

**DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT**  
*The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.*

**MANAGEMENT ECHELON**

<b><u>POST 01/36</u></b>	:	<b><u>DIRECTOR: SOUTHERN OCEANS &amp; ANTARCTIC SUPPORT REF NO: OC23/2022</u></b>
<b><u>SALARY</u></b>	:	R1 105 383 per annum, (all-inclusive package)
<b><u>CENTRE</u></b>	:	Cape Town
<b><u>REQUIREMENTS</u></b>	:	A bachelor's degree (NQF Level 7) qualification recognized by SAQA in one or more of the following fields of study: Transport Logistics; Maritime studies or Economics and Engineering Management, or equivalent relevant qualification. A minimum of 5 years' experience at middle managerial level. Successful completion of the Public Service Senior Management Leadership Programme. Knowledge of policies and relevant legislation pertaining to the various aspects of the Oceans and Coasts Environment. Knowledge inter-governmental system. Knowledge and experience in Planning, Monitoring & Reporting. Knowledge of government Administration and financial procedures. Knowledge public service and government administrative prescripts, policies and procedures. Knowledge of financial and procurement administrative procedures (PFMA & Treasury Regulations). Good strategic capability and leadership, analytics skills and understanding of environmental issues. Experience in strategic planning, programme and project management, and organizational transformation. Computer literacy and good communication skills (both verbal and report writing) with advanced experience in stakeholder engagement, and sound problem solving and analytical skills.
<b><u>DUTIES</u></b>	:	Ensure full compliance with Safety, Health and Environmental Management for Antarctic and Sub-Antarctic Environments. Plan, develop and implement systems and processes to ensure compliance with the Occupational Health and Safety act for the well-being of personnel and infrastructure. Manage biosecurity and environmental compliance including waste management to maintain the pristine nature of the Antarctic and Sub-Antarctic environments in compliance with relevant acts, treaties and legislation such as Prince Edward Island Management Plan, Antarctic Treaty, etc. Ensure continued SA presence on Antarctica and Sub-Antarctic Island as well as Southern Ocean territories through the maintenance off the three research bases on Marion Island, Gough Island and Antarctica including the enabling infrastructure. Manage and co-ordinate all office, operational and logistical functions in support of the requirements of the approved annual Southern Ocean and Antarctic research program. Plan and execute resupply voyages for all three bases on time through the provisioning of food, fuel, medical supplies, technical supplies as well as household and recreational. Ensure effective and efficient management of major contracts for services and provisions for the South African National Antarctic Program. Establish and manage the service contracts for vessel operations, helicopter support, vehicle maintenance, and satellite communications. Negotiate and setup commercial opportunities for charter of the SA Agulhas II and other logistics support.
<b><u>ENQUIRIES</u></b>	:	Dr. L Fikizolo Tel No: 021 493 7357
<b><u>APPLICATIONS</u></b>	:	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.
<b><u>FOR ATTENTION</u></b>	:	marked for the attention: Human Resources Management
<b><u>NOTE</u></b>	:	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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

- CLOSING DATE** : 27 January 2023
- POST 01/37** : **PROJECT MANAGER: REGIONAL TYRE INDUSTRY WASTE MANAGEMENT PLAN OVERSIGHT (X3 POSTS)**  
(5 Year Contract)
- SALARY CENTRE** : R1 105 383 per annum, (total cost to company)  
: Region 1: Western Cape and Eastern Cape (Cape Town) (Ref No: WB1/2023)  
: Region 2: Free State, KZN and Mpumalanga (KwaZulu Natal) (Ref No: WB2/2023)  
: Region 3: North-West, Northern Cape, Gauteng, and Limpopo (Pretoria) (Ref No: WB3/2023)
- REQUIREMENTS** : An appropriate recognised Bachelor's Degree in Natural Science / Environmental/Engineering/Commerce/Business Management (NQF Level 07) or equivalent qualification. A minimum of five years' experience at middle management level. Extensive experience in waste management industry. Strong understanding of waste processing/treatment facilities or cement kilns and waste disposal/storage facilities. Knowledge of environmental legislation. Sound knowledge of Transformation regulatory frameworks, Broad Based Black Economic Empowerment Act and Promotion of Access to Information Act. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Understanding of the work of Government and the various stakeholders. Project management skills. Sound organising, planning and leadership skills. Good communication, analytical, innovative, problem solving, and interpersonal skills. Ability to work under pressure and long hours. In possession of a valid driver's licence.
- DUTIES** : Manage Service Level Agreements and any other contracts between Implementers and the Waste Management Bureau. Provide strategic input on the procurement of Implementers in accordance with PFMA. Ensure monitoring, reporting and evaluation on progress with regard to the implementation of the Industry Waste Management Plans (IndWMP). Enhance participation with stakeholders and other government departments. Facilitate stakeholder engagement inclusive of government, communities, NGOs, industry, funding institutions, research, and training institutions. Ensure promotion and awareness creation of the IndWMP to stakeholders. Identify strategic partnerships and co-ordinate development of frameworks for agreements (MoUs, etc.). Ensure that the budget and financial management for Tyre IndWMP implementation by the respective implementer is aligned to PFMA. Ensure additional investment by industry, where relevant, to facilitate economic growth throughout the value chain in line with IndWMP. Monitor and evaluate the impact of incentives and disincentives. Facilitate funding for waste tyre processing development.
- ENQUIRIES** : Mr O Baloyi Tel No: (012) 399-9843

**APPLICATIONS** : Must be submitted 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.

**NOTE** : Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

**CLOSING DATE** : 30 January 2023

#### **OTHER POSTS**

**POST 01/38** : **ENVIRONMENTAL OFFICER CONTROL GRADE A: GENERAL WASTE MINIMISATION (OSD) REF NO: CWM1/2023**

**SALARY** : R517 725 per annum, (OSD package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A four year degree (NQF Level 7) in Natural / Environmental Science or relevant qualification. 6 years post qualification experience in a related field. Extensive knowledge of environmental quality and protection related policies. Understanding of Environmental issues relating to air and atmosphere. Extensive technical and management experience in environmental and in project management. Policy and legislative framework governing pollution and waste management. Understanding of government standard administrative procedures. Understanding of HR practices and procedures. Financial and Procurement administrative procedures (PFMA & Treasury Regulations). Organisational and planning skills. Good Communication skills (written and spoken). Programme and Project Management. Good interpersonal relations. Advanced computer skills. Ability to collect and interpret information and reports. Ability to work under extreme pressure.

**DUTIES** : Manage threats to environmental quality and integrity. Ensure that negative impacts of chemicals and waste on health and wellbeing are minimised. Develop and implement chemicals and waste management instrument.

Develop departmental Food Waste Prevention and Management Guideline. Improve support and enhance capacity for the environment sector and effective knowledge and information management for the environmental sector. Revise and finalise Waste Tariff Model and documents Monitor sector and growth in industries that depend on environmental services. Develop and implement Chemicals and Waste Management awareness. Monitor implementation of the respective institution's guidelines.

**ENQUIRIES  
APPLICATIONS**

: Mr. Dumisani Buthelezi; Tel No: (012) 399 8535  
: Must be submitted 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.

**NOTE**

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**CLOSING DATE**

: 30 January 2023

**POST 01/39**

: **ASSISTANT DIRECTOR: WOODLANDS AND INDIGENOUS FOREST  
MANAGEMENT (X2 POSTS)**

**SALARY  
CENTRE**

: R491 403 per annum  
: Limpopo (Ref No: B&C1/2022)  
: Mpumalanga (Ref No: B&C2/2022)

**REQUIREMENTS**

: A recognised 3 years National Diploma or Degree (NQF level 6) in Forestry / Nature conservation / environmental science or equivalent qualification plus 3-5 years' experience in forestry or related field. Knowledge and understanding of the National Forest Act 1998 (Act 84 of 1998), and National Environmental Management Act 1998 (Act 107 of 1998). Knowledge Knowledge in the regulation of Natural Resources, Environmental Legislation and Policies impacting on the forestry sector. Knowledge of government administrative procedures (PFMA and Treasury Regulations). Good communication skills (verbal and written). Computer literacy. Ability to work under pressure and

handle criticism. Ability to lead a team. Good interpersonal relations skills. Ability to negotiate in difficult situations and to resolve conflict. Ability to work long hours and willingness to travel.

**DUTIES**

: Ensure sustainable management of woodlands and indigenous forests through promoting use of forests for various purposes. Provide support with the issuing and/or approve licenses for different use in the state indigenous forest as per the National Forest Act (NFA) delegations. Coordinate the identification of Rare, Threatened and Endangered species (RTEs) within the state forest as per the Principle, Criteria, Indicators and Standards Framework (PCI&S). Conduct conservation planning and ensure compliance with national biodiversity management frameworks. Develop and monitor the implementation of rehabilitation programmes for degraded natural forests and woodlands. Promote the expansion of new woodland coverage, and where possible, the restoration of ancient woodland. Conduct ecological forest monitoring and research. Monitor and support the implementation of capacity building and environmental empowerment strategies. Facilitate the creation of work opportunities through the EPWP. Facilitate the supply of PPE and Equipment. Ensure Health and safety of the employees in the workplace.

**ENQUIRIES  
APPLICATIONS**

: Dr T Ramatshimbila Tel No (012) 309 5716  
: Must be submitted 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.

**NOTE**

: Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

**CLOSING DATE**

: 30 January 2023

**POST 01/40**

: **CONTROL ENGINEERING TECHNICIAN GRADE A: TELECOMMS & ELECTRONICS REF NO: OC27/2022**

**SALARY**

: R466 482 per annum

- CENTRE** : Cape Town
- REQUIREMENTS** : Applicants must be in possession of National Diploma (NQF Level 6) in Engineering or equivalent relevant qualification, coupled with a minimum of 3 years post qualification technical experience and compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician. Knowledge and understanding of electronic maintenance and support. Knowledge of legal compliance. An understanding of science and knowledge of the technical support requirements to conduct rigorous scientific research. Knowledge of Public service and Departmental policies and procedures. Knowledge of South Africa Ocean research efforts. Knowledge of Technical design and analysis, technical report writing and technical consulting. Skills: Computer- aided engineering application; analytical skills; project management; and research & development. Ability to work as a team member. Good communication skills (verbal & written). Valid driver's license (Code B).
- DUTIES** : Development of technology moving and moored platforms, sensors instrumentation. Conduct investigation on systems and configurations performance when at sea. Liaising with contractors, suppliers and manufacturing to optimize services. Conduct maintenance of in site observation, scientific and navigation systems. Conduct maintenance work on the vessels` scientific systems (in port) on continuous basis. Setup & ensure scientific systems are acquiring data. Perform administrative and related functions. Provide input to the budgeting process. Provide and consolidate inputs to the technical and /or engineering work plan. Participation in research cruises and field trips. Conduct maintenance of technical systems onboard and provision of technical solutions. Provide mentorship and supervision to intern or Junior staff member conduct intern evaluations and compile quarterly progress reports. Provide technical preparation before cruises. Promote oceans and coastal research mentoring, training and awareness. Provide mentorship and supervision to intern or Junior staff member conduct intern evaluations and compile quarterly progress reports. Management of asset list and inventory list for research vessels. Manage a list of all ship-based equipment inventory. Compile ship-based and inventory list.
- ENQUIRIES** : Dr. L Fikizolo Tel No: 021 493 7357
- 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.
- 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 accompanied by a recent detailed Curriculum Vitae only, to be considered. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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. NB The successful candidate will have to participate in relief voyages to Marion, Gough and Antarctica that can last up to 3 months at a time which will require full medical screenings.

- CLOSING DATE** : 27 January 2023
- POST 01/41** : **ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION: LICENSING (OSD) REF NO: CWM2/2023**
- SALARY CENTRE REQUIREMENTS** : R420 318 per annum, (OSD package)  
: Pretoria  
: Appropriate honours degree in (NQF Level 8) Environmental Management/Science or relevant qualification. 3-5 years post qualification experience in a related field. Compulsory registration with the Environmental Assessment Practitioners Association of South Africa as Environmental Assessment Practitioner. Extensive technical and management experience in environmental and in project management. Knowledge of Environmental management. Chemicals & Waste management. Strategic coordination/planning. Knowledge of Policy development. Risk management. Audit procedures. Research methodologies and presentation. Project management. Accessing and operating the computerized post tracking system. Different specialised fields of the branches and chief directorates' expertise and responsibility. Organising skills, Facilitation skills. Good command of written and oral English and any other official language. Report/professional/technical writing skills. Computer literacy. Ability to work long hours voluntarily. Ability to gather and analyse information. Ability to work independently and in a team. Ability to provide overall strategic guidance. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Ability to collect and interpret information and reports.
- DUTIES** : Process Waste management applications and Integrated Environmental Authorisation. Conduct Facilities Waste Management Activities site visits. Prepare and draft decisions on WML Variations, WML Surrenders, WML Transfers of Ownership, WML Timeframe Renewals. Prepare and Draft Decisions on Waste Applications in terms of Waste Exclusions Regulations. Evaluate the Risk Management Plans submitted to mitigate the identified Risks in the Risk Assessment Report and prepare draft decision on those applications. Participate in the drafting of Response Register on comments received for exclusion applications. Review Waste Management Licences. Liaise with the facility and set-up a WML Review team (Including members from outside the Department when required). Provide Industry support. Attend, and provide technical inputs at Environmental Committee meetings. Assist in the formulation of Environmental Monitoring Committees and ToRs thereof. Participate and conduct Licensing Awareness Campaigns. Process Appeals, PAIAs and S2G4G applications. Review the appeal in terms of technical information supported by scientific evidence. Review Environmental Assessment Reports in terms of S24G rectifications on time. Conduct site visits to confirm s24g application's activities.
- ENQUIRIES APPLICATIONS** : Mr. Lucas Mahlangu Tel No: (012) 399 9791  
: Must be submitted 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.
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- CLOSING DATE** : 30 January 2023
- POST 01/42** : **ASSISTANT DIRECTOR: PLANNING AND AUDITING REF NO: FOM1/2023**
- SALARY** : R393 711 per annum, (total package of R552 003 per annum/ conditions apply)
- CENTRE** : Pretoria
- REQUIREMENTS** : A recognised 3 years National Diploma / Degree (NQF level 6) in Forestry or an equivalent qualification in a related field. 3 – 5 years' experience in commercial forest operations and planning practices and systems or related field. Working knowledge of the National Forest Act, 1998 (Act 84 of 1998) and the National Veld and Forest Fire Act, 1998 (Act 101 of 1998) and other environmental legislation. Knowledge of silviculture and harvesting operations. Knowledge in collection and processing of enumeration data. Knowledge of the forestry planning system/s. Knowledge of forestry management in the forestry finance/economics. Knowledge and understanding of forestry valuations. Knowledge of National Treasury Regulations, 2005. Project and programme management. PFMA (1 of 1999). Generally Recognised Accounting Practise (GRAP), SECTION 27, Agriculture. Knowledge of Modified Cash Standard. Interpretation of data on the Microforest System. Good Communication skills (written and verbal). Computer literacy. Numerical skills. Ability to plan, organise and execute under pressure. Ability to collect and interpret information reports. Interpersonal relationships. Flexibility. Innovative, initiative, and proactive. Ability to work long hours voluntarily and travel excessively to remote areas and risks.
- DUTIES** : Maintain Forest central master growing stock database using Microforest system. Perform a quarterly review of users accounts for validity. Compile tactical harvesting plans for all plantations in the region by using Microforest tactical planning system. Conduct site visits and coordinate re-Mapping of plantations through Geographic Information System (GIS) support services. Compile forest Growing Stock Management Plan. Collect and analyse annual data from regions. Conduct valuation of Biological Assets. Develop action plans with regions to address AG recommendations or outcome. Report writing. Procurement of goods and services in line with PFMA. Review of Accounting Framework, Methodology and Standard Operating Procedure manuals for the calculation of biological assets and for planning in line with the PFMA and Modified Cash Standard. Conduct technical forest audits.
- ENQUIRIES** : Ms. Zibuyile Lindiwe Mthalane Tel No: 012 309 5882
- APPLICATIONS** : Must be submitted 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.

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**CLOSING DATE**

: 30 January 2023

**POST 01/43**

: **ASSISTANT DIRECTOR: FOREST LAND MANAGEMEN REF NO: FOM2/2023**

**SALARY**  
**CENTRE**  
**REQUIREMENTS**

: R393 711 per annum  
: Pretoria  
: A recognised 3 years National Diploma / Degree (NQF level 6) in Forestry Management or an equivalent qualification coupled with 3 – 5 years' experience in forestry or related field. Working knowledge of the National Forest Act, 1998 (Act 84 of 1998) and the National Veld and Forest Fire Act, 1998 (Act 101 of 1998). Sound knowledge of NEMA, NEMBA, Land reform policy, Restitution Act, Extension of Security of tenure Act, Prevention of illegal eviction and Unlawful Land Occupation Act, Labour Relations Act Public Service Act, Public Service, Regulations, and PFMA. Knowledge of policy development and analysis. Intergovernmental and stakeholder relations. Knowledge of project planning and management. Facilitation, problem solving, and Negotiation skills. Excellent communication skills (verbal, presentation and report writing). Innovative and proactive. Ability to work long hours voluntarily. Ability to gather and analyse information. Ability to work independently and in a team. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution. Ability to organise and plan under pressure. Ability to collect and interpret information and reports.

**DUTIES**

: Provide administration support in the management of state forest land. Conducts field assessment. Monitor the way in which resources are manage and utilised. Implement terms and conditions for lease agreement. Ensure that

research facilities are clearly surveyed and marked. Ensure sustainable yield regulation/ Maintain plantation age classes. Investigate the land reform issues affecting state forest land. Mediate disputes between tenants and tenure reform beneficiaries. Ensure compliance with land tenure policies. Ensure that community liaison structures are established and maintained. Liaison with Land Reform Department/ Keep abreast of land policy development. Ensure fire protection breaks with communities. Ensure that tenants comply with relevant lease. Ensure sound fire protection strategies and plans are in place and in line with existing legislation. Ensure compliance with NFA/ Lease on access/ Access maps and rules. Transfer or lease state assets to appropriate agencies or government departments. Ensure sustainable management of natural resources /conservation /utilization.

**ENQUIRIES  
APPLICATIONS**

: Mr. Simon Nkosi Tel No: 012 309 5759  
 : Must be submitted 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.

**NOTE**

: Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

**CLOSING DATE**

: 30 January 2023

**POST 01/44**

: **ESTATE MANAGER REF NO: FOM3/2023**

**SALARY  
CENTRE  
REQUIREMENTS**

: R393 711 per annum  
 : (Mpumalanga)  
 : A recognised 3 years National Diploma or Degree (NQF 6) in Forestry or equivalent qualification coupled with 3-5 years' related experience in commercial forestry. Knowledge of the National Forest Act 1998 (Act 84 of 1998), and the National Veld and Forest Act, 1998 (Act 101 of 1998). Understanding of policy and legislation framework, sectorial legislation framework of forestry and labour in South Africa. Environmental Management

**DUTIES**

Systems. Knowledge of reporting systems and processes as well as performance management systems. Good presentation skills, excellent verbal and written communication, analytical and problem-solving skills. Good interpersonal relations and ability to negotiate in difficult situations. Computer skills in MS Office Software, a valid driver's license must be willing to travel.

: Management of commercial forestry activities in an estate. Monitor and evaluate the compliance and services rendered by the service providers. Develop and manage the implementation of annual plan of operations (APO's). Manage forest protection activities. Develop forest fire suppression strategies and fire management plans to prevent and combat veld and forest fires. Ensure the implementation, enforcement and promotion of the National Forest Act (NFA) and National Veld Forest Fire Act NVFA. Ensure the protection of the Estate for economic and conservation purposes. Ensure the adherence of norms, standards and operational practices and procedures. Ensure the implementation of Principles Criteria Indicators and Standards for sustainable Forestry Management. Manage environmental protection activities, and manage stream flow reduction activities under water act. Coordinate awareness campaigns and provide technical advice.

**ENQUIRIES  
APPLICATIONS**

: Ms Thembile Dlungwana Tel No: 013 754 0753

: Must be submitted 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.

**NOTE**

: Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

**CLOSING DATE**

: 30 January 2023

**POST 01/45**

: **SENIOR FORESTER (X3 POSTS)**

**SALARY  
CENTRE**

: R331 188 per annum

: Mpumalanga Ref No: FOM4/2023

Voorpoed Plantation (Limpopo) Ref No: FOM5/2023  
North West Ref No: FOM6/2023

- REQUIREMENTS** : A recognised 3 years National Diploma or Degree (NQF level 6) in Forestry coupled with 2-3 years' experience in commercial forestry or related field. Knowledge and understanding of the National Forest Act 1998 (Act 84 of 1998), the National Veld and Forest Act, 1998 (Act 101 of 1998) and other environmental legislations and its practical application. Understanding of policy and legislation framework, sectoral legislation and the regulatory framework of forestry and labour in South Africa. Understanding of Master Plan for Commercial Forestry Sector. PCI&S Management Framework. Best Management Practices for Forestry. Environmental Management Systems. Organizing, Planning, and Prioritizing Work. Making Decisions and solving workers problems. Monitor Processes. Computer literacy. Negotiation skills. Ability to work under pressure and handle criticism. Ability to lead a team. Good interpersonal relations skills. Ability to negotiate in difficult situations and to resolve conflict. Ability to work long hours, work under pressure and willingness to travel. Applicant must have a valid driver's license.
- DUTIES** : Oversee and render commercial forestry activities in the plantations. Develop and implement operational plans for a group plantations. Quality assures the work rendered by the service providers. Prepare for planting and other silvicultural activities (Planting, weeding, coppice reduction, harvesting etc.). Render forestry protection activities. Implementation, enforcement, and promotion of the National Act (NFA) and National Veld Forest Fire Act (NVFFA). Liaise with stakeholder. Provide awareness campaigns (Fire, Participatory Forest Management). Render environmental protection activities. Manage stream flow reduction activities under water act. Plan and implement pest/disease control initiatives. Develop rehabilitation plans for degraded sites.
- ENQUIRIES** : Mr N Nemukula Tel No: 015 519 3324 (Limpopo)  
Ms T Dlungwana Tel No: 013 754 0753 (Mpumalanga)  
Ms Nonzame Gobodwana Tel No: 053 927 0843 (North West)
- APPLICATIONS** : Must be submitted 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.
- NOTE** : Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

**CLOSING DATE**

: 30 January 2023

**POST 01/46**

: **ENVIRONMENTAL OFFICER PRODUCTION GRADE A: SUSTAINABLE AQUACULTURE MANAGEMENT -THREE (3) YEAR SEC.40 NEMA CONTRACT REF NO: (FIM05/2023)**  
(Three (3) Year Sec.40 NEMA Contract)

**SALARY CENTRE REQUIREMENTS**

: R285 135 per annum  
: Pretoria  
: Bachelor's Degree or National Diploma in Natural Sciences or equivalent and relevant qualification as recognised by SAQA plus 1-2 years appropriate/recognisable experience in natural sciences after obtaining the relevant qualification. Knowledge of the National Environmental Management Act and associated environmental legislation. Knowledge of the Public Service Regulations, Labour Relations and Basic Conditions of Employment Act. Knowledge and experience in Project Management. Capacity to develop and apply policies.

**DUTIES**

: Facilitate the development and monitoring of inland fisheries policy, legislation and associated regulations. Fast track the implementation of the National Freshwater (Inland) Wild Capture Fisheries Policy. Co-ordinate the completion of the Socio-Economic Impact Assessment Systems (SEIAS) during the development of inland fisheries legislation. Provide inputs into the development of an inland fisheries strategy and implementation framework. Coordinate and conduct national stakeholder engagement meetings. Provide advice to internal and external stakeholders in the field of inland fisheries. Conduct assessment of all current inland fisheries activities and compile reports. Provide inputs towards reports targeted for the Ministerial Project Steering Committee. Develop and maintain database for stakeholders. Participate in Environmental Impact Assessments related to inland fisheries. Advise applicants on potential NEMA EIA listed activities and potential triggers.

**ENQUIRIES APPLICATIONS**

: Mr. T Sebake Mobile No 081 273 5640  
: May be forwarded to the Director-General, Department of Forestry, Fisheries and the Environment, 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

**NOTE**

: Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

- CLOSING DATE** : 30 January 2023
- POST 01/47** : **FORESTER REF NO: FOM7/2023**
- SALARY** : R269 214 per annum
- CENTRE** : Mpumalanga
- REQUIREMENTS** : A recognised 3 years National Diploma (NQF level 6) in Forestry or relevant equivalent qualification within related field. 1-2 years relevant experience. Knowledge of National Forestry Act, 84 of 1998 (NFA), National Veld Fire Forestry Act, 101 of 1998 (NVFFA) and Occupational Health and Safety Act and other relevant environmental legislations and polices. Skills: Problem solving, Management and interpersonal skills and computer skills. A valid driver's license.
- DUTIES** : Render support in the rehabilitation and Management of existing standards. Clean and clear up compartments as per forestry standards. Prepare plant pits and planting of healthy and growing seeds. Render forestry protection activities in the plantation. Revision of the fire protection plan. Facilitate in managing and maintaining the infrastructure. Ensure roads are accessible and maintained. Maintain the house by fencing the plantation boundary, painting the beacons and thorough cleaning. Render general operations support. Assist in the planning and budgeting of annual operations. Render assistance on inspections and internal audits.
- ENQUIRIES** : Ms Thembile Dlungwana Tel No: 013 754 0753
- APPLICATIONS** : Must be submitted 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.
- NOTE** : Application 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. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, identity document and driver's license on or before the day of the interview. 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.

**CLOSING DATE**

: 30 January 2023