. Participate in national, regional and international forums and structures aimed at enhancing monitoring and evaluation practices. Interpret the Branch’s business strategy, with special reference to how priority projects should be resourced and delivered – in respect of the Chief Directorate. Lead the Chief Directorate in relation to the implementation of policy priorities. Ensure that priority targets are realised by respective Directorates, and monitor, evaluate and report on progress. Manage the efficiency and effectiveness of the Chief Directorate, to ensure the achievement of set targets of the Directorates, while reporting on value for money in this regard. Develop systems and procedures to enable delivery of services by the Directorates. Define processes required for the delivery of sets targets. Take responsibility for the delivery of strategic



outcomes as outlined in the estimates of national expenditure. Ensure implementation of Service Level Agreements with Provincial Departments of Agriculture and relevant State-owned Entities. Take responsibility for coordination and communication in relation to the functions of the Chief Directorate. Create an enabling environment, including ensuring soliciting resources as needed in support of the Directorates, for achievement of their targets. Take responsibility for the development of annual business plans. Ensure the management and development of human resources.

**ENQUIRIES** : Mr M.J. Kgobokoe, Tel no: (012) 319 6120.  
**APPLICATIONS** : [daff14@humanjobs.co.za](mailto:daff14@humanjobs.co.za) or fax: 086 537 4961  
**NOTE** : The Department seeks a customer-focused person of integrity to be appointed as Chief Director: Monitoring and Evaluation within the Monitoring and Evaluation Chief Directorate of the Policy Planning and Monitoring and Evaluation Branch. Utilising his/her considerable experience and strategic capabilities, this Chief Director will be involved in the development and/or review of our framework for M&E of this Department, as well as of the Provincial Departments of Agriculture and relevant SOEs. Preference will be given to African male and females and Coloured females and people with disabilities.

**POST 19/07** : **CHIEF DIRECTOR: FINANCIAL MANAGEMENT FISHERIES (MLRF) REF NO: 167/2017**

**SALARY** : R1 068 568 per annum, Level 14 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract

**CENTRE** : Cape Town  
**REQUIREMENTS** : Applicants must be in possession of a relevant undergraduate qualification preferably a BCom (NQF level 7) as recognised by SAQA with a minimum of 5 years' experience in a senior managerial position, coupled with expertise in Financial, Facilities, Supply Chain and Revenue Management-related fields. Knowledge of the Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and other relevant legislation, the planning and budgeting framework for Government (MTEF) as well as Government financial policies and processes including budgeting and reporting. Knowledge and understanding of accounting standards and practice including International Financial Reporting Standards (IFRS), Generally Accepted Accounting Principles (GRAP). Knowledge of the White Paper on the Transformation of Public Service Delivery (Batho Pele) and other relevant Government imperatives and priorities. Ability to provide leadership and strategic direction as well as ensure the provision of sound financial management to the Fisheries Branch and the effective administration of the Marine Living Resources Fund (MLRF). Financial management. Strategic capability and leadership skills. Service Delivery Innovation (SDI). Problem-solving and analysis skills. People management and empowerment. Client orientation and customer focus. Communication skills. Honesty and integrity. Change management.

**DUTIES** : Key Responsibilities: Provide strategic leadership, direction, advice and support to the Branch/Fund. Ensure effective management of the Marine Living Resources Fund. Oversee the provision of effective and sound financial management with the Branch/Fund. Ensure effective governance and compliance within the branch/fund. Ensure the provision of effective asset and liability management within the branch/fund. Oversee the management of resources of the Chief Directorate.

**ENQUIRIES** : Ms. Sarah M. Melane, Tel no: (021) 402 3388  
**APPLICATIONS** : [daff18@humanjobs.co.za](mailto:daff18@humanjobs.co.za) or fax: 086 537 4525  
**NOTE** : Preference will be given to African males and females and Coloured females and people with disabilities.

**POST 19/08** : **CHIEF DIRECTOR: MONITORING, CONTROL & SURVEILLANCE REF NO: 166/2017**

NB: This is a re-advertisement of Ref. 354/2016, candidates who previously applied are encouraged to apply.

**SALARY** : R1 068 568 per annum, Level 14 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of

**CENTRE  
REQUIREMENTS**

applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract  
Cape Town

Applicants must be in possession of a relevant undergraduate qualification (NQF level 7) as recognised by SAQA coupled with a minimum of 5 years' experience in a senior managerial position, coupled with proven police/military knowledge and experience; working with Interpol and dealing with criminal activities in the underworld and syndicates operational in marine related fields (poaching, drugs, human traffic, etc). Sound knowledge and understanding of all relevant legislation and regulations that govern the Public Service including the PFMA and Treasury Regulations and other relevant legislation, the Public Service Act and Regulations, the Labour Relations Act, etc. Knowledge of the Marine Living Resources Act and all applicable legislation. Knowledge of Government policies and priorities. Knowledge of other relevant national and international legislation eg the Biodiversity Act; National Environmental Management Act; Criminal Procedure Act; Public Finance Management Act. Display strategic capability and leadership skills, coupled with good financial management, problem-solving and analysis capabilities. Programme and project management. Change management. Knowledge management. Service delivery innovation and strong people management and empowerment skills. Client orientation and customer focus. Communication skills. Honesty and integrity.

**DUTIES**

Key Responsibilities: Ensure the development of policies and legislation for monitoring, control and surveillance. Facilitate the development and implementation of species-specific strategies and programmes for preventing illegal harvesting of marine and coastal resources. Oversee the execution and management of ocean and land-based investigations/inspections for compliance. Liaise with legal services and facilitate the prosecution of transgressors. Enhance/formalise relationships with other law enforcement and conservation agencies. Enhance/coordinate and manage regional and international obligations. Promote educational awareness on Marine Living Resources Management Act and procedures. Oversee the management of the resources (including the management and development of human resources) of the Chief Directorate.

**ENQUIRIES  
APPLICATIONS  
NOTE**

Ms. Sarah M. Melane, Tel no: (021) 402-3388  
[daff19@humanjobs.co.za](mailto:daff19@humanjobs.co.za) or fax: 086 537 4578

The Department is looking to appoint a dynamic, vibrant and innovative individual with a passion to educate and ensure the protection and promotion of the sustainable usage of the Marine Living Resources by intensifying enforcement and compliance. The candidate must also have proven leadership skills including building of strategic stakeholder relationships with other law enforcement agencies within the South African, regional and international spheres. Preference will be given to African females, Coloured females and people with disabilities.

**POST 19/09**

**DIRECTOR: CO-OPERATIVES AND ENTERPRISE DEVELOPMENT REF  
NO: 168/2017**

**SALARY**

R898 743 per annum on Level 13 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract

**CENTRE  
REQUIREMENTS**

Pretoria  
Applicants must be in possession of an undergraduate qualification (NQF level7) as recognised by SAQA with a minimum of 5 years' experience at a middle/senior management level, coupled with 5 years' experience working with agricultural cooperatives. Practical knowledge and sound understanding of the dynamics within the agricultural sector, national policies and legislation governing the support of agricultural cooperatives, as well as global developments taking place within the agriculture, forestry and fisheries cooperatives space. Knowledge and understanding of all relevant legislation and regulations that govern the Public Service such as the Public Finance Management Act and Treasury Regulations, the Public Service Act, the Labour Relations Act etc).

**DUTIES**

Key Responsibilities: Develop strategies and programmes for the promotion and support of co-operatives in the Agriculture, Forestry and Fisheries sector.

<p><b><u>ENQUIRIES</u></b></p> <p><b><u>APPLICATIONS</u></b></p> <p><b><u>NOTE</u></b></p>	<p>:</p> <p>:</p> <p>:</p>	<p>Provide mechanisms to improve viability and sustainability of the cooperatives. Devise entrepreneurial support and growth strategies for Small and Medium Enterprises in the sector, in coordination and partnership with the various partners. Undertake ad hoc activities as may be assigned by the supervisor and the Department. Manage the financial and human resources in the Directorate in line with prescribed Government policies and procedures.</p> <p>Ms Kwena Komape, Tel no: (012) 319 6201</p> <p><a href="mailto:daff17@humanjobs.co.za">daff17@humanjobs.co.za</a> or fax: 086 537 5080</p> <p>The Department of Agriculture, Forestry and Fisheries is looking to appoint a dynamic individual with a passion for social empowerment and enterprise development to their Co-operatives and Rural Enterprise Development component in the Economic Development, Trade and Marketing Branch. Reporting to the Chief Director: Co-operatives and Rural Enterprise Development, the incumbent will manage the implementation of policies, strategies, programmes and initiatives to support the development of co-operatives and enterprises. Preference will be given to African females, Coloured females and people with disabilities.</p>
<p><b><u>POST 19/10</u></b></p>	<p>:</p>	<p><b><u>DIRECTOR: AQUACULTURE RESEARCH REF NO: 163/2017</u></b></p> <p>NB: This is a re-advertisement of Ref. 353/2016, candidates who previously applied are encouraged to apply.</p>
<p><b><u>SALARY</u></b></p>	<p>:</p>	<p>R898 743 per annum, Level 13 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract.</p>
<p><b><u>CENTRE</u></b></p> <p><b><u>REQUIREMENTS</u></b></p>	<p>:</p> <p>:</p>	<p>Cape Town</p> <p>Applicants must be in possession of a relevant undergraduate qualification (NQF level 7) in Natural Sciences as recognised by SAQA coupled with a minimum of 5 years' experience in a middle/senior managerial position, coupled with a relevant undergraduate qualification (NQF level 7) as recognised by SAQA coupled with a minimum of 5 years' experience in a senior managerial position. Proven knowledge and understanding of all relevant legislation and regulations that govern the Public Service Act, the Labour Relations Act. Knowledge of the aquaculture environment. Knowledge of marine biology, fisheries science, aquatic vertebrate or invertebrate reproductive biology. Knowledge of the aquaculture sector and management. Programme and project management. Client orientation and customer focus. Good communication skills. Honesty and integrity.</p>
<p><b><u>DUTIES</u></b></p>	<p>:</p>	<p><b>KEY RESPONSIBILITIES:</b> Provide scientific and strategic leadership with regards to aquaculture research. Create an enabling environment for scientific research excellence. Manage research and research outcomes in relation to aquaculture. Provide scientific and strategic leadership with regards to aquaculture research. Ensure cooperative governance; enhance service delivery and stakeholder relations through participation. Manage the resources of the Directorate.</p>
<p><b><u>ENQUIRIES</u></b></p> <p><b><u>APPLICATIONS</u></b></p> <p><b><u>NOTE</u></b></p>	<p>:</p> <p>:</p> <p>:</p>	<p>Mr B.P. Semoli, Tel no: (021) 402 3534</p> <p><a href="mailto:daff20@humanjobs.co.za">daff20@humanjobs.co.za</a> or fax: 086 537 4593</p> <p>The Department is looking to appoint a dynamic, vibrant and innovative individual with a passion to educate and ensure the protection and promotion of the sustainable usage of the Marine Living Resources by intensifying enforcement and compliance. The candidate must also have proven leadership skills including building of strategic stakeholder relationships. Preference will be given to African females, Coloured females and people with disabilities.</p>
<p><b><u>POST 19/11</u></b></p>	<p>:</p>	<p><b><u>DIRECTOR: COMMUNICATION SERVICES (FISHERIES) REF NO: 164/2017</u></b></p>
<p><b><u>SALARY</u></b></p>	<p>:</p>	<p>R898 743 per annum, Level 13 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract</p>
<p><b><u>CENTRE</u></b></p> <p><b><u>REQUIREMENTS</u></b></p>	<p>:</p> <p>:</p>	<p>Cape Town</p> <p>Applicants must be in possession of a relevant undergraduate qualification (NQF level 7) as recognised by SAQA with a minimum of 5 years' experience</p>

in a middle/senior managerial position. Knowledge of the Public Service Act, the National Archives of South Africa Act, the Promotion of Access to Information Act, Public Finance Management Act, 1999 (Act 1 of 1999) (PFMA) and other relevant legislation, the field of journalism and events management. Knowledge and experience in media liaison support. Ability to manage all aspects of internal and external communication for the Branch.

**DUTIES** : Key Responsibilities: Manage the development and implementation of a proactive media relations strategy for fisheries. Manage the compilation of press releases, advertorial supplements, editorial, interviews and speech writing with regards to Fisheries. Respond to requests and queries by the media. Act as spokesperson for the Fisheries Branch in respect of all media activities. Develop, manage and implement the internal communication strategy and plan specifically focusing on fisheries. Ensure the identification and implementation of communication channels and tools that will enable effective communication including a website. Develop and manage the marine Outreach Programme. Develop management and staff engagement events. Provide effective information management support services to the Branch. Oversee and approve all corporate identity initiatives and corporate branding. Manage and ensure that all signage is compliant with the corporate identity and branding directives. Manage the outsourcing of services, production and distribution of all publication.

**ENQUIRIES** : Ms. Sarah M. Melane, Tel no: (021) 402-3388  
**APPLICATIONS** : [daff21@humanjobs.co.za](mailto:daff21@humanjobs.co.za) or fax: 086 537 4617

**NOTE** : Preference will be given to African females, Coloured females and people with disabilities.

**POST 19/12** : **DIRECTOR: COMPLIANCE REF NO: 162/2017**  
NB: This is a re-advertisement of Ref. 177/2016, candidates who previously applied are encouraged to apply

**SALARY** : R898 743 per annum on Level 13 (the all-inclusive remuneration package consists of a basic salary, the State's contribution to the Government Employees Pension Fund, a medical fund and a flexible portion in terms of applicable rules). The successful candidate must enter into a performance agreement and sign an employment contract.

**CENTRE** : Cape Town  
**REQUIREMENTS** : Applicants must be in possession of a relevant undergraduate qualification (NQF Level 7) as recognised by SAQA coupled with a minimum of 5 years' appropriate experience in a middle/senior managerial position. Knowledge of PMFA and regulations, and other relevant legislation. Knowledge of the Marine Living Resource Act and applicable legislation. Knowledge of Government policies and priorities. Knowledge of relevant national and international legislation eg Marine Living Resource Act; the Biodiversity Act; National Environmental Management Act; criminal Procedure Act; Public Finance Management Act. Financial management. Strategic capability and leadership. Programme and project management. Change management. Knowledge management. Service delivery innovation. Problem-solving and analysis skills. People management and empowerment. Client orientation and customer focus. Communication skills. Honesty and integrity.

**DUTIES** : Key Responsibilities: Ensure inspections to protect and enhance marine assets and resources. Manage patrols to protect and enhance marine assets and resources. Monitor potential areas of risk within fisheries. Manage the resources of the Directorate.

**ENQUIRIES** : Ms. Sarah M. Melane, Tel no: (021) 402-3388  
**APPLICATIONS** : [daff22@humanjobs.co.za](mailto:daff22@humanjobs.co.za) or fax: 086 537 5320

**NOTE** : Preference will be given to African females, Coloured females and people with disabilities.

#### **OTHER POSTS**

**POST 19/13** : **REGIONAL MANAGER 4 POSTS REF NO: 124/2017**  
Directorate: Veterinary Public Health

**SALARY** : R779 295 per annum (all-inclusive package)  
**CENTRE** : Western Cape (Eisenburg), Eastern Cape (Stutterheim), Mpumalanga (Nelspruit) and Gauteng (Johannesburg)

- REQUIREMENTS** : Applicants must be in possession of Bachelor of Veterinary Science (BVSc/BVMCH) degree. Compulsory registration with the South African Veterinary Council (SAVC) as a Veterinarian under the provision of the Veterinary and Para-veterinary Professions Act, 1982 (Act No 19 of 1982). Sound knowledge and experience in Veterinary legislation especially the Veterinary and Para-Veterinary Act (Act 6 of 1982), Animal Identification Act (Act 6 of 2002), Animal Protection Act (Act 71 of 1962) and Performing Animals Protection Act (Act 24 of 1935). Knowledge and understanding of the animal Disease Act (Act 35 of 1984), Meat Safety Act, 200 (Act 40 of 2000) and Animal Improvement Act (Act 62 of 1998) and Public Finance Management Act (Act 11 of 1999). Be responsible for a high level management policy advice, problem solving and information sharing in respect of the component policy, legislation and prescripts in respect of Primary Animal Health Care and Compulsory Community Service. Good communication (verbal and written) skills. Good interpersonal skills. Computer literacy in MS Office software.
- DUTIES** : The incumbent will be responsible to coordinate the implementation of legislative and related matters on Primary Animal Health Care/ Compulsory Community Service. Manage activities with to Animal Welfare. Implement the operational framework and audits for Primary Animal Health Care and Compulsory Community Service. Coordinate and manage the delivery of extension services related to Primary Animal Health Care/ Compulsory Community Service to all relevant stakeholders. Manage the resources of the Sub-directorate Physical, Human and Financial. Report on monthly, quarterly and annually basis on the areas of functional responsibilities prioritise resources and assist in respect to Primary Animal Health Care/ Compulsory Community Service. Manage and comply with delegated responsibilities, undertake efficient budgeting and expenditure controls well as procurement according to the PFMA, treasury regulations and departmental prescripts.
- ENQUIRIES** : Dr M. Molefe, Tel no: (012) 319 6023  
**APPLICATIONS** : [daff@humanjobs.co.za](mailto:daff@humanjobs.co.za) or fax: 086 609 2116  
**NOTE** : In terms of the departmental employment equity targets, priority will be given to African females and People with disabilities.
- POST 19/14** : **STATE VETERINARIAN 2 POSTS REF NO: 127/2017**  
 Directorate: Veterinary Public Health
- SALARY** : R657 558 per annum (all-inclusive package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : Applicants must be in possession of a BVSc- or BVMCH- degree and must be registered with the South African Veterinary Council (SAVC) as a Veterinarian under the provisions of the Veterinary and Para-veterinary Professions Act, 1982 (Act 19 of 1982). Sound knowledge and experience of veterinary Legislation especially the Veterinary and Para-veterinary Professions Act, 1982 (Act 19 of 1982), the Animal Protection Act, 1962 (Act 71 of 1962), the Animal Identification Act, 2002 (Act 6 of 2002), the Performing Animal Protection Act, 1935 (Act 24 of 1935). Knowledge and understanding of the Animal Diseases Act, 1984 (Act 35 of 1984), the Animal Improvement Act, 1998 (Act 62 of 1998), the Meat Safety Act, 2000 (Act 40 of 2000) and the Public Financial Management Act, 1999 (Act 11 of 1999. Good communication (verbal and written) skills. Good interpersonal relations and computer literate in MS Office software. A valid driver's licence.
- DUTIES** : The incumbent will be responsible for the coordination of activities, provision of management in the Compulsory Community Service (CCS) / Primary Animal Health Care (PAHC) projects. Institute and manage the delivery of extension service related on PAHC to stakeholders and communities. Manage the provision of capacity building programmes to communities and internal staff. Manage administrative and related functions, represent the department and liaison with relevant stakeholders. Keep abreast of national and international trends with regard to the applicable prescripts, policies, procedures, technologies and new developments to be able to render an efficient and effective Veterinary Services Report. Report monthly and quarterly basis on areas of functional responsibilities.
- ENQUIRIES** : Dr. M. Mathonsi, Tel no: (012) 319 7598  
**APPLICATIONS** : [daff1@humanjobs.co.za](mailto:daff1@humanjobs.co.za) or fax: 086 762 2863  
**NOTE** : In terms of the departmental employment equity target, priority will be given to African females and People with disabilities.



- POST 19/15** : **SCIENTIST PRODUCTION GRADE A-C REF NO: 126/2017**  
Directorate: Land Use and Soil Management
- SALARY** : R549 639 – R842 619 per annum (salary to be determined according to experience in line with OSD requirements)
- CENTRE** : Pretoria
- REQUIREMENTS** : Applicants must be in possession of a four year BSc. degree in the Agriculture/Natural Resources Management (Academic record of subjects passed and certificate of qualifications are required). SACNASP registration as a professional scientist in a field of practice relating to the assessments. 3 years post qualification experience in the field of natural agricultural resource inventories and assessments of natural agricultural resources. Appropriate experience in the application of GIS within the field of natural agricultural resources of South Africa the protection and long term sustainable use thereof within a set of related systems. Applicants with limited appropriate experience may be considered as Candidate Scientist. Broad knowledge and understanding of national and international natural agricultural resources, sustainable land use and data policies, conventions, legislations, regulations, norms and standards. Broad knowledge and understanding of research, research principles, methodologies and approaches used for natural agricultural resources/sustainable land use. Knowledge of standalone, mobile and internet based Geographic Information Systems, applications and tools including the principles, concepts, modelling and software packages used. Knowledge regarding the methodologies/formats used and the application thereof in the development of user requirements and systems (including GIS) and the interpretation/limitations and use of available data. Knowledge on effective management of personnel, HR matters and assets. This also includes effective project management. A valid driver's licence.
- DUTIES** : The incumbent will be responsible to develop and implement national policy, regulatory, strategic and administrative frameworks/ Systems. Develop and apply scientific/technical methodologies, procedures and standards. Manage research programmes/projects and conduct research. Develop human resources.
- ENQUIRIES** : Mr H Lindeman, Tel no: (012) 319 7548
- APPLICATIONS** : [daff2@humanjobs.co.za](mailto:daff2@humanjobs.co.za) or fax: 086 762 2864
- NOTE** : In terms of the departmental employment equity target, priority will be given to African females and People with disabilities.
- POST 19/16** : **MONITORING AND EVALUATION ANALYST 3 POSTS REF NO: 128/2017**  
Directorate: Organisation Performance
- SALARY** : R334 545 per annum
- CENTRE** : Pretoria
- REQUIREMENTS** : Applicants must be in possession of a Bachelor's degree in Agricultural Economics, Agricultural Science, Audit, HR, Forestry related studies, Statistics, Commerce, Monitoring and Evaluation, Public Administration, Development Studies or National diploma in Agriculture or Monitoring and Evaluation. Must have knowledge of Monitoring and Evaluation systems and Strategic Planning. The applicant must have Programme management, project management, problem solving and decision making skills. The applicant must be a good communicator (verbal and written) and be computer literate (MS Office programmes) with presentation and facilitation skills. The applicant must occasionally travel and must thus possess a valid driver's licence.
- DUTIES** : The incumbent will be responsible to contribute to the departmental framework for performance and impact assessment in the agricultural, forestry and fishery sectors. Provide support on departmental compliance to government, monitoring and evaluation legislatives and prescripts. Provide support in ensuring improved planning approaches in DAFF. Provide support on the evaluation of DAFF intervention strategy.
- ENQUIRIES** : Ms M. Makgaretsa, Tel no: (012) 319 8467
- APPLICATIONS** : [daff4@humanjobs.co.za](mailto:daff4@humanjobs.co.za) or fax: 086 762 2910
- NOTE** : In terms of the departmental employment equity targets, priority will be given to African males and African females and People with disabilities.



**POST 19/17** : **SENIOR TECHNICAL INFORMATION OFFICER REF NO: 154/2017**  
 Directorate: Food Import and Export Standards

**SALARY** : R281 418 per annum  
**CENTRE** : Pretoria  
**REQUIREMENTS** : Applicants must be in possession of a National Diploma or Bachelor' degree in Agriculture and/or Natural Science with Horticulture, Crop Production, Nematology, Agronomy, and/or Crop Protection as major subject(s) (you are required to furnish a credit certificate and/or statement of results). Knowledge of and experience in the plant health/phytosanitary environment. Knowledge on good agricultural practices and integrated pest management. Knowledge and understanding o on the application of the Agricultural Pests Act, 1983 (Act 36 of 1983) and related legislation. Ability to communicate the provisions of relevant legislation, policies, norms, standards and international agreements. Knowledge and understanding on the International Plant Protection Conversation standards and principles, World Trade Organisation Agreement on the Application of Sanitary and Phytosanitary Measures, World Trade Organisation Agreement on the Application of Technical Barriers to Trade and related international standards on plant health. Demonstrate technical competence in the concepts of plant health as it relates to trade. Knowledge on key government priorities/programmes in relation to agricultural development in South Africa. Good communication (verbal and written) skills and presentation skills. Good planning and organisational skills. Computer skills in Ms Office software. Must be prepared to travel and work away from home. A valid driver's licence, ability to drive and willingness to travel often on short notice.

**DUTIES** : The incumbent will be responsible for the development and review promotional material on programs/projects of plant health information in terms of relevant legislation. Coordinate and facilitate the distribution of plant health to the identified clients. Publish plant health information through print and electronic media. Facilitate training and capacity building for projects, extension practitioners, scientists, farmers and relevant clients. Provide technical advisory support through workshops, information sessions, meetings and any possible means of communication. Perform generic administrative duties and supervise, train staff where applicable.

**ENQUIRIES** : Mr M.W. Sekgala, Tel no: (012) 319 6295  
**APPLICATIONS** : [daff5@humanjobs.co.za](mailto:daff5@humanjobs.co.za) or fax: 086 762 2920  
**NOTE** : In terms of the departmental employment equity targets, priority will be given to Coloured and Indian males, African and Coloured females and People with disabilities.

**POST 19/18** : **SENIOR TECHNICAL INFORMATION OFFICER REF NO: 155/2017**  
 Directorate: Food Import and Export Standards

**SALARY** : R281 418 per annum  
**CENTRE** : Pretoria  
**REQUIREMENTS** : Applicants must be in possession of a National Diploma or Bachelor' degree in Agriculture and/or Natural Science with Horticulture, Crop Production, Nematology, Agronomy and/or Crop Protection as major subject(s) (you are required to furnish a credit certificate and/or statement of results). Knowledge of and experience in food safety and quality assurance environment. Knowledge on good agricultural practises and the safe use of agrochemicals. Knowledge and understanding on the application of the Agricultural Products Standards Act, 1990 (Act 1990 of 1990), Fertilizer, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act 36 of 1947) and related legislations. Ability to communicate the provisions of relevant legislation, policies, norms, standards and international agreements on food safety and quality. Knowledge and understanding on the Codex Alimentarius standards, World Trade Organisation Agreement on the Application of Sanitary and Phytosanitary Measures, World Trade Organisation Agreement on the Application of Technical Barriers to Trade and related international standards on food safety and quality assurance. Demonstrate technical competence in the concepts and principles of food safety and quality assurance as it relates to trade in agricultural products. Knowledge on key government priorities/programmes in relation to agricultural skills development in South Africa. Good communication (verbal and written) skills and presentation skills. Good

- planning and organisational skills. Computer skills in Ms Office software. Must be prepared to travel and work away from home. A valid driver's licence, ability to drive and willingness to travel often on short notice.
- DUTIES** : The incumbent will be responsible for the development and review promotional material on programs/projects of food safety and quality assurance information in terms of relevant legislation. Coordinate and facilitate the distribution of food safety and quality assurance information to the identified clients, i.e. commodity market requirements and safe use agro-chemicals. Publish food safety and quality information through print and electronic media. Facilitate training and capacity building for projects, extension practitioners, scientists, farmers and relevant clients. Provide technical advisory support through workshops, information sessions, meetings and any possible means of communication. Perform generic administrative duties and supervise, train staff where applicable.
- ENQUIRIES** : Mr M.W. Sekgala, Tel no: (012) 319 6295  
**APPLICATIONS** : [daff6@humanjobs.co.za](mailto:daff6@humanjobs.co.za) or fax: 086 762 2951  
**NOTE** : In terms of the departmental employment equity targets, priority will be given to Coloured and Indian males, African and Coloured females and People with disabilities.
- POST 19/19** : **AGRICULTURAL FOOD AND QUARANTINE TECHNICIAN REF NO: 130/2017**  
 Directorate: Inspection Services
- SALARY** : R226 611 per annum  
**CENTRE** : Stellenbosch  
**REQUIREMENTS** : Applicants must be in possession of an appropriate recognised three (3) year National Diploma or Bachelor's degree in Agriculture, Horticulture or Natural Sciences with at least one of the following subject as a major: Plant Pathology, Entomology, Crop or Plant Production/Protection, Agronomy, Botany, Horticulture and Microbiology (you are required to furnish a credit statement and/or statement of results). Relevant technical knowledge and experience in law enforcement, regulatory environment and relevant industries will be an advantage. Knowledge of relevant legislation, international standards and agreements such as the Agricultural Pest Act, 1983 (Act 36 of 1983), Plant Improvement Act, 1976 (Act 53 of 1976) as well as the provisions of the International Plant Protection Convention (IPPC) such as World Trade Organisation (WTO-SPS), Technical Barriers to Trade (TBT) and CODEX Alimentarius. Good skills in communication, problem solving, interpersonal relations, conflict handling, planning and organising. He/she must be able to work independently and in a team environment. Must be conversant in one of the official languages in which the relevant legislation is written. Must be able and willing to conduct inspections on rail trucks, trucks, ships, in containers, cold storages etc. He/she must be prepared to travel away from home/office at short notice, work irregular hours and work overtime when required. Basic computer skills in MS Office software. A valid driver's licence and ability to drive.
- DUTIES** : The incumbent will be responsible to enforce mainly the Agricultural Pest Act, 1986 (Act 36 of 1983) and the Plant Improvement Act, 1976 (Act 53 of 1976) and related legislations and international agreements to ensure that the sanitary and phytosanitary status of plants and plant products comply with the relevant mandatory requirements. This includes the independent planning and conducting of inspections and auditing of assignees respectively. Inspections include sampling, testing and evaluating labels of agricultural products and marking requirements, investigations, detections and administrative tasks relating to these functions. Sometimes it will be required to conduct inspections away from his/her station/home as well as overnight sleeping away when necessary. Render service on short notice and after hours at or away from his/her station when necessary.
- ENQUIRIES** : Mr G. Tsako, Tel no: (021) 809 1641  
**APPLICATIONS** : [daff8@humanjobs.co.za](mailto:daff8@humanjobs.co.za) or fax: 086 762 2986  
**NOTE** : In terms of the departmental employment equity target, priority will be given to African, Coloured, Indian males and Coloured and White females and People with disabilities.

**POST 19/20** : **LIBRARIAN REF NO: 112/2017**  
Directorate: Grootfontein Agricultural Development Institute

**SALARY** : R226 611 per annum  
**CENTRE** : Middelburg Eastern Cape  
**REQUIREMENTS** : Applicants must be in possession of a Bachelor's degree or National Diploma with Information studies/Sciences/Management, Library Services or Archives as major subjects (you are required to furnish a credit statement and/or statement of results). Experience related to an information management or systems operation environment. Computer literate, with a competency indicator for Microsoft Office.

**DUTIES** : The incumbent will be responsible to provide effective library services and support to users and library clients. Orientate students, new officials and farmers in the use of the Library. Advise and orientate students on the writing of tutorials. Orientate and assist staff and students on the procedures for material and books on a loan basis. Assist and unlock Dewey classification, CAB and modern catalogue practices. Update the LIPWIN system and contemporary software. Order new material through approved systems and processes. Manage the research library. Develop, update and market material sites and books to students, staff and library clients. Develop, implement and maintain sound record systems to manage library information. Liaise and link with other libraries and library services. Compile budget and manage cash flow in line with standard internal financial practices. Monthly reporting on circulation, budget, challenges and interventions to improve services. Perform functions associated with information management and library services.

**ENQUIRIES** : Mr A. Elie, Tel no: (049) 802 6633  
**APPLICATIONS** : [daff9@humanjobs.co.za](mailto:daff9@humanjobs.co.za) or fax: 086 762 2985  
**NOTE** : In terms of the departmental employment equity target, priority will be given to African Males and People with disabilities. Short-listed candidates will be subjected to a skills/knowledge test.

**POST 19/21** : **FORESTER 2 POSTS REF NO: 145/2017**  
Directorate: Forestry Management (Eastern Cape)

**SALARY** : R226 611 per annum  
**CENTRE** : Kei area and East Griqualand  
**REQUIREMENTS** : Applicants must be in possession of a National Diploma in Forestry and understanding of policy and legislation framework and the regulatory framework of forestry and labour in South Africa. Best Management Practices for Forestry. Environmental Management Systems. Computer literacy. Valid driver's licence.

**DUTIES** : The incumbent will be responsible to render silviculture activities in the plantation (planting, pruning of trees, weeding, harvesting and maintenance of roads. Provide forestry protection activities such as preparation of firebelts, Firefighting and eradication of alien species and pests. Supervise, mentoring and evaluating subordinates. Organise staff training. Collect Annual Plan of Operation data and compile monthly. Be able to work overtime during fire seasons.

**ENQUIRIES** : Mr C. Gcilitshana, Tel no: (043) 604-5559/ 039 - 727 6161  
**APPLICATIONS** : [daff10@humanjobs.co.za](mailto:daff10@humanjobs.co.za) or fax: 086 762 3008  
**NOTE** : In terms of the departmental employment equity target, priority will be given to African and Indian males and African females and People with disabilities.