

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 X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street Cape Town and for Pretoria Private Bag X447, Pretoria, 0001 or hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria
- NOTE** : Applications must be submitted on a New signed Z83 form obtainable from any Public Service Department accompanied by a recent detailed Curriculum Vitae only, 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 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 31/59** : **DIRECTOR: COMPLIANCE REF NO: FIM27/2022**
- SALARY** : R1 073 187 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 REQUIREMENTS** : Cape Town (Foretrust Building)
: Bachelor's degree in environmental law or Law or Legal (NQF 7) or relevant and equivalent qualification as recognized by SAQA. A minimum of five (5) years of experience in a middle/senior managerial position. Knowledge and understanding of the Marine Living Resources Act, Criminal Procedure Act, Public Finance Management Act and National Treasury Regulations. Sound knowledge and understanding of all the legislation and regulations that govern the Public Service including the Public Service Act and the Labour Relations Act etc. knowledge of government policies and priorities for the Department. Knowledge and understanding of the white paper on the transformation of the public service (Batho Pele). Project and management skills. Strategic capability and leadership. Financial and change management.

DUTIES : Oversee the monitoring of catches to protect and enhance marine assets and resources. Develop a compliance monitoring framework and ensure effective implementation thereof. Oversee inspections to protect marine assets and resources. Oversee and ensure patrols to protect and enhance marine assets and resources. Assist and support complex compliance operations and prosecutions. Monitor all areas of risk within Fisheries sectors. Manage and ensure cooperative governance initiatives. Participate in consultative structures of other government departments, municipal structures and traditional structures within the areas of operation. Develop the operational plan for the Directorate and ensure its implementation. Manage the resources of the Directorate.

ENQUIRIES : Ms S Middleton Tel No: 082 371 6088
CLOSING DATE : 19 September 2022

POST 31/60 : **DIRECTOR: MONITORING AND SURVEILLANCE (SPECIAL OPERATIONS) REF NO: FIM28/2022**

SALARY : R1 073 187 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 (Foretrust Building)
REQUIREMENTS : Bachelor's degree in Law or Legal (NQF 7) or relevant and equivalent qualification as recognized by SAQA. A minimum of five (5) years of experience in a middle/senior managerial position. Knowledge and understanding of the Marine Living Resources Act, Criminal Procedure Act, Public Finance Management Act and National Treasury Regulations. Sound knowledge and understanding of all the legislation and regulations that govern the Public Service including the Public Service Act and the Labour Relations Act etc. knowledge of government policies and priorities for the Department. Knowledge and understanding of the white paper on the transformation of the public service (Batho Pele). Project and management skills. Strategic capability and leadership. Financial and change management.

DUTIES : Manage and promote enforcement compliance to ensure sustainable utilization of marine resources. Ensure monitoring and surveillance to regulate sustainable utilization of living marine resources. Manage and coordinate special monitoring and surveillance operations and ensure that they are effectively carried out. Develop viable and effective enforcement structures and strategies to support marine resources management plans to prevent the collapse of marine resources. Develop and encourage cooperative governance initiatives and principles. Ensure information and training of stakeholders. Develop the operational plan for the Directorate and ensure its implementation. Manage the resources of the Directorate.

ENQUIRIES : Ms S Middleton Tel No: 082 371 6088
CLOSING DATE : 19 September 2022

OTHER POSTS

POST 31/61 : **DEPUTY DIRECTOR: PUBLIC ENTITY PERFORMANCE MANAGEMENT REF NO: ODG07/2022**

SALARY : R744 255 per annum, (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : National Diploma/Degree (NQF6) in Public Management/Business Management or relevant qualification. 3-5 years' experience in Public Management of which three (3) of them should be at junior managerial level (ASD) or equivalent. Relevant training and experience in strategic / business planning and organisational performance management. Knowledge and understanding of Government planning processes. Good coordination and planning skills. Knowledge of relevant legislation, National Treasury regulations, guidelines/frameworks on strategic planning and management of performance information. Good communication (verbal and written) skills; Analytical skills, good interpersonal skills. Ability to work independently with limited supervision. People management skills and computer literacy.

DUTIES : Manage the work of the Sub-Directorate and perform the following functions. Facilitate submission and analysis of draft corporate plans and annual performance plans of Public Entities of the Department. Support Public Entities with the development of their plans; Ensure incorporation of key government priorities in Public Entities plans and compliance with government planning guidelines. Facilitate mid-term reviews of Corporate Plans and mid-year review of Annual Performance Plans of Public Entities. Facilitate submission of quarterly performance reports of Public Entities and conduct analysis of the reports. Prepare feedback for approval by Director-General and submission to Public Entities. Support internal and external audits of performance information of the Department, including attending audit steering committee meetings and facilitating timeous submission of audit requests and management responses to findings. Facilitate submission and compliance of Public Entities with legal requirements and manage governance projects and related engagements undertaken with Public Entities.

ENQUIRIES : Mr J Kutu Tel No: 012 399 9026

CLOSING DATE : 05 September 2022

POST 31/62 : **ENGINEERING TECHNICIAN CONTROL: GRADE A REF NO: FIM22/2022**

SALARY : R452 895 per annum, OSD

CENTRE : Cape Town (Foretrust Building)

REQUIREMENTS : Applicants must be in possession of Bachelor's Degree/National Diploma (NQF Level 6) in Electrical Engineering (Light Current) or relevant qualification, coupled with a minimum of 6 years post qualification technical experience and compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. Experience in working with electronic, mechanical equipment and systems. Experience on a range of electronic test and measurement equipment such as, multi-meters, voltmeters, current meters, oscilloscopes, thermometers, meggers. Ability to draft and interpret complex technical drawings and schematics. Applicant will be expected to undergo and pass a medical for seafarers in line with (section 101 of the SAMSA Act 57 Of 1951). Must be able and willing to spend extensive periods away from home on field trips and at sea on research vessels. Good knowledge of the marine environments. Skills: Computer- aided engineering application; Technical design and analytical skills; project management. Ability to work as a team member. Good communication skills (verbal & written). Valid driver license (Code B).

DUTIES : Manage and Provide Technical and Research Support: Ensure the promotion of safety in line with statutory and regulatory requirements; Provide technical/scientific information and advice; Manage technical services and support in conjunction with Engineers, Scientists and associates in field, workshop and technical office activities; Manage technical services and support in conjunction with Engineers, Scientists and associates in field, workshop and technical office activities; Ensure the maintenance, calibration and operation of scientific equipment. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for approval by the relevant authority. Provide Strategic Leadership on Technical Matters: Develop relationships and collaborations at national, regional and international levels; Play a lead role in the presentation and exchange of technical knowledge and information; Research and Development: Liaise with relevant bodies/councils on engineering-related matters; Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Continuous professional development to keep up with new technologies. Manage Administrative and Related Functions: Provide inputs into the budgeting process; Provide and consolidate inputs to the technical/engineering operational plan; Human Capital Development: Mentor, train and develop junior personnel; Performance management and development of staff.

ENQUIRIES : Mr. Zahier Isaacs Tel No: 021 402 3271

NOTE : Candidates who responded to the initial advertisement, with Ref No: (FIM19/2022 in circular 17) are encouraged to reapply.

CLOSING DATE : 05 September 2022

POST 31/63 : **CHIEF MARINE CONSERVATION INSPECTOR: FISHERIES PROTECTION VESSELS REF NO: FIM23/2022**

SALARY : R321 543 per annum
CENTRE : Gansbaai

REQUIREMENTS : A recognised Bachelor Degree/National Diploma (NQF level6) in Nature Conservation/Environmental Management/and/or Policing Law enforcement or relevant equivalent qualification, coupled with a minimum of three 3 years' experience in law enforcement or related field, Category C Skippers ticket/ night skippers .Knowledge and understanding of all relevant legislation and regulations that governs the Public Service, including the PFMA, Treasury regulations, Public Service Act, labour Relations Act etc.; Marine Living Resources Act; Criminal Procedure Act, integrated Coastal management Acts, National Environmental Management Biodiversity Acts and all departmental procedure and prescripts. Skills: good communication (Verbal and writing), Computer literacy, Management skills. A valid driver's licence.

DUTIES : Lead Sea based inspections of vessels. Receive sailing orders and brief the Team on-board; Consult with the master of the Inshore / Offshore Patrol vessel in terms of the objective of the Sailing Orders; Evaluate surveillance material and information. Consult the Vessel Operations System Room and obtain vessel specific locations and ensure planning and logistical arrangements; Guide Fisheries Control Officers when approaching and boarding vessels as per the Standard Operating Procedures; complete the compulsory Inspection form; Address non-compliance through arrests, issuing fine, confiscations and seize off exhibits. Draft Operational plan, Conduct sea based inspections of registered and non- registered vessels in fisheries sectors: Lead the sea based Inspections conducted from the Inshore / Offshore Patrol vessel and the station based boats; Verify that all fishing vessels at sea are in possession valid fishing license/s, permit/s, and fish processing establishment (FPE) permits; Verify that all fishing vessels are fitted with a functional Vessel Monitoring System (VMS), except for those with VMS exemptions; Verify that all right/ permit holders or skippers on board comply with all permit conditions. Registering, processing and monitoring of cases and admission of guilt fines: Plan and execute anti-poaching operations with other organs of state; Identify transgression/s and infringements during inspections at sea; Secure chain of evidence; Lead the arrest of suspects, confiscation and seizure all exhibits; Manage suspects, in line with the constitution and the prescripts of the criminal procedures Act. Conduct Anti-Poaching activities through Special Operations: Identify need for operations (based contravention(s) or infringement(s) which warrants the execution of a Special Operation); Identify other role-players, partners and Stakeholders and contributing to the objective and outcome; Draft and prepare the required submission, motivations and for approval by the Head of the Directorate; Provide a detailed report on completion of Special Operation. Supervise staff: Ensure capacity and development of staff; ensure proper utilization of equipment and other relevant assets.

ENQUIRIES : Mr A. Moshani Tel No: (021) 402 3066

NOTE : Candidates who responded to the initial advertisement, with Ref No: FIM02/2022 are encouraged to reapply.

CLOSING DATE : 05 September 2022

POST 31/64 : **CHIEF MARINE CONSERVATION INSPECTORS: COMPLIANCE REF NO: FIM24/2022**

SALARY : R321 543 per annum
CENTRE : Gansbaai (X1 Post)
Hout Bay (X1 Post)

REQUIREMENTS : A recognised Bachelor Degree/National Diploma (NQF level6) in Nature Conservation/Environmental Management/Fisheries management/Policing Fisheries Management and/or Policing Law enforcement or relevant equivalent qualification, coupled with a minimum of three 3 years experience in law enforcement or related. Knowledge and understanding of all relevant legislation and regulations that governs the Public Service, including the PFMA, Treasury regulations, Public Service Act, labor Relations Act etc; Marine Living Resources Act 18 (1998); Criminal Procedure Act, integrated Coastal management Acts, National Environmental Management Biodiversity Acts and all departmental procedure and all applicable legislation with respect

natural resources management; the white paper on the transformation. Of the public service (Batho Pele) Skills: Planning and execution; Mentoring and coaching; supervisory skills; conflicts management; Service Delivery innovation; good communication (Verbal and writing), Computer literacy, planning and organizing skills. A valid driver's license.

DUTIES

: Enforce port state measures and local policies through inspections: Initiate and implement operational plan at stations to meet the targets in the key fisheries; monitor fishing vessels at landings sites through compliance with fishing permit and permits conditions. Enforce, intensify efforts, and comply with set standards; Inspect Fish Processing Establishment for compliance with permit conditions; Create and manage database to improve monitoring of the movement of fish; Conduct vehicle patrols and roadblocks with partners at Vehicle Check Point (VCP); report accurately on confiscations; Issue fines and open dockets when necessary; Testify in court; ensure chain of evidence is secure and statement taking is accurate. Create awareness to foster compliance. Comply with MLRF risk management strategy; update exhibit books; equipment and transgression registers; Comply with PFMA and all Supply Chain prescripts; Compile monthly, quarterly and annual reports. Manage and supervise personnel strengthen partnerships with other organs of state, NGO and municipalities through regular operations and meetings: Plan joint operations with partners; attend monthly meetings with partners. Plan and execute operation at ports of entry and exit. Identify and initiate new partnerships.

ENQUIRIES

: Ms Savel Tel No: (021) 402 5039

NOTE

: Applicants should indicate their centre of preference

CLOSING DATE

: 05 September 2022