

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

- APPLICATIONS** : May be forwarded to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 or hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria, marked for the attention: Human Resources Management.
Applications for **Western Cape** must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, For Attention: Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street Cape Town
- CLOSING DATE** : Monday, 14 February 2022 (applicants should ensure that their applications reach the department before 17h00 posted or hand delivered)
- 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. 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. Entry level requirements for SMS posts: In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days & Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a requirement for all applicants for SMS posts from 1 April 2020 is a successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link:<https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/> The successful candidate will be required to provide proof of completion of the NSG Public Service Senior Management Leadership Programme Certificate for entry into the SMS. Furthermore, candidates shortlisted for the SMS post will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and the 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 person appointed to this position will be subjected to a security clearance, the signing of performance agreement and employment contract. 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 03/36** : **SPECIALIST SCIENTIST (ROCK LOBSTER) REF NO: FIM03/2022**
This is a re-advertisement (FIM21/2021 in circular 36), all applicants are encouraged to re-apply
- SALARY** : R1 265 544 per annum, (an all-inclusive annual remuneration package)
- CENTRE** : Cape Town (Foretrust Building)
- REQUIREMENTS** : PhD in Science or relevant qualification (NQF level 10), 10 years' relevant scientific experience after BSc qualification and the Compulsory registration with South

<u>DUTIES</u>	:	<p>Africa Council for Natural Scientific Professions (SACNASP) as a professional Scientist (copy of registration certificate) or current (in-date a time of application) confirmation of certificate of subscription must be attached) a Knowledge of Marine Living Resources Act; Fishery sector and fisheries management; Knowledge of biology, ecology, life history strategies and population dynamics of fisheries resources; Scientific methodologies and models; Research and development; Computer-aided scientific applications; Technical report writing; Data analysis; Policy development and analysis; Scientific presentation; Skills: Strategic capability and leadership; Decision making; Team leadership; Analytical skills; Financial management; Customer focus and responsiveness; Communication; Networking; Planning and organizing; Conflict management; People management; Change management; Problem solving and analysis; Programme and project management. Perform final review and approvals or audits on scientific projects: Perform scientific functions and establish research and regulatory frameworks; Guide the setting of scientific standards, specifications and service levels according to organizational objectives; Monitor and evaluate scientific efficiency. Provide strategic research direction on scientific matters: Provide expert support and advice to stakeholders; Develop relationships and collaborations at national, regional and international levels; Participate actively at national, regional and international for arena. Play a lead role in the presentation and exchange of scientific knowledge and information; Review scientific publications. Lead, coordinate and develop scientific models and regulatory frameworks: Design scientific methodology for the analysis of scientific data; Evaluate, monitor and disseminate information; Design and develop appropriate scientific models to generate information and knowledge; Formulate and evaluate proposals and compile reports. Research and development: Continuous professional development to keep up with new technologies and procedures; Lead, co-ordinate and conduct basic (fundamental) and applied research; Ensure knowledge generation and dissemination; Review scientific publications; Publish and present research findings; Liaise with relevant bodies/councils on science-related matters; Source funding for research projects. Human Capital development: Mentor, train and develop scientists and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice; Supervise scientific work and processes; Manage the performance and development of staff</p>
<u>ENQUIRIES</u>	:	Dr. K Prochazka Tel No: (083) 302 8191 e-mail: KProchaska@dffe.gov.za
<u>POST 03/37</u>	:	<u>ANTI-POACHING PROJECT MANAGER REF NO: RCSM 01/2022</u> (5 Year Contract Position)
<u>SALARY CENTRE REQUIREMENTS</u>	:	R882 042 per annum, Total remuneration package, (terms and conditions apply) Pretoria Bachelor's Degree in Project Management /Environmental Science/Conservation or relevant qualification. 5 years' experience required in relevant field. Experience in managing large internationally funded projects and programmes will be an added advantage. Experience in implementing anti-poaching programmes / systems to combat wildlife crime will be an added advantage. Experience and knowledge in project / programme management and implementation. Experience in managing large multidisciplinary projects. Knowledge of anti-poaching systems and / or experience in wildlife security and enforcement. Sound experience in report writing. Experience in the monitoring and evaluation of internationally funded projects. Knowledge in general government administrative procedures and processes (PSA & PSR). Financial and Procurement as well as administrative procedures. Computer Literacy. Leadership and Management skills. Coordination and liaison skills. Communication skills (written and spoken).
<u>DUTIES</u>	:	Manage the Project titled: Catalyzing Financing and Capacity for the Biodiversity Economy around Protected Areas" (GEF 7 Pillar 1). Manage the project according to GEF and UNEP standards and requirements. Ensure the functioning of the project from initiation of the project to the termination, including project inception activities, annual and quarterly planning, monitoring and reporting, and implementation of project activities, project reviews and project closure. Managing the project budget. Manage anti-poaching related project activities. Manage Project Implementation Task Team and participate in Project Steering Committee

meetings. Manage the financial / procurement officer. Ensure alignment of the project to other related projects and provide strategic support to the Chief Directorate: Sector Enforcement.

ENQUIRIES : Frances Craigie Tel No: 012 399 9460

POST 03/38 : **SENIOR AQUACULTURE ECONOMIST REF NO: FIM04/2022**

SALARY : R477 090 per annum (R667 082 Total cost to company)

CENTRE : Cape Town (Foretrust Building)

REQUIREMENTS : Postgraduate Degree in Agriculture Economics or equivalent qualifications in Economics. Three (3) years' experience in the aquaculture or agriculture sector development. Knowledge of the economic and financial (advanced) analytical techniques. Agriculture or aquaculture enterprise development. Knowledge and understanding of the Marine Living Resources Act and legislation related to aquaculture. Theoretical and/ or practical knowledge of aquaculture. Practical and theoretical project management experience. Knowledge of socio-economic development.

DUTIES : Monitor and report economic performance of the South African Aquaculture Sector. Compile economic performance report for the Aquaculture sector covering investment, production, BEE and GDP contribution of the sector. Provide inputs towards the South Africa's Aquaculture Yearbook and ensure all economic performance aspects are properly outlined which include, but not limited to investment, trade status, BEE and GDP contribution, production and job created by the sector on annual basis. Monitor production trends, viability, efficiency, and competitiveness of aquaculture initiatives. Provide economic advisory and technical support services for internal and external stakeholders on Aquaculture. Assess and appraise the economic viability of aquaculture initiatives and projects. Provide advisory services to the funding institutions/ agencies on technical viability of aquaculture initiative and projects. Conduct economic assessment Marine Aquaculture Rights applications in line with Marine Living Resources Act (Act 18 of 1998) principles. Conduct aquaculture economic and marketing research and technical support tools. Conduct research on challenges affecting the growth and development of the aquaculture sector. And research on aspects of the Aquaculture Generic Economic Models for all species farmed in South African and update the models on annual basis. Facilitate and coordinate access to funding and investment for the aquaculture sector. Identify funding opportunities with the public and private sector and its relevance to the aquaculture funding requirements. Oversee the development of "A Directory of Development Finance and Grant Funding Organizations for Aquaculture Operations in South Africa" on biennial basis. Perform administrative and related functions to Aquaculture Economics aspects.

ENQUIRIES : Ms Khumo Morake Tel No: 012 309 5727

POST 03/39 : **PRINCIPAL HUMAN RESOURCE PRACTITIONER: SERVICE BENEFITS REF NO: FIM05/2022**

SALARY : R261 372 per annum (R405 344 Total cost to company)

CENTRE : Cape Town (Foretrust Building)

REQUIREMENTS : Applicants must be in possession of a Bachelor's Degree or National Diploma in Human Resources Management or equivalent qualification. Extensive experience in human resources management with specific reference to service benefits. Knowledge of Public Service prescripts/ policies and legislative framework. Experience in working on PERSAL. Good interpersonal relations and communication (Written and Verbal) skills. Computer skills in Ms Office software as well as a PERSAL Certificate: Introduction to PERSAL and Leave Administration (Proof to be attached).

DUTIES : The incumbent will be responsible to supervise and handle: HR Activities, Manage, implement and comply with relevant legislation, regulations, resolutions and prescripts that relates to service benefits and conditions of service: Leave benefits and temporary incapacity leave, injury on duty and medical assistance. Housing allowance, Acting allowance, Long service recognition, Service terminations, Resettlements and transfers. Approve and capture transactions on the PERSAL

system. Prepare reports and statistics on HR matters. Provide inputs for the improvement of HR Administration procedures, guidelines and policies. Supervise, evaluate and develop staff reporting to this position. Ensure that proper control measures are put in place to administer and monitor the activities and resources to this position effectively. Respond to enquiries and render professional human resources administration advise and liaise with clients in the Department. Promote human resources care and improve service delivery. The incumbent may be required to travel from time to time as and when necessary.

ENQUIRIES

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Ms P Ngqakayi Tel No: 0815547104 e-mail: PNggakayi@dfre.gov.za