

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

- APPLICATIONS** : must be forwarded to: Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town.
- CLOSING DATE** : 13 September 2021
- NOTE** : Application must be submitted on a new signed Z83 form obtainable from any Public Service Department and must be completed in full, also accompanied by copies of all relevant qualifications (Matric Certificate must also be attached), ID document, a valid Driver's License (attached documentation need not be certified, certification will be requested when required) together with the recent Curriculum Vitae in order to be considered. Please note that should you not use the newly amended Z83 and completed, initialled and signed in full, the department reserves the rights to disqualify your application. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer. Preference may be given to appointable applicants from the underrepresented designated groups in terms of the Department's equity plan. Persons with disabilities are encouraged to apply. Correspondence will be limited to successful candidates only. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment, including but not limited to: Criminal records; Citizenship status; Credit worthiness; Previous employment (reference checks); and Qualification verification. Short-listed candidates will be expected to avail themselves at the Department's convenience. The department reserves the right not to make an appointment. If you have not been contacted within three 3 months after the closing date of the advertisement, please accept that your application was unsuccessful.

OTHER POSTS

- POST 30/39** : **DEPUTY DIRECTOR: RISK MANAGEMENT REF NO: FIM15/2021**
Three (3) Year SEC.40 NEMA Contract
- SALARY** : R733 257 per annum, (all-inclusive remuneration package)
- CENTRE** : Cape Town (Foretrust Building)
- REQUIREMENTS** : A Bachelor's Degree or National Diploma in Risk Management or related field. 3-5 years' experience in a risk management or related field. Knowledge of Statutes, Government priorities, policies e.g. PFMA, TR, Acts governing risk management. Knowledge of monitoring and reporting. Knowledge of risk management, auditing and financial field and budget management. Knowledge of strategic management and planning. Public Service and Departmental procedures and prescripts. Skills: Strategic thinking, Research and policy formulation, financial management & procurement, Computer literacy, Good communication skills (verbal, writing and other), innovative and creative, Project Management.
- DUTIES** : Manage an efficient and effective risk management processes. Analyse the 1st and 2nd draft strategic plan, internal and external audit reports. Identify new/emerging risks and constantly manage the risk profile for the Department. Present reviewed risk plan to management, risk management committee (RMEC) and audit committee for comments/noting. Maintain the risk management system. Monitor the implementation of the risk mitigation plans for the Branch. Facilitate submission of Branch risk reports and provide feedback by reporting on quarterly risk analysis. Report on risk mitigation process to risk management and ethics committee, audit and risk committee. Management of effective and efficient risk management frameworks. Promote awareness on business continuity management to ensure good cooperate government practises in the Fisheries Branch. Provide the secretariat services to the risk management committee. Coordinate the risk management committee meetings.
- ENQUIRIES** : Mr C.E. Liebenberg Tel No: (083) 297 5753 e-mail CELiebenberg@environment.gov.za

<u>POST 30/40</u>	:	<u>DEPUTY DIRECTOR: SYSTEMS DEVELOPMENT REF NO: FIM19/2021</u> Re-advertisement, applicants who previously applied, are encouraged to re-apply
<u>SALARY</u>	:	R733 257 per annum, (An all-inclusive annual remuneration package)
<u>CENTRE</u>	:	Cape Town (Foretrust Building)
<u>REQUIREMENTS</u>	:	Applicants must be in possession of a Bachelor's degree / National Diploma in Computer Sciences / Information Technology / Information Systems on programming and systems development and Min 3 years' experience with Java 1.5 and later versions (generics, annotations, etc.). Applicants must include a skills matrix indicating technology and years of experience as well as a list of projects with description and technology worked on. Knowledge of Public Service prescripts / policies; advanced understanding and everyday use of OO principals such as inheritance, interfaces, abstract classes, etc. Excellent system design and software programming skills as well as good technical documentation skills. The ability to interpret IT and IS policies as stipulated by Government; Operating systems and IT hardware certification (beneficial but not essential); Knowledge of IT and IS strategy and best practices through research to give proper advise to management when required; Java 1.5 and later versions (generics, annotations, etc.); J2EE application server experience; EJB3 experience and/or Spring framework experience; Experience in developing in ASP.net, JPA or OO-relation mapping tool, e.g. Hibernate; Web framework experience (Struts, JSF, GWT, etc.) and/or Swing GUI development; Test driven development experience and the use of testing framework such as JUnit, Selenium, etc.; Building systems (not using IDE to build code) by using Maven 2 or Ant; Continuous integration system development and testing; Oracle Financial E-Business suite experience; Code repository such as Subversion or CVS, Strategic capability and leadership; Conflict management and resolution; People management and empowerment; Client orientation and customer focus; Planning and execution; Interpersonal skills; Problem solving; Analytical; Budgeting and financial management; Programming / Developing; Computer systems analyzing; Research / analysis; Problem solving skills; Compiling management report.
<u>DUTIES</u>	:	Optimize existing systems with business requirements and enhancements : Maintain existing applications and systems within the department using appropriate development methodologies and tools in accordance with the departmental ICT standards, systems deployment strategy and business plans; Analyze and refine existing systems as prescribed by the business; Customize and optimize the existing systems for optimal performance including Oracle application forms, Oracle reports and of Application Program Interface (API); Maintenance of code repository of the developed systems; Coordinate and analyze raw data and convert it into systems language; Develop reports using oracle reports. Manage and provide technical business direction that affects capacity planning and new applications: Develop and implement new applications and systems within the department using appropriate development methodologies and tools in accordance with the departmental ICT standards and systems deployment strategy and business plans; Provide advice on internal development against off-the shelf products based on the needs of the business. Ensure stakeholder engagements with users and assist in the maintenance of intellectual property: Communicate with stakeholders to ensure quality of delivered solutions; Ensure effective facilitation and advice on IT and IS strategies and practices; Maintenance of code repository of all developed systems. Ensure information services problems are resolved: Liaise with Business Systems Analyst to analyse and interpret business requirements with specifications; Develop and interpret technical design specifications; Analyse and develop possible solutions; Review, assess and/or Introduce new technologies and tools that could enhance business solutions; Discern course of action
<u>ENQUIRIES</u>	:	Ms M. Boois Tel No: (074) 119 4956 e-mail: MBoois@environment.gov.za
<u>POST 30/41</u>	:	<u>SCIENTIST PRODUCTION: ABALONE REF NO: FIM16/2021</u> Three (3) Year SEC.40 NEMA Contract
<u>SALARY</u>	:	R618 732 – R939 621 per annum, (All-inclusive remuneration package, conditions apply)
<u>CENTRE</u>	:	Cape Town (Foretrust Building)

<u>REQUIREMENTS</u>	:	BSc (Hons) in Biological Science in one of the following: zoology, marine biology, marine ecology, marine science, fisheries biology, fisheries ecology, fisheries science, aquaculture, natural (living) resource management, or relevant qualification with a quantitative focus. A minimum of 3 years relevant post-qualification experience in the field of marine science, in particular invertebrate fisheries or the life history or population dynamics of marine invertebrates; Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a professional scientist (certified copy of registration certificate or current (in-date at time of application) confirmation certificate of annual subscription must be attached); Class 4 Commercial Dive Ticket. Knowledge of biology, ecology, life history strategies, population dynamics and quantitative assessment techniques of inshore living marine resources, in particular in relation to invertebrate fisheries; Knowledge of abalone fisheries; Research experience in invertebrate fisheries and/or the biology, ecology, life-history, population dynamics or quantitative assessment of abalone; Computer skills in MS Office software (proven ability to utilize word processing and spreadsheet programmes); Proven ability to manipulate large data sets within a relational database environment (e.g. MS Access); Proven ability and experience to quantitatively analyse biological and environmental data and interpret results; Experience in conducting statistical analysis on and modelling of fisheries or fisheries related data; Ability and willingness to work at sea on small boats; Ability and willingness to spend extensive periods away from home while on field trips, or while attending courses and scientific symposia and meetings; Valid unendorsed South African driver's license; Formal courses in statistics, applied mathematics and/or experience in statistical methods for biological research.
<u>DUTIES</u>	:	The incumbent's responsibility will be to work within the small invertebrates research team to initiate and conduct research into population biology, ecology and fisheries dynamics of the abalone resource relevant to the line function of the Chief Directorate: Fisheries Research and Development. Provision of scientific advice pertaining to the sustainable harvest and management of abalone. Participate in other small invertebrate research as required. Participate in field trips including working overtime as required. Compile research reports, scientific papers and data reports. Liaise and interact at all levels with individuals involved in harvesting abalone. Supervise and mentor technical support staff. Attend scientific meetings/symposia nationally, regionally and internationally.
<u>ENQUIRIES</u>	:	Dr. K Prochazka Tel No: (021) 402 3546; email: KProchazka@environment.gov.za Ms S Mbande Tel No: (081) 582 8857; email: SMbande@environment.gov.za
<u>POST 30/42</u>	:	<u>SCIENTIST PRODUCTION: CRUSTACEANS REF NO: FIM17/2021</u> Three (3) Year SEC.40 NEMA Contract
<u>SALARY</u>	:	R618 732 – R939 621 per annum, (All-inclusive remuneration package, conditions apply)
<u>CENTRE</u>	:	Cape Town (Foretrust Building)
<u>REQUIREMENTS</u>	:	BSc (Hons) in one of the following: zoology, marine biology, marine ecology, marine science, fisheries biology, fisheries ecology, fisheries science, natural (living) resource management, quantitative sciences, or relevant qualification with a strong quantitative focus. A minimum of 3 years of relevant post-qualification experience in marine living resources research; Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a professional scientist (certified copy of registration certificate or current (in-date at time of application) confirmation certificate of annual subscription must be attached); Knowledge of biology, ecology, life history strategies, population dynamics and quantitative assessment techniques of inshore living marine resources, in particular in relation to decapod crustaceans; Knowledge of crustacean fisheries; Research experience in crustacean fisheries and/or the biology, ecology, life-history, population dynamics or quantitative assessment of crustaceans; Computer skills in MS Office software (proven ability to utilize word processing and spreadsheet programmes); Proven ability to manipulate large data sets within a relational database environment (e.g. MS Access); Proven ability and experience to quantitatively analyse biological and environmental data and interpret results; Experience in conducting statistical analysis on and modelling of fisheries or fisheries related data; Ability and willingness to work at sea on small inshore

		research vessels as well as on commercial fishing vessels; Ability and willingness to spend extensive periods away from home while on field trips, or while attending courses and scientific symposia and meetings; Valid unendorsed South African driver's license; Formal courses in statistics, applied mathematics and/or experience in statistical methods for biological research.
<u>DUTIES</u>	:	The incumbent's responsibility will be to work within the crustacean research team to initiate and conduct applicable research in one or more fields of fisheries science relevant to the line function of the Chief Directorate: Fisheries Research and Development, to provide information on the biology and dynamics of South Africa's rock lobster and other crustacean fisheries. Provision of scientific advice pertaining to the sustainable harvest of rock lobsters and other crustaceans. Participate in other crustacean research as required. Participate in field trips including working overtime as required. Compile research reports, scientific papers and data reports. Liaise and interact at all levels with individuals involved in harvesting rock lobsters and other crustacean resources. Supervise and mentor technical support staff. Attend scientific meetings/symposia nationally and potentially in the Southern African region and internationally.
<u>ENQUIRIES</u>	:	Dr. L Auerswald; Tel No: (078) 516 8150; email: LAuerswald@environment.gov.za
<u>POST 30/43</u>	:	<u>SCIENTIST PRODUCTION: LARGE PELAGICS REF NO: FIM18/2021</u> Three (3) Year SEC.40 NEMA Contract
<u>SALARY</u>	:	R618 732 – R939 621 per annum, (All-inclusive remuneration package, conditions apply)
<u>CENTRE</u>	:	Cape Town (Foretrust Building)
<u>REQUIREMENTS</u>	:	Applicants should be in possession of a B.Sc. Honours degree in fisheries sciences with a strong quantitative focus and with 3 years appropriate marine research experience. Candidates with an MSc degree in marine biology, ichthyology or similar subjects with proven ability to carry out quantitative analyses will be considered. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a professional scientist (certified copy of registration certificate or current (in-date at time of application) confirmation certificate of annual subscription must be attached). Knowledge of biology, ecology, life history strategies and population dynamics of large pelagic predators. Experience in conducting biological dissections in a laboratory. Knowledge of the large pelagic longline and tuna pole-line fisheries. Computer literacy and the ability to utilise word processing, spreadsheet programmes. Proven ability to organise, manage, interpret and analyse large datasets within a relational database environment (e.g. MS Access). Proven ability to analyse data within the statistical software package R Experience in biological assessments and interpretation of biological data and stock assessment results in the fisheries context. The ability and willingness to work at sea for extended periods, on inshore and offshore research- as well as commercial vessels and ski-boats. The ability to spend extensive periods away from home while on field trips, or while attending courses and scientific symposia and meetings. The successful candidate must pass a medical for seafarers in terms of Section 101 of the SAMSA Act, 1951 (Act No. 57 of 1951). Good written and spoken command of the English language, as the successful candidate might be required to represent South Africa in international scientific forums. Research experience in line or longline fisheries and/or the life-history or population dynamics of large pelagic predators. Formal courses in advanced statistics, applied mathematics or stock assessment. Ability and willingness to conduct research diving surveys (class IV diving certificate would be an advantage). Valid unendorsed Code B driver's license.
<u>DUTIES</u>	:	The incumbent's responsibility will be to work within the finfish research team to initiate and conduct applicable research in one or more fields of fisheries biology relevant to the line function of the Chief Directorate: Fisheries Research and Development, in order to provide information on the biology and dynamics of South Africa's Large Pelagic predators caught by longline and pole-line fisheries. Responsibility for the generation of routine data reports for submission to Forums of the Regional Fisheries Management Organisations (RFMOs). Provision of scientific advice pertaining to the sustainable harvest of Large Pelagic Predators such as tuna, swordfish and pelagic sharks. Compile research reports, scientific papers and data reports. Liaise and interact at all levels with individuals involved in harvesting of the relevant teleost and

		chondrichthyan species. Supervise and mentor technical support staff. Participate in field trips including working overtime as required. Attend scientific meetings/symposia nationally, regionally and internationally. The successful candidate will be required to be part of a team of scientists that represent South Africa at the scientific meetings of the Regional Fishery Management Organisations (ICCAT, CCSBT and IOTC).
<u>ENQUIRIES</u>	:	Dr. S Kerwath Tel No: (021) 402 3017; email: SKerwath@environment.gov.za
<u>POST 30/44</u>	:	<u>SCIENTIST PRODUCTION GRADE A-C: PHYSICAL OCEANOGRAPHY REF NO: OC21/2021</u>
<u>SALARY</u>	:	R618 732 - R939 621 per annum, (All inclusive remuneration package, conditions apply)
<u>CENTRE</u>	:	Cape Town
<u>REQUIREMENTS</u>	:	An appropriate recognized BSc Hons Degree in Physical Oceanography, or an equivalent Natural Sciences qualification plus three (3) to six (6) years relevant post-qualification experience. Compulsory registration with SACNASP as a Professional Natural Scientist (certified copy of registration certificate or current (in-date at time of application) confirmation certificate of annual subscription must be attached). Must have good knowledge and understanding of physical oceanographic processes and variability around South Africa. Ability to conduct basic and applied oceanographic research. Proven skills in applying analytical and statistical techniques for the interpretation of in situ physical oceanographic data. Proven ability to analyse and interpret large datasets, like Remote Sensing or in situ data streams. Must have good communication (both verbal and written), and report writing skill. A proven track record of relevant research and development output, including mentoring. Willingness and ability to go to sea regularly and for extended periods. Prior to commencement of duty, the successful candidate must pass a compulsory medical examination for seafarers (Section 101 of the SAMSA Act 57 of 1951) in order to undertake research at sea.
<u>DUTIES</u>	:	Maintain, develop, and implement methodologies, systems, policies and procedures related to physical oceanographic monitoring and research. Continually implement and update standard operating procedures for meeting international data quality standards. Participate in the collection of data at sea, and routinely apply analytical and statistical data analysis techniques. Conduct basic and applied research and monitoring in the field of Physical Oceanography, and participate in interpretation and development of new ocean research and monitoring products. Publish and communicate research and monitoring output through presentations, peer-reviewed and technical literature. Develop skills, mentor and supervise staff and students, and supervise research and development projects.
<u>ENQUIRIES</u>	:	Dr Tarron Lamont Cell: (082) – 224 6239
<u>POST 30/45</u>	:	<u>ASSISTANT DIRECTOR: ADMINISTRATION AND COORDINATION REF NO: EP9003/2021</u>
<u>SALARY</u>	:	R376 596 per annum, (Total Package R 532 814 pa / conditions apply)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	An appropriate three year Degree / National Diploma in Office Administration/ Public Administration or equivalent qualification within related field. 3- 5 Years' experience in office management, administration and coordination, or any secretarial related work. Knowledge of Departmental or government policies and practices (Knowledge of PFMA and other Financial Management and associated prescripts). Understanding of Inter-governmental relations. Sound organising and planning skills. Analytical thinking. Advanced level of computer literacy- skilled and confident user in office applications such as MS Word, Excel, PowerPoint,, Excellent communication, interpersonal and writing skills, Ability to work individually and in a team. Ability to work effectively with stakeholders at various levels. Ability to stay focused and work under extreme pressure. Proactive approach to meeting deadlines and delivering results with limited supervision.
<u>DUTIES</u>	:	Provide administration and co-ordination support services to the Office of the DDG for the effective and efficient management of the Branch: Environmental Programmes. Render procurement and budgeting services, and coordinate financial administration functions for the Office of the DDG and Branch. This includes coordinating the compilation and monitoring of ODDG procurement

plans, budgets and expenditure reports. Render secretariat functions for relevant Branch-related meetings and liaise with relevant stakeholders. Identify and direct important and key requests, both from internal and external stakeholders, to relevant officials for attention. Contribute and keep track of the Branch's responses to and compliance with enquiries, questions, requests and dates (e.g. from Cabinet, Portfolio Committees, Public and others). Provide document management services for the Office of the DDG. Provide support to the DDG as may be needed, as well as provide point of interaction with the DG's offices.

ENQUIRIES

: Mr R Scott Tel No: (012) – 399 9867 and Ms Shirley Zwane, Tel No: (021) – 814 8091