

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, marked for the attention: Human Resources Management.
Cape Town: 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, marked for the attention: Human Resources Management.
- CLOSING DATE** : 07 November 2022
- 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 39/97** : **DIRECTOR: MANAGEMENT ACCOUNTING REF NO: CFO24/2022**
- 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** : Pretoria
 : An undergraduate qualification in Financial Management or relevant qualification on NQF 7 as recognised by SAQA. Five years of experience at middle/senior managerial level in the relevant field. Knowledge of Financial management, cost accounting and business practices. Ability to establish and manage financial systems and controls. Knowledge of strategic planning and budgeting. Ability to develop, interpret and apply policies, strategies and

legislation. Ability to control and manage the budget of the department. Knowledge of Financial management; Government budgeting processes; Management accounting; Revenue management; Supply chain management; Risk management; Auditing and Forensic accounting. Knowledge of Public Service financial legislative frameworks. Strategic Capability and Leadership; Programme and Project Management; Change Management and Knowledge Management. People Management and Empowerment. Good interpersonal relations. Ability to work long hours, ability to gather and analyse information. Proof of completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

- DUTIES** : Manage accounting and reporting in compliance to PFMA requirements. Implement audit recommendations/mitigation actions. Ensure budget monitoring and reporting to stakeholders. Manage an efficient and effective bookkeeping system and financial control within the department. Coordinate budget and expenditure control. Manage the development and maintenance of accounting and reporting policies, strategies and procedures. Lead the development and execution of financial reporting strategies. Monitor the implementation and ensure compliance with applicable legislative framework. Manage financial management risk system for public entities. Confirm budget and transfer funds. Analyse financial statements and quarterly reports. Ensure facilitation of Public Entities reporting requirements. Ensure compliance to PFMA and Treasury Regulation requirements. Manage financial management risk system for public entities. Confirm budget and transfer funds. Analyse financial statements and quarterly reports. Liaise with National Treasury and attend Audit Committee meetings. Manage audit findings and other requests for accounting and reporting. Manage responses to audit findings and requests for information. Oversee the maintenance of register of audit queries. Manage the development, implementation and maintenance of internal controls.
- ENQUIRIES** : Ms V Steyn Tel No: (012) 399 9083

OTHER POSTS

- POST 39/98** : **SCIENTIST PRODUCTION GRADE A: ABALONE REF NO: FIM 33/2022**
This is a re-advertisement; all applicants are encouraged to re-apply

- SALARY** : R628 014 - R953 715 per annum, (all-inclusive remuneration package, conditions apply)

- CENTRE** : Cape Town (Foretrust Building)
- REQUIREMENTS** : 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. 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.

- DUTIES** : 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 another small invertebrate research as required. Participate in land-and ship- based research survey, including scientific diving surveys, including working overtime as required (successful candidates that do not possess a valid diving qualification will be trained to attain the certificate immediately after starting the contract). 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. Dr. K Prochazka Tel No: (021) – 402 3546; email: KProchazka@environment.gov.za or Ms S Mbande Tel No: (081) – 582 8857; email: SMbande@environment.gov.za

ENQUIRIES

POST 39/99

SCIENTIST PRODUCTION GRADE A: LARGE PELAGICS REF NO: FIM 34/2022

(Three (3) Year Sec.40 Nema Contract)

This is a re-advertisement; all applicants are encouraged to re-apply

SALARY

R628 014 - R953 715 per annum, (all-inclusive remuneration package, conditions apply)

CENTRE

Cape Town (Foretrust Building)

REQUIREMENTS

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 Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a professional scientist. 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 utilize word processing, spreadsheet programmes. Proven ability to organize, manage, interpret and analyses large datasets within a relational database environment (e.g. MS Access). Proven ability to analyses 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.

DUTIES

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).

ENQUIRIES

Dr. S Kerwath Tel No: (021) – 402 3017; email: SKerwath@environment.gov.za

POST 39/100 : **ENGINEERING TECHNICIAN CONTROL: GRADE A REF NO: FIM 35 /2022**
This is a re-advertisement (FIM22/2022), all applicants are encouraged to re-apply

SALARY : R452 895 per annum, (all-inclusive annual remuneration package, R637 725 per annum)

CENTRE : Cape Town (Foretrust Building)

REQUIREMENTS : Applicants must be in possession of Bachelor's Degree/National Diploma (NQF Level6) 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 environment. 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

POST 39/101 : **ASSISTANT DIRECTOR: HR REPORTING, COMPLIANCE AND PLANNING REF NO: CMS43/2022**

SALARY : R382 245 per annum

CENTRE : Pretoria

REQUIREMENTS : National Diploma on NQF6 in Public Administration or equivalent qualification within the related field. A minimum of 3-5 years' experience in HR reporting, compliance and planning. Knowledge of Public Service Regulatory Framework, Public Finance Management Act and Treasury Regulations and HR practice and procedures. Understanding of Human Resource Management legislation and regulatory framework. Knowledge of HR planning, Administrative, Personnel management, Organizational information and Human Resource development. Ability to gather and analyse information. Project management. Good strategic planning, leadership, change and people management. Policy development and implementation. Sound research, analytical, organizing, planning and presentation skills. Communication skills (verbal and written), interpersonal, coordination and stakeholder liaison. Ability to work long hours voluntarily and under extreme pressure.

DUTIES : The successful candidate will be responsible to provide human resources reporting, compliance, planning and information support services through the

following key performance areas: Coordination of Human Capital Management compliance reporting. Coordinate and consolidate HCM reports. Maintain HR Information and statistics. Development and implementation of the HR Plan. Maintain HR dashboard information service.

ENQUIRIES : Mr G Ntshane Tel No: (012) 399 8628

POST 39/102 : **ASSISTANT DIRECTOR: FINANCIAL MANAGEMENT REF NO: CFO23/2022**

SALARY : R382 245 per annum (Level 09)

CENTRE : Pietermaritzburg

REQUIREMENTS : Applicants must be in possession of a National Diploma (NQF 6)/ Bachelor's Degree in Financial Management or relevant equivalent qualification with minimum of three (3) years relevant experience in Financial Management. Knowledge of financial and administrative functions, including risk, internal controls, financial reporting and record keeping. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, Financial Management, Cash and accrual accounting standards, planning and budget procedures in the public sector, as well as revenue and cash management experience. Ability to interpret and apply policies. Must have extensive experience operating transversal financial systems (BAS, LOGIS and PERSAL). Proven planning and organising, communication, interpersonal, conflict resolution, and analytical skills. Must be computer literate and be able to work well individually and in a team as well as under extreme pressure. Must be able to maintain good relationships and work effectively with various stakeholders. Must be in possession of a valid driver's licence.

DUTIES : The successful candidate will be responsible for the following main objectives: Ensure that BAS payments, LOGIS payments & Travel and Subsistence claims are accurate and processed effectively and efficiently in terms of departmental policies and procedures. Ensure compliance to Treasury Regulation 8.2.3, all departmental policies and procedures. Compile financial reporting inputs on a monthly and/ or quarterly basis. Ensure that all suppliers are verified and registered on departmental financial systems. Supervise the cashier/ petty cash office and adequately account for all revenue received. Ensure provision of petty cash in the region. Assist in providing financial guidance to responsible managers. Exercise adequate control over filed payment documents (batch/ document control). Supervision of staff.

ENQUIRIES : Mr N Essack Tel No: 021 493 7165/ Ms A Mapeling Tel No: 021 493 7168

POST 39/103 : **CHIEF MARINE CONSERVATION INSPECTOR: FISHERIES PROTECTION VESSELS REF NO: FIM 36 /2022**

This is a re-advertisement (FIM23/2022), all applicants are encouraged to re-apply

SALARY : R321 543 per annum, (all-inclusive annual remuneration package, R478 352 per annum)

CENTRE : Gansbaai

REQUIREMENTS : A recognised Bachelor Degree/National Diploma in Nature Conservation/Environmental Management/ and /or Policing Law enforcement or relevant equivalent qualification, coupled with minimum of 3 years' experience in law enforcement or related field. 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.
email: AMoshani@dffe.gov.za Mr A. Moshani

ENQUIRIES

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