

DEPARTMENT OF FORESTRY FISHERIES AND THE ENVIRONMENT

The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.

- 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.
- FOR ATTENTION** : marked for the attention: Human Resources Management
- NOTE** : Applications must be submitted on a New signed Z83 form obtainable from any Public Service Department and must be completed in full accompanied by copies of 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 which is 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 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 and Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a pre-entry certificate obtained from National School of Government (NSG) is required for all SMS applicants. The course is available through the NSG under the name "Certificate for entry into SMS" (full details are available at: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>). Shortlisted candidates must provide proof of successful completion of the course. 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 a performance agreement and an 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.

MANAGEMENT ECHELON

- POST 15/66** : **DEPUTY DIRECTOR-GENERAL: OCEANS AND COASTS MANAGEMENT**
REF NO: OC01/2022
- SALARY** : R1 521 591 per annum, an all-inclusive annual remuneration package. The remuneration package includes a basic salary (70% of package), State's contribution to the Government Employee Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individual's personal needs.
- CENTRE** : Cape Town
- REQUIREMENTS** : An undergraduate qualification and an appropriate post graduate qualification at (NQF level 8) in Natural/Environmental Sciences or relevant qualification as recognised by SAQA. Extensive experience in the relevant field. Applicants must have 8 -10 years of experience at senior management level. Knowledge of international environmental and development issues (globally, regionally, and locally). Knowledge and understanding of international laws, agreements

and commitments and their impact on fisheries. Experience in international liaison and coordination, an awareness of SA and government's priorities. Ability to manage Units and plan for activities, including projects and policy matter. Ability to negotiate with high-level executives in public and private sector, to secure Government's investments and opportunities. Ability to develop, interpret and apply policies, strategies and legislation. Programme and Project Management skills. Service orientated. Sound organising, planning and leadership skills. Knowledge of HR management practices. Ability to develop, interpret and implement policies, strategies and legislation. Excellent communication, analytical, innovative, problem solving, and interpersonal skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Ability to work under pressure and long hours. Proof of completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Manage overall strategic direction, leadership, management, and support, within the applicable legislation and policies on integrated coastal management. Coordinate, facilitate and support science that improves understanding of Earth Systems, Policy formulation and advance South African interest in the Antarctic Treaty System. Develop and maintain strategies for the conservation of the coast. Monitor and mitigate ocean and coastal pollution. Ensure the Provision of the overall national strategic direction, leadership, management, and support to ocean & coastal research. Facilitate the Planning, coordination, and implementation oceanographic process research. Manage the Planning, coordination and implementation biodiversity, and coastal research, including research in support of enhancing community resilience against ocean, weather, climate, and pollutions threats. Provide and manage high quality research data and information utilizing innovative technology. Provide technical and engineering expertise to support research. Provide overall leadership in compliance monitoring and enforcement activities carried out within the Branch: Oceans & Coasts. Manage Large Integrated projects and coordination of regional and international programmes. Provide leadership in the development and implementation of oceans and coasts monitoring and reporting strategy Plan appropriate infrastructure support for South Africa's sub-Antarctic and Antarctic interests. Manage the Provision of specialist Oceans & Coastal Monitoring, reporting and evaluation. Manage and coordinate the implementation of the initiatives within Ocean Economy. Manage, coordinate, analyse and compile reports to the Ocean Economy Ministerial Management Committee, the Economic Cluster, Cabinet, Portfolio Committees, and other fora. Manage, facilitate, and support the implementation of the 3-feet delivery plans for the four focus areas with particular focus on the Protection Services and Ocean Governance Focus Area. Liaise with the Department of International Relations and Cooperation and other strategic international partners on areas of cooperation. Manage, coordinate, facilitate, analyse, and report on the implementation of initiatives within Ocean Economy.

ENQUIRIES : Mr G. Ntshane Tel No: 012 3998628 / cell: 079 879 9656

CLOSING DATE : 06 June 2022

POST 15/67 : **DIRECTOR: INFORMATION TRANSFORMATION REF NO: CCAQ06/2022**
 The purpose of this post is to manage, support and promote the Department's sustainable development efforts through the identification, development, production and dissemination of high impact information products.

SALARY : R1 073 187 per annum, (all-inclusive salary package). The remuneration package includes a basic salary (70% of package), State's contribution to the Government Employee Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individual's personal needs.

CENTRE : Pretoria

REQUIREMENTS : A Bachelor's Degree in Creative/Graphic Arts (NQF 7) or equivalent qualification within the related field plus 5 years of experience at a middle/senior managerial level within the relevant field. Knowledge, including: expert marketing, advertising and/or communication knowledge; design practices such as, brand development, user-centred experience design and digital design; basic to good general environmental and sustainable development knowledge; basic management knowledge including project and business process management; and knowledge of research methodologies and research presentation. In terms of skills: high level computer proficiency

and skills, especially with creative software like Adobe Creative Suite applications (Photoshop, Illustrator, InDesign, etc.), Affinity Designer, Appy Pie Design, Canva, Colorcinch, CorelDRAW, Design Wizard, GIMP, Gravit Designer, Inkscape, PixTeller, Vectr, Visme, and/or Xara Designer; organising, facilitation and high-level written and verbal communication skills and excellent interpersonal skills; technical copy writing skills and experience; analytical and decision-making skills; research and general information-gathering techniques; strategic capability and leadership; people management and empowerment; and financial management. In terms of personal attributes, the Department is looking for someone who is: a strategic, analytical and creative thinker; innovative and proactive; able to work long hours voluntarily; able to gather and analyse information; able to work independently and in a team; able to provide overall strategic guidance; able to lead a multidisciplinary team; able to work under pressure; able to take the initiative; and someone who is responsible and loyal and disciplined. Proof of completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

- DUTIES** : To this end, duties include: managing the identification of information product opportunities, including the creation of information product ideas and mock ups; managing the development of identified information products for departmental clients; securing management and departmental client approval for prioritised information product proposals, plans and budgets; mobilising and managing internal Directorate resources to develop information products; securing the services of any external service providers required for the development of information products; managing the update and maintenance of information products that provide continuous information value and positive impact through periodic data updates; establishing, maintaining, and managing relationships with technical experts within the Department and its entities for the update and maintenance of information products; monitoring and reviewing the impact of information products; managing and conducting environmental literacy surveys as required.
- ENQUIRIES** : Mr P Lukey Tel No: 012 399 9249
- NOTE** : Applicants shortlisted for an interview will be required to present a portfolio of their recent graphic work during the interview.
- CLOSING DATE** : 23 May 2022

OTHER POSTS

- POST 15/68** : **ASSISTANT DIRECTOR: WETLAND PROGRAMMES REF NO: EP9006/2022**
- SALARY** : R470 040 per annum, (an all-inclusive annual remuneration package R646 193 per annum)
- CENTRE** : Cape Town
- REQUIREMENTS** : An appropriate 3-year Bachelor's Degree / National Diploma in Environmental Sciences or an appropriate, relevant equivalent qualification. 3-5 years' experience in a related field. Knowledge of wetland conservation, management and rehabilitation. Knowledge of wetland-related legislation (NEMA, NWA, CARA, NEMBA). Knowledge of GIS and remote sensing application relative to wetland work. EMP implementation as applicable to Working for Wetlands, river restoration, dry-land erosion control. Ability to apply photographic techniques during and after the implementation of projects. Supervision of Project Managers and Implementer systems and delivery.
- DUTIES** : The incumbent will be expected to develop W Cape and N Cape provincial wetland operational plans and manage wetland rehabilitation planning process. Coordinate the review of draft rehabilitation plans by relevant stakeholders. Support broader catchment conservation initiatives and NRM programmes that are relevant to wetlands. Provide support on the implementation of projects. Provide operational support to all projects, Manage Implementers / project managers to ensure implementation goals are met. Provide support on the monitoring and evaluation of Wetlands projects. Verify and approve monthly Project Progress Reports, Health and Safety Reports and EPWP Participants' Reports. Maintain partnerships with stakeholders.
- ENQUIRIES** : Mr. U R Bahadur Tel No: (012) 399 8974/80, ubahadur@dffe.gov.za
- CLOSING DATE** : 16 May 2022

POST 15/69 : **ASSISTANT DIRECTOR: FORESTRY SCIENTIFIC SERVICES (REF NO: FOM16/2022)**

SALARY : R477 090 per annum (Total package of R667 082 per annum/ condition apply)
CENTRE : Pretoria

REQUIREMENTS : An appropriate Postgraduate Diploma or Bachelor of Science or Honours degree (NQF level 7) in Forestry or equivalent qualification. A minimum of 3-5 years' experience in forestry or experience in the related field. Knowledge and understanding of the National Forest Act, 1998 (Act 84 of 1998) and the National Veld and Forest Fire Act, 1996 (Act 101 of 1996). Extensive subject knowledge and related technical skills in the planning and/or management of forest estates / research related to forest ecology, production forestry, agroforestry, urban forestry and/or environmental or economic aspects of forestry or in the rendering of forestry scientific services. Knowledge of conservation planning (mathematical methods), timber yield estimation and regulation (mathematical methods), design of forest management systems, development of forest/conservation management plans, map reading, species identification, and forest inventory/ floristic survey/ wildlife census Extensive knowledge and technical skills of project management, facilitation and coordination skills as well as excellent analytical thinking and problem solving, superior verbal and written communication and presentation skills. Good leadership and interpersonal relations. Ability to negotiate in difficult situations. Advanced computer skills in MS Office software. Physical fortitude and ability to work extensive hours and under pressure. A valid driver's license and must be willing to travel.

DUTIES : Design and commission research, implement and disseminate research findings (innovate and forest science development) advance forest science through research and communication of research findings. Monitoring of forest resources through forest assessments and surveys; involving classification and mapping of forests, field data collection, data maintenance and analysis. Assist with the protection of trees, forests and environmental resources. Provide scientific guidance on sustainable forest management for planted trees and all types of forests, with reference among other to water, soil conservation, climate change and biodiversity; and risks such as fire, pests and diseases. Conduct data analysis on various forestry related topics. Development of information products about forestry and related subjects. Provision of technical support for compliance and law enforcement measures as well as integrated environmental management. Development of information about the value and benefits of forests as well as assistance with the development of guidelines for planning and sustainable forest management, including PCI&S. Conduct audits (regional and national). Provision of forestry scientific information in support of multilateral environmental agreements. Liaise with stakeholders, coordinate and facilitate events and meetings. Assist with supervision of staff, financial and physical resources of the unit as well as reporting.

ENQUIRIES : Mr Johan Bester Tel No: 012 309 5767

NOTE : All shortlisted candidates will be subjected to skills/knowledge test as part of the selection process.

CLOSING DATE : 16 May 2022

POST 15/70 : **CONTROL GIS TECHNICIAN PRODUCTION GRADE A (OSD) REF NO: EP9007/2022**

SALARY : R369 351per annum, (an all-inclusive annual remuneration package R536 359 per annum)

CENTRE : Bloemfontein

REQUIREMENTS : Applicants must be in possession National Diploma in GIS / Cartography or relevant qualification with 3-year post qualification technical GIS experience. Compulsory registration with PLATO as a GISc Technician. Knowledge of programme and project management, Legal and operational compliance Knowledge. Process knowledge and skills, knowledge of Database Management, Maintenance and Systems skills. Geo-Database design and analysis. Knowledge Research and development. Strategic management and direction, Financial Management. Ability to communicate with people at different levels, Data analysis skills, organising and management skills. Work effectively with others as a member of a team, quality work. A valid driver's license.

DUTIES

: Manage and maintain Geographical Information systems and spatial tools. Accurately populate spatial and non-spatial data in NRM Systems, generate contracts, electronic and hard-copy filing of documents, quality assurance of new contracts generated by means of a QA register. Perform database administration activities and back-ups, perform spatial data verifications, cleanup and the appropriate spatial data storage. Data Collection. Spatial Data Collection, and analysis including quality assurance. Apply necessary datum and projection transformation. GIS and infield mapping support, production and provision of maps to relevant stakeholders-on request, compile spatial metadata records and spatial reports as required. Spatial Data Analysis and Reporting, analyse and identify discrepancies in Spatial data, contract maps and report to Control GISc Technician. Compile spatial and non-spatial reports as required. Functional requirements analysis. Produce relevant Provincial maps with the latest land cover on request. Conduct field visits to validate spatial data. Document organizational GIS challenges and report to Control GISc Technician. Support Control GIS Technician in Organising and facilitating GIS and Data workshops for user requirements analysis. Customise GIS applications and tools to suit the organizational needs.

ENQUIRIES

: Ms D Soginga Tel No: (082 467 2667), e-mail: dsoginga@daff.gov.za

CLOSING DATE

: 16 May 2022