

DEPARTMENT OF, FORESTRY, FISHERIES AND THE ENVIRONMENT

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

- APPLICATIONS** : **Pretoria:** 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.
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
- CLOSING DATE** : 06 March 2023
FOR ATTENTION : Human Resources Management
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 DPSSA 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.

MANAGEMENT ECHELON

- POST 05/68** : **CHIEF DIRECTOR: FORESTRY DEVELOPMENT REF NO: FOM13/2023**
- SALARY** : R1 308 051 per annum, (all-inclusive salary package)
CENTRE : Pretoria
REQUIREMENTS : An undergraduate qualification in Forestry / Natural Sciences or equivalent relevant qualification on NQF 7 within the related field as recognized by SAQA. Extensive experience in Forestry or the relevant field. Five (5) years of experience at senior management level. Knowledge of National Forestry Act, 84 of 1998 (NFA) and National Environmental Management Act, 107 of 1998. Knowledge in the regulation of natural resources as well as the Environmental Legislation and policies impacting on the Forestry Sector. Knowledge of

government administrative procedures (PFMA and treasury regulations). Leadership and management. Strategic thinking. Analytical thinking. Excellent communication skills (verbal and written). Ability to interpret regulations and develop appropriate policy. Ability to work under extreme pressure Ability together and analyse information.

DUTIES : Ensure the sustainable management of state nurseries and implementation of Forestry programmes. Oversee and manage the implementation of strategies to align greening and agroforestry planning with provincial and local government plans. Ensure development of Greening policies and strategies to support urban forestry. Ensure the development of forestry enterprises to ensure economic development. Ensure the development and implementation of capacity building and advisory services. Ensure the implementation of development plans and audits. Ensure the promotion of forestry sector growth and transformation. Ensure coordination and oversight of administration activities of the Forest Sector Charter Council. Ensure coordination and reporting on the implementation of the Forestry Masterplan. Ensure local economic development and eradication of poverty through forestry enterprise development. Ensure sustainable change in racial and gender composition of ownership, management, and control in the sector.

ENQUIRIES : Ms Pumeza Nodada, Tel No: 012 309 5717

POST 05/69 : **CHIEF DIRECTOR: FORESTRY POLICY MANAGEMENT REF NO: FOM14/2023**

SALARY : R1 308 051 per annum, (all-inclusive salary package)

CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Forestry / Natural Sciences or equivalent relevant qualification on NQF 7 within the related field as recognized by SAQA. Extensive experience in Forestry or the relevant field. Five (5) years of experience at senior management level. Knowledge of National Forestry Act, 84 of 1998 (NFA), National Veld Fire Forestry Act, 101 of 1998 (NVFFA) and National Environmental Management Act, 107 of 1998. Knowledge in the regulation of natural resources as well as the Environmental Legislation and policies impacting on the Forestry Sector. Knowledge of government administrative procedures (PFMA and treasury regulations). Leadership and management. Strategic thinking. Analytical thinking. Excellent communication skills (verbal and written). Ability to interpret regulations and develop appropriate policy. Ability to work under extreme pressure Ability together and analyse information.

DUTIES : Oversee the development, interpretation, and monitoring of forestry policy. Ensure the development of forest sector specific strategies and enforcement frameworks. Ensure provision of technical and administrative support to the National Forests Advisory Council. Oversee the protection of forest resources. Oversee the effective administration of the NFA and NVFFA, including the development of regulations, guidelines, norms and standards and training. Oversee the provision of forestry scientific and technical support services. Monitor compliance with regional and international standards of sustainable forest management. Participate in all forestry related international conventions and agreements. Ensure that memorandums of understanding with SADC countries are signed and implemented.

ENQUIRIES : Ms Pumeza Nodada Tel No: 012 309 5717

OTHER POSTS

POST 05/70 : **SPECIALIST SCIENTIST: STOCK ASSESSMENT REF NO: FIM07/2023**
Re-advert (FIM01/2022), all applicants are encouraged to re-apply

SALARY : R1 303 509 per annum, (an all-inclusive annual remuneration package)

CENTRE : Cape Town (Foretrust Building)

REQUIREMENTS : A PhD in Mathematics, Applied Mathematics, or Statistics, or a PhD in the Biological Sciences, or relevant qualification (NQF Level 10), with a strongly quantitative fisheries modelling focus, 10 years' relevant scientific experience after BSc qualification and Compulsory registration with SACNASP as a Professional Natural Scientist (Registration certificate or current subscription confirmation must be provided with application). Knowledge of: the Marine Living Resources Act; Fishery sector and fisheries management; quantitative assessment techniques for fisheries; including stock assessment models,

		Operational Management Procedures, Management Strategy Evaluation, and development of stock recovery plans; statistical and analytical software, including "R" and Automatic Differentiation Model Builder (ADMB), and coding; Biology, Ecology, life history strategies and population dynamics of fisheries resources; Scientific methodologies and models; Research and development; Computer-aided scientific applications; legal compliance; Technical report writing; Data analysis; Policy development and analysis; Scientific presentation. Skills: Strategic capability and leadership; Decision making; Team leadership; Analytical skills; Financial management; Customer focus and responsiveness; Communication; Networking; Planning and organizing; Conflict management; People management; Change management; Problem solving and analysis; Programme and project management; Mentoring.
<u>DUTIES</u>	:	Perform final review and approvals or audits on scientific projects: Perform scientific functions and establish research and regulatory frameworks; Guide the setting of scientific standards, specifications and service levels according to organizational objectives; Monitor and evaluate scientific efficiency. Provide strategic research direction on scientific matters: Provide expert support and advice to stakeholders; Develop relationships and collaborations at national, regional and international levels; Participate actively at national, regional and international arena; Play a lead role in the presentation and exchange of scientific knowledge and information; Review scientific publications. Lead, coordinate and develop scientific models and regulatory frameworks: Design scientific methodology for the analysis of scientific data; *Evaluate, monitor and disseminate information; Design and develop appropriate scientific models to generate information and knowledge; Formulate and evaluate proposals and compile reports. Research and development: Continuous professional development to keep up with new technologies and procedures; Lead, coordinate and conduct basic (fundamental) and applied research; Ensure knowledge generation and dissemination; Review scientific publications; Publish and present research findings; Liaise with relevant bodies / councils on science-related matters; Source funding for research projects. Human Capital development: Mentor, train and develop scientists and others to promote skills / knowledge transfer and adherence to sound scientific principles and code of practice; Supervise scientific work and processes; *Manage the performance and development of staff.
<u>ENQUIRIES</u>	:	Dr. K Prochazka Tel No: (083) 302 8191 e-mail: KProchazka@dffe.gov.za
<u>POST 05/71</u>	:	<u>IT SECURITY MANAGER REF NO: CMS01/2023</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R766 584 per annum, (all-inclusive remuneration package) Pretoria National Diploma (NQF6) /Degree in Information Technology or relevant qualification. A minimum of three years' experience in a junior management level (ASD) in Information Technology or relevant field. Knowledge of Information Technology. IT Security certification (e.g., CompTIA Security+, Certified Network Defender, etc.) from vendor-neutral ICT security certification bodies such as the EC-council, CompTIA, ISACA. Knowledge of technical and administrative controls in security and threats. E.g., Application Security controls, Network Security Controls, Awareness, Information Security, Auditing (Logs), Cybersecurity, Phishing, SQL injection, malware, etc. Experience in project management, financial management and personnel management. Information Technology Security skills. Sound organizing and planning skills. Good communication skills. Writing skills Interpersonal skills. Ability to gather and analyze information. Ability to develop and apply policies. Ability to work individually and in team.
<u>DUTIES</u>	:	Manage and maintain ICT Security Infrastructure. Ensure that the Endpoint Protection Platform (anti-virus software) is centrally managed and configured properly (vendor recommendation and best practices) to secure all endpoints. Maintenance of Web Security Gateways for all offices. Develop and maintain an IT Risk Register in conjunction with Risk Management unit. Compile Risk Mitigation Plan for all relevant offices and report implementation progress to stakeholders. Conduct IT Risk Management. Co-ordinate internal and external audit activities. Conduct Review of audit report. Ensure Audit Compliance Research trends in IT Security. Review the IT Security Incident Response Plan. Administration of IT Security Functional Environment. Review, Develop and direct the implement IT Security policies, IT security standards, and IT Security procedures. Manage procurement of IT Security related solutions and services.

ENQUIRIES : Mr L Pulumo; Tel: 012 399 9725

POST 05/72 : **SCIENTIST PRODUCTION: GRADE A-C LARGE-PELAGIC FISHERIES RESEARCH REF NO: FIM08/2023**

SALARY CENTRE REQUIREMENTS : R646 854 per annum, (an all-inclusive annual remuneration package)
: Cape Town (Foretrust Building)
: Honours degree in Mathematical Science/Natural Sciences or relevant qualification (NQF Level 8), 3 years post qualification experience in applied marine science or relevant field and Compulsory registration with SACNASP as a Professional Natural Scientist (Registration document or annual subscription confirmation must be provided with application). Knowledge: Theoretical and/ or practical knowledge of fisheries and biological research activities; Familiar with software applications for the storage and manipulation of large datasets and statistical analysis of data, in particular the MS Access database environment and the statistical programming language 'R'; Proven ability to carry out quantitative analyses; Ability to formulate and write reports and peer-reviewed scientific papers and scientific reviews. Skills: Data analysis and statistics; Strong quantitative focus; programme and project management. Ability to identify research gaps and develop an appropriate research programme. Ability to work individually and in a team. Ability to under pressure and submit documents to international fora within required timeframe. Ability and willingness to work at sea.

DUTIES : Perform final review and approvals or audits on scientific projects: Develop and implement methodologies, policies, systems and procedures; Compile scientific data and annual submissions for Regional Tuna Fisheries Management Organizations; Manage and improve the Large Pelagic databases; Provide scientific advice relative to permit conditions and policy; Engage with fisheries managers and fishing sectors and stakeholders on scientific results and advice; Create scientific, data and annual submissions for Regional Tuna Fisheries Management Organizations, CCSBT, ICCAT and IOTC; Prepare and manage section budget. Perform scientific analysis and regulatory functions: Participate in stock assessments, risk assessments and population analyses of large pelagic fishes caught in the South African tuna fisheries; Research and development, Conduct routine biological sampling of large pelagic predatory fish catches in ports and factories; Conduct presentations at scientific conferences and to stakeholders, Review literature on large pelagic predatory fishes, sharks and their fisheries. Perform administrative and planning tasks: Plan implementation of projects (e.g., Field trips and outsourcing of sample analysis). Manage the registering, entry, validation and storage of catch statistics and research data.

ENQUIRIES : Dr. S Kerwath Tel No: (083) 991 4641 e-mail: SKerwath@dffe.gov.za

POST 05/73 : **CONTROL BIODIVERSITY OFFICER GRADE A: BABS POLICY ANDIMPLEMENTATION REF NO: BC03/2023**

SALARY CENTRE REQUIREMENTS : R517 725 per annum
: Pretoria
: A four (4) year degree (NQF 8) in Natural or Environmental Sciences or equivalent qualification with the related field plus six (6) years post qualification experience in a related field. Knowledge of the National Environmental Management: Biodiversity Act, 2004 (Act No. 10 of 2004) (NEMBA), its associated subordinate legislation, and other relevant acts that deal with biodiversity matters. Knowledge of relevant legal processes. Knowledge of protection and sustainable use of natural resources, in particular but not limited to threatened or protected species and applicable MEAs (CITES and CBD). Knowledge of administrative procedures. Knowledge of, and experience in, the application of the provisions of NEMBA, and its associated subordinate legislation, or experience in a law environment. Knowledge of the National Environmental Management Act, 1998 (Act No. 107 of 1998) (NEMA) and other acts affecting biodiversity. Good Communication skills. Interpersonal skills and Listening skills. Planning and execution, acceptance of responsibility, interpersonal relations, teamwork, reliability, self-discipline & Positive attitude.

DUTIES : Implement national legislation, regulations, policies, strategies, norms, and standards relating to bioprospecting, access, and benefit sharing. Support and implement international ABS provisions and other relevant international agreements. Support the review of legislation in relation to Bioprospecting,

Access, and Benefit Sharing (BABS) and the development of implementation tools. Cooperate and liaise with stakeholders on all matters relating to the implementation of legislation, regulations, protocols, and other international agreements. Support engagements and approval of the prioritised benefit sharing agreements process.

ENQUIRIES : Ms Natalie Feltman Tel No: 012 399 8917

POST 05/74 : **SENIOR MARINE CONSERVATION INSPECTORS FISHERIES PROTECTION VESSELS REF NO FIM09/2023 (X2 POSTS)**

SALARY : R269 214 per annum, (R420 311 per annum total cost to company)
CENTRE : Cape Town
REQUIREMENTS : National Diploma (NQF6)/degree in Nature Conservation/Natural Science and/or Policing Law enforcement or relevant equivalent qualification. Experience in law enforcement and or related field. A valid driver's license. 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; 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, planning and organizing skills.

DUTIES : Assist the team leader with consultation with the master of the Inshore / Offshore Patrol vessel in terms of the objective of the sailing orders. Consult the Vessel Operations System (VMS) room officials and obtain vessel specific locations and ensure planning and logistical arrangements, Address non-compliance through arrests, confiscations and seizure of exhibits. Conduct sea-based inspections of registered and non-registered vessels in fisheries sectors: Verify that all fishing vessels at sea are in possession valid fishing licence/s, permit/s, and fish processing establishment (FPE) permits and ensure that a relevant law enforcement action is taken against those who are not compliant; Register' process and monitor cases and admission of guilt fines: Provide inputs in planning and execute anti-poaching operations with other state's organs; Identify transgression/s and infringements during inspections at sea; Secure and maintain chain of evidence; Handle 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 operations; Initiate planning and invite identified role players to a strategic planning session. Participate and conduct final planning sessions with all stakeholders involved; Prepare and provide a detailed report on completion of special operations.

ENQUIRIES : Mr Moshani Tel No: (021) 402 3366
NOTE : Be prepared to work flex hours and shift work

POST 05/75 : **MARINE RESEARCH ASSISTANT REF NO: FIM10/2023**

SALARY : R181 599 per annum (R314 005 per annum total cost to company)
CENTRE : Cape Town
REQUIREMENTS : Applicant must be in possession of grade 12 with experience in biology sampling, data collection and/or relevant field. Applicant will be expected to undergo and pass a medical for seafarers in line with (section 101 of the SAMSA Act 57 Of 1951). Knowledge of Marine Living Resource Act) and other relevant acts, data capturing procedures, record management principles. Skills: Planning and execution; Computer literacy; good communication (verbal and written) willingness to work at sea on commercial and research vessels and spend extensive periods away from home while on sea/field trip.

DUTIES : Maintenance of infrastructure and equipment: provide support during annual servicing and surveys of boats, diving gear, vehicles, and oceanographic equipment; support storing and securing all sections assets. Undertake logistical arrangements and requisitions: provide support in purchase of goods and services in the section; provide administration support in preparation for field trips. Prepare, load and operate equipment during land based and ship-based research survey; participate in all research related processes. Gather research data from different sources; process biology samples from fisheries research activities; capture and validate data; record and archive data from fisheries, research survey, land-based sources, and other stakeholders.

ENQUIRIES

: Ms Y De La Cruz: Tel No: (021) 402 3634: Email: LDeLaCruz@dffe.gov.za