

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

- 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.
 Cape Town/ Northwest/ Northern Cape applications must be submitted to 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** : Human Resource 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 07/46** : **CHIEF DIRECTOR: APPEALS AND STRATEGIC ENVIRONMENTAL INSTRUMENTS REF NO: RSCM 05/2023**
- SALARY** : R1 308 051 per annum, (all-inclusive salary package)
- CENTRE** : Pretoria
- REQUIREMENTS** : LLB degree or relevant equivalent qualification within the related field as recognized by SAQA plus a minimum of eight years post qualification experience in the legal field. A minimum of 5 years of experience at a senior managerial level within the relevant field. Extensive experience in the administration of appeals. Good knowledge of Constitutional Law, Environmental Law, Public Administrative Law, legal review processes,

internal appeals and the administration of internal statutory processes, as well as the Promotion of Administrative Justice Act, the Promotion of Access to Information Act and the Protection of Personal Information Act is required. Knowledge of strategic coordination and planning. Strategic capability and leadership; people management and empowerment. Understanding of risk management and audit procedures. Knowledge of policy development and business process management. Understanding of change management and financial management. Programme and Project Management skills. Ability to lead a multidisciplinary team. Knowledge of research methodologies and research presentation. Sound organising, planning and excellent communication skills, analytical, innovative, problem solving, and interpersonal skills. Ability to work under pressure and long hours. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Provide overall leadership by ensuring the strategic management and co-ordination as well as the successful functioning of the Chief Directorate. Oversee and manage the co-ordination and administration of appeals in terms of the National Environmental Management Act, Specific Environmental Management Acts, Promotion of Access to Information Act; the Marine Living Resources Act, Act 18 of 1998, and other applicable legislations. Oversee and manage the provisioning of technical legal support to the Minister in the processing and drafting of recommendations on appeal received. Oversee and ensure the development of the integrated environmental management (IEM) guidelines. Responsible for ensuring that the work produced by the Chief Directorate is legally defensible and of good quality, and that the timelines and prescripts set by the legislation are adhered to.

ENQUIRIES : Ms P Diphaha Tel No: 012399 9602
CLOSING DATE : 27 March 2023

POST 07/47 : **CHIEF DIRECTOR: DEMAND AND ACQUISITION MANAGEMENT REF NO: CFO04/2023**

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

REQUIREMENTS : An undergraduate qualification in Logistics Management/Supply Chain Management/ Financial Accounting or any relevant qualification on (NQF7) within the related field as recognised by SAQA. Extensive experience in the relevant field. Applicants must have five (5) years of experience at senior management level. Knowledge of demand management, procurement, and business practices. Knowledge of acquisition and contract management services. Ability to establish and manage acquisition and contract management systems and controls. Knowledge of strategic planning and budgeting. Project Management skills. Service orientated. Sound organising, planning and leadership skills. Knowledge of HR management practices. Ability to develop, interpret and implement policies, strategies, and legislation. Excellent communication, analytical, innovative, problem solving, and interpersonal skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Ability to work under pressure and long hours. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Ensure an effective and efficient acquisition management in compliance with SCM prescripts. Facilitate an effective and efficient Demand Management framework. Ensure adequate contract management and compliance with reporting requirements. Facilitate the establishment of Bid Specification Committee (BSC), Bid Evaluation Committee (BEC) and Bid Adjudication Committee (BAC). Sound corporate governance and improved compliance with SCM reporting requirements (Internal and external reporting). Provide strategic leadership to the Chief Directorate and ensure effective strategy to achieve Annual Performance Plan targets. Provide advice to enable the implementation and maintenance of systems to identify and mitigate risks threatening the attainment of objectives and the optimisation of opportunities that would enhance institutional performance. Ensure effective SCM risk assessment, development, and implementation of risk response plan. Provide reports to Management and the Audit and Risk Committee on SCM related matters. Manage human and financial resources within the chief directorate.

ENQUIRIES : Ms P Diphaha Tel No: (012) 3999602
CLOSING DATE : 27 March 2023

POST 07/48 : **DIRECTOR: APPEALS (X2 POSTS)**

SALARY : R1 105 383 per annum, (all-inclusive salary package)
CENTRE : Cape Town Ref No: RCSM06/2023
Pretoria Ref No: RCSM07/2023

REQUIREMENTS : LLB degree or relevant equivalent qualification as recognized by SAQA plus a minimum of eight years post qualification experience in the legal field. Minimum of five years' experience at middle or senior managerial level. Good knowledge of Constitutional Law, Environmental Law, Public Administrative Law, legal review processes, internal appeals, and the administration of internal statutory processes, as well as the Promotion of Administrative Justice Act, the Promotion of Access to Information Act and the Protection of Personal Information Act is required. The ability to budget for, plan and coordinate activities at a Senior Management level and to coordinate appeals across government departments. Good research, analytical, drafting skills, presentation and listening skills. Good language skills (English). Must be able to communicate at all levels as the post requires the ability to advise the Minister. Must have a client focused attitude. Must have an eye for detail and an ability to supervise and guide the Directorate. Must be diplomatic and have an ability to influence, inspire and motivate people. Output driven with an ability to adhere to deadlines. Have a good support system to be able to work after hours, public holidays and over weekends when required. Problem solving skills and an ability to continuously improve on the quality of the work produced or the effectiveness of systems and procedures. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Manage the administration and coordination of appeals lodged against the Department in terms of the Marine Living Resources Act (MLRA); Integrated Coastal Management Act and the Promotion of Access to Information Act. Oversee the provisioning of technical legal support to the Minister and input in the processing and drafting of recommendations on appeals received. Manage the provision of general legal support. Responsible for ensuring that the work produced by the Directorate is legally defensible and of good quality, and that the timelines and prescripts set by the legislation are adhered to.

ENQUIRIES : Mr S Bapela Tel No: 012-399-9422
CLOSING DATE : 20 March 2023

POST 07/49 : **DIRECTOR: COMPLIANCE ENVIRONMENTAL IMPACT AND POLLUTION REF NO: RCSM08/2023**

SALARY : R1 105 383 per annum, (all-inclusive salary package)
CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Environmental Management/Environmental Law or any relevant qualification on (NQF7) within the related field as recognised by SAQA. Five years of experience at a middle/senior managerial level. Experience specifically in environmental compliance and enforcement, specifically in the Pollution and Waste environment will be an added advantage. Designation as an Environmental Management Inspector will be an added advantage. Knowledge of environmental policies, legislation, international instruments, constitutional law and administrative law; together with practical experience in the application thereof to cases of non-compliance within the brown (pollution and waste) legislation. In-depth understanding of the environmental law, specifically the National Environmental Management Act and Specific Environmental Management Acts (NEM: AQA, NEM: Waste Acts and all related regulations as well as the implementation of environmental compliance and enforcement management systems and best practices. Excellent written and verbal communication skills, particularly with regard to drafting of compliance inspection reports, directives, notices and legal correspondence. The ability to interact with and provide assistance to a wide range of stakeholders as well as an understanding of intergovernmental relations and co-operative governance. Strategic, leadership, analytical, problem-solving and negotiation skills. Information management and computer literacy skills. A service-orientated approach and ability to work efficiently and effectively under pressure. A high level of personal accountability and attention to detail. Ability to understand the pollution and waste environment in order to create an effective compliance structure to deal with those issues Successful

- completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).
- DUTIES** : Management of compliance monitoring processes related to pollution and waste legislation in accordance with the Directorate's strategic goals for successful and effective compliance actions. Manage the daily work of compliance officials under his/her employ. Create and develop systems to deal with noncompliance with pollution and waste legislation. Carrying out the function of an environmental management inspector (EMI). Review of and support provided in relation to strategic compliance related activities. Utilizing and ensuring the effective use of the relevant information management tools to effectively manage compliance and report progress thereon. Ensure coordination and participation of compliance promotion or awareness with environmental legislation. Building national compliance capacity and providing strategic compliance support. Ensure the implementation of national compliance and enforcement strategy. Ensure the promotion, networking and building of relationships, including liaison with key stakeholders.
- ENQUIRIES** : Mr S Bapela Tel No: 012-399-9422
- CLOSING DATE** : 27 March 2023
- POST 07/50** : **DIRECTOR: BIODIVERSITY FINANCE INITIATIVE (BIOFIN) REF NO: BC04/2023**
(3-Year Contract)
Re-advertisement, candidates that previously applied are encouraged to re-apply.
- SALARY** : R1 105 383 per annum, (all-inclusive salary package)
- CENTRE** : Pretoria
- REQUIREMENT** : An undergraduate qualification in Environmental Management or relevant qualification on NQF level 7 as recognized by SAQA. Five years of experience at a middle/senior managerial level. Extensive experience in a relevant field. Knowledge of environmental and development issues (globally, regionally, locally). Technical knowledge based on a sound research base, environment and other relevant fields is critical. Knowledge and skills to be able to contribute to the development of integrated, sound strategies towards biodiversity and conservation. Specialist knowledge of the latest international and national theory and developments in respect of environmental impact, land use and spatial planning legislation, policies, and strategies. Ability to manage and plan for activities, including projects. Ability to develop, interpret and apply policies, strategies, and legislation. Resource mobilization and ability to attract alternative finance options for the Biodiversity sector an. Knowledge of HR management practices, legal issues, negotiations and dealing with conflict. Excellent organizational skills; Strong analytical, writing and communication skills. Ability to prepare publications, reports and presentations. Ability to manage and work with a multidisciplinary and multicultural team. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).
- DUTIES** : Ensure management of the BIOFIN project. Consult with the United Nations Development Program: (UNDP) Country Office and BIOFIN Central Technical Unit to elaborate/revise work plan, report on the schedule and budget. Provide support to the formulation and management of the National BIOFIN Steering/Advisory Committee. Lead project monitoring, reporting and evaluation at national level. Compile BIOFIN progress reports (substantive and financial) regularly for UNDP and project partners. Provide technical leadership and support to the BIOFIN project. Provide key technical leadership on Public Finance and technical expertise in assuring horizontal integration and consistency of workstreams/studies. Facilitate coordination of national BIOFIN and NBSAP processes for mutual reinforcement. Provide communication support on project outreach to the stakeholders. Ensure collaboration of counterparts on data and information provision, expert review, and verification. Prepare detailed reports and analysis of national BIOFIN project results and impacts including in preparation for COP12 and for project end. Provide a knowledge management and reporting support.
- ENQUIRIES** : Dr T Makholela Tel No: 012 399 9150
- CLOSING DATE** : 27 March 2023

POST 07/51 : **DIRECTOR: FORESTRY ENTERPRISE DEVELOPMENT REF NO: FOM16/2023**

SALARY : R1 105 383 per annum, (all-inclusive salary package)

CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Forestry or relevant qualification on (NQF7) within the related field as recognised by SAQA. A minimum of five years' experience at middle /senior management level. Experience in Forestry or related field. Knowledge of National Forestry Act, 84 of 1998 (NFA), National Veld Fire Forestry Act, 101 of 1998 (NVFFA). Knowledge of Policy Development and Implementation. Conceptualisation and coordination of campaigns and events. Participatory Approaches in Forest Management and Forest Enterprise Development. Leadership Management. Coordination and Stakeholder Liaison. Change Management. People Management. Financial Management. Sound Research, Analytical, Organising, Planning, and Presentation. Interpersonal Skills. Good communication skills (Verbal and written). Ability to work with difficult persons and to resolve conflict. Ability to work under pressure and long hours. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Manage and ensure the implementation of timber production enterprises. Coordinate, oversee and promote the afforestation programmes in the sector. Ensure support for communities who are eligible to establish new plantations. Establish and maintain partnerships with industry role-players to ensure development of land earmarked for afforestation. Manage and ensure the implementation of non-timber forest products programmes. Develop and review strategy framework on Non-Timber Forest Products. Promote and implement initiatives to ensure partnerships between owners of forest land and beneficiaries of non-timber forest products. Manage and coordinate technical and funding support for the subsectors in the forestry value chain. Coordinate partnerships with various development agencies that can assist in supporting SMMEs. Develop an integrated support programme for SMMEs in the sector. Monitor and evaluate the impact of the forestry enterprise development programme.

ENQUIRIES : Mr P Ndlovu Tel No: (012) 399 8807

CLOSING DATE : 27 March 2023

POST 07/52 : **DIRECTOR: FORESTRY LIVELIHOODS REF NO: FOM17/2023**

SALARY : R1 105 383 per annum, (all-inclusive salary package)

CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Forestry or relevant qualification on (NQF7) within the related field as recognised by SAQA. A minimum of five years' experience at middle /senior management level. Experience in Forestry or related field. Knowledge of National Forestry Act, 84 of 1998 (NFA), National Veld Fire Forestry Act, 101 of 1998 (NVFFA). Knowledge of Policy Development and Implementation. Conceptualisation and coordination of campaigns and events. Participatory Approaches in Forest Management and Forest Enterprise Development. Leadership Management. Coordination and Stakeholder Liaison. Change Management. People Management. Financial Management. Sound Research, Analytical, Organising, Planning, and Presentation. Interpersonal Skills. Good communication skills (Verbal and written). Ability to work with difficult persons and to resolve conflict. Ability to work under pressure and long hours. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Ensure the implementation of the forestry livelihood programmes. Formulate programmes and guidelines for the sustainable access of communities to forest resources. Promote and create awareness among communities and their service providers of the opportunities for sustainable livelihoods support through forestry. Champion the participatory approaches to Sustainable Forest Management. Ensure implementation of forestry projects that ensures household security through systems such as Agroforestry. Manage and coordinate forestry campaigns. Establish linkages and partnerships with key role players to maximise impact and to leverage on resources for the campaigns. Manage and ensure the implementation of the Forestry National Greening Programmes. Create awareness on sector forestry programmes.

Monitor and evaluate livelihood and greening programmes. Ensure collation of tree planting statistics to report departmental and broader stakeholder initiatives. Ensure the review of training policies, guidelines, documents, and tools to enhance greening implementation and nursery management.

ENQUIRIES : Mr P Ndlovu Tel No: (012) 399 8807
CLOSING DATE : 27 March 2023

POST 07/53 : **DIRECTOR: FORESTRY SCIENTIFIC & TECHNICAL SERVICES REF NO: FOM18/2023**

SALARY : R1 105 383 per annum, (all-inclusive salary package)
CENTRE : Pretoria
REQUIREMENTS : An undergraduate qualification in Forestry or relevant qualification on (NQF7) within the related field as recognised by SAQA. A minimum of five years' experience at middle /senior management level. Experience in forestry environment or related field. Extensive knowledge of National Forestry Act, 84 of 1998 (NFA), National Veld Fire Forestry Act, 101 of 1998 (NVFFA) and the Management of State Forests Act, 128 of 1992. Understanding of law enforcement legislation and relevant regulations. Understanding and knowledge of spatial and non-spatial information systems. Knowledge and understanding of relevant national legislation and international agreements and commitments and their impact. Knowledge and understanding international laws, agreements, and commitments pertaining to Forestry Management. Leadership Management. Programme and Project Management. Knowledge Management. Service Delivery Innovation (SDI). Change Management. People Management and Empowerment. Financial Management. Sound Research, Analytical, Organising, Planning, and Presentation. Interpersonal Skills. Computer literacy. Good communication skills (Verbal and written). Ability to work with difficult persons and to resolve conflict. Initiative and creativity. Ability to work under pressure and long hours. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

DUTIES : Manage forestry research, development, and innovation in the sector. Ensure that the research function keeps up with the world trends. Manage the development of national norms and standards for sustainable forest management. Manage the development of principles, criteria, Indicators, and Standards for the Sustainable Forest Management (SFM). Ensure provision of scientific forest management guidelines, best practice, and assistance to the Branch and broader forestry sector. Manage the provision of specialist technical advice and support to the Branch and other relevant stakeholders. Manage the provision of forestry subject inputs towards integrated environmental management. Facilitate and monitor the implementation, maintenance, and improvement of sustainable forestry management business processes. Provision of strategic forestry information and knowledge to support policy development and decision-making. Ensure compliance with the national and international forestry reporting requirements. Co-ordinate and manage spatial and non-spatial information gathering processing and analysis. Co-ordinate regional Geographical Information Systems (GIS) and processes for gathering data and mapping. Maintain a comprehensive GIS database for the region with maps and environmental data. Oversee the development of GIS reports, for further action.

ENQUIRIES : Mr P Ndlovu Tel No: (012) 399 8807
CLOSING DATE : 27 March 2023

POST 07/54 : **DIRECTOR: STATE FOREST LAND ADMINISTRATION REF NO: FOM19/2023**

SALARY : R1 105 383 per annum, (all-inclusive salary package)
CENTRE : Pretoria
REQUIREMENTS : An undergraduate qualification in Forestry or relevant qualification on (NQF7) within the related field as recognised by SAQA. A minimum of five years' experience at middle /senior management level. Experience in Forestry and/or land administration or related field. Knowledge of National Forestry Act, 84 of 1998 (NFA), National Veld Fire Forestry Act, 101 of 1998 (NVFFA) and Natural Environmental Management Act, 107 of 1998. Knowledge in regulation of natural resources. Knowledge of Environmental Legislation and policies impacting on the forestry sector. Knowledge of government administrative

procedures (PFMA and Treasury Regulations). Leadership Management. Coordination and Stakeholder Liaison. Change Management. People Management. Financial Management. Sound Research, Analytical, Organising, Planning, and Presentation. Interpersonal Skills. Good communication skills (Verbal and written). Ability to work with difficult persons and to resolve conflict. Ability to work under pressure and long hours. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG).

- DUTIES** : Develop long term lease agreements in terms of land use, asset management, land reform and tenure rights. Ensure provision of support to regions in the transfer of state plantations. Liaise and ensure participation by all relevant stakeholders in the forestry transfer planning processes. Manage the design of appropriate forest transfer models. Monitor compliance with transfer agreements. Ensure the effective management planning of state forests. Ensure effective planning in respect of the management of State. Manage the allocation of contract or concession areas for commercial forestry purposes. Ensure the consolidation of reports in respect of resource inventory, asset register, annual stock enumeration and estimate damage of fires on the appropriate systems. Ensure revenue generation through the sustainable management of state forestland. Promote and support growth activities for commercial forestry. Ensure the sustainable development and management of plantation forestry to optimize the social, economic, and environmental benefits.
- ENQUIRIES** : Ms M Leseke Tel No: (012) 307 5704
- CLOSING DATE** : 27 March 2023

OTHER POSTS

- POST 07/55** : **DEPUTY DIRECTOR: ENVIRONMENTAL SECTOR PLANNING AND PERFORMANCE MANAGEMENT SUPPORT REF NO: CMS05/2023**

- SALARY** : R766 584 per annum, (all-inclusive remuneration package)
- CENTRE** : Pretoria
- REQUIREMENTS** : National Diploma (NQF6)/Degree in Public Administration/ Public Management/Business Management or relevant qualification. A minimum of three (3) years relevant experience of which three (3) years should be at junior managerial level (Assistant Director Level or equivalent). Proven competencies on organizational performance management, information & Electronic document management, and environment sector planning. Knowledge of Public Service Procedures and Prescripts. Knowledge of relevant legislations, National Treasury and Presidency guidelines in relation to planning and performance management. Knowledge of government Administration and Financial procedures. Knowledge of management processes and principles. Sound organizing and planning skills. Analytical skills. Good communication skills. Effective customer relationships management skills. Research and scientific reporting. Project management skills. Presentation skills and stakeholder engagement/management. Computer literacy. Ability to work independently and under extreme pressure.

- DUTIES** : Ensure provision of the strategic planning support on the development and review of the Environment Sector's 5-year plan with relevant sector Partners. Provide annual planning support to the Environment Sector intergovernmental stakeholders on the development of annual work plans aligned with sector MTSF priorities and mandate. Ensure provision of performance management monitoring and reporting on Environment Sector Priorities. Provide administrative and stakeholder management support.

- ENQUIRIES** : Ms S Sangqu Tel No: 012 399 9017
- CLOSING DATE** : 20 March 2022

- POST 07/56** : **CONTROL ENVIRONMENTAL OFFICER GRADE A: PRIORITY AREA IMPLEMENTATION REF NO: CCAQ01/2023**

- SALARY** : R517 725 per annum
- CENTRE** : Pretoria
- REQUIREMENTS** : A four-year Degree (NQF 8) or equivalent qualification in Natural or Environmental Sciences plus six years post qualification experience in the relevant field. Knowledge of environmental and developmental issues (globally, regionally, locally). Detailed knowledge of the National Environment

Management: Air Quality Act and government administrative processes. Ability to develop, interpret and apply policies, strategies and legislation. Understanding of air quality management practices; industrial processes and emissions management. Ability to plan, design and manage projects. Strong stakeholder engagement background; negotiation skills; problem solving and analysis. Customer focus, client orientation, and communication skills (Written and Verbal). Good interpersonal relations skills, ability to work under pressure and to resolve conflict.

DUTIES : Contribute towards the implementation of Priority Area Air Quality Management Plan, systems, tools, regulations, and strategies. Facilitate the development of annual implementation plans for the priority areas Implementation Task Teams (ITT). Coordinate the implementation of priority area regulations. Facilitate the development and approval of emission reduction interventions and management plans. Monitor and evaluate the implementation of emission reduction interventions and management plans. Provide expert technical and subject specific support to air quality management functions in priority areas including atmospheric emission licensing, information management and capacity building. Manage and coordinate the implementation of specific projects for air quality management in priority area. Perform the review and audit of the implementation systems and interventions contained in the Priority Area Air Quality Management Plans. Provide inputs to the review and revision of the priority area Air Quality Management Plans.

ENQUIRY : Mr. V Senene Tel No: (012) 399 9217

CLOSING DATE : 20 March 2022

POST 07/57 : **CONTROL ENVIRONMENTAL OFFICER GRADE A: AIR QUALITY IMPROVEMENT PROGRAM REF NO: CCAQ02/2023**

SALARY : R517 725 per annum

CENTRE : Pretoria

REQUIREMENTS : A four-year Degree (NQF 8) or equivalent qualification in Natural or Environmental Sciences plus six years post qualification experience in the relevant field. Knowledge of environmental and developmental issues (globally, regionally, locally). Detailed knowledge of the National Environment Management: Air Quality Act and government administrative processes. Ability to develop, interpret and apply policies, strategies and legislation. Understanding of air quality management practices; industrial processes and emissions management. Ability to plan, design and manage projects. Strong stakeholder engagement background; negotiation skills; problem solving and analysis. Customer focus, client orientation, and communication skills (Written and Verbal). Good interpersonal relations skills, ability to work under pressure and to resolve conflict.

DUTIES : Give support to the Chief Directorate's Air Quality Management related projects. Manage and influence other authorities to incorporate air quality improvement initiatives for non-industrial sectors. Manage and provide support to the coordination and influencing of municipal officials toward implementation of interventions for improving municipal areas air quality. Manage and perform the reviewing and auditing of the non-industrial and sector emission management programs. Manage the identification of problems from non-industrial sources and support the development and implementation of solutions.

ENQUIRIES : Mr V Senene Tel No: (012) 399 9217

CLOSING DATE : 20 March 2022

POST 07/58 : **CONTROL ENVIRONMENTAL OFFICER GRADE A: LAND REMEDIATION REF NO: CWM3/2023**

SALARY : R517 725 per annum, (OSD package)

CENTRE : Pretoria

REQUIREMENTS : A four-year degree (NQF Level 8) in Natural / Environmental Science or relevant qualification. Six years post qualification experience in a related field. Extensive knowledge of environmental quality and protection related policies. Understanding of Environmental issues relating to waste management and contaminated land. Waste management planning. Knowledge of Environmental policy, legislation, and regulation development. Knowledge of business planning and budgeting methodologies. Understanding of government standard administrative procedures. Financial and Procurement

- administrative procedures (PFMA & Treasury Regulations). Contract Management. Organisational and planning skills. Good Communication skills (written and spoken). Programme and Project Management. Good interpersonal relations. Advanced computer skills. Strategic, analytical and creative thinking. Ability to collect and interpret information and reports. Ability to work under extreme pressure. Ability to work long hours voluntarily.
- DUTIES** : Conduct environmental performance assessments. Give support to industry on waste management planning and reporting. Identifying and prioritizing the development of the required guidelines, norms and standards for planning and management of waste for various sectors of the industry. Provide support to industries on waste management and contaminated land. Gather information directly from the industry players regarding the challenges that they face in so far as the implementation of the Waste Act is concerned. Encourage industry to participate in the Industry Waste Management Forum. Coordinate and monitor the overall progress towards the implementation of the Forum objectives. Ensure that remediation orders are finalised within timeframes. Monitor compliance with the Order or Remediation Order. Provide support to Compliance and Enforcement chief directorates in attending to complaints related to contaminated land and waste management issues. Ensure that section 36(6) notices are processed within timeframes. Investigate the veracity of the report/referral or complaint and take appropriate action.
- ENQUIRIES** : Dr Tshitangoni Tel No: (012) 399 9793
CLOSING DATE : 20 March 2022
- POST 07/59** : **SENIOR LEGAL ADMINISTRATION OFFICER (MR6): CORPORATE LEGAL SUPPORT REF NO: RCSM10/2023 (X2 POSTS)**
- SALARY** : R495 354 per annum, (OSD)
CENTRE : Pretoria
REQUIREMENTS : LLB degree (NQF8) coupled with at least 8 years post qualification experience in the provision of legal services with supervisory skills (candidates with less than eight (08) years post graduate experience will not be considered). Preference will be given to candidates who are admitted attorneys or advocate in the High Court of South Africa. Candidates must have the ability to negotiate and draft contracts, international instruments and computer literacy is essential. Knowledge of Environmental law, PAIA, PAJA, POPIA and the Constitution is essential. Ability to interpret the provisions of the PFMA, Treasury Regulations, the Public Service Act and the Public Service Regulations as well as specific environmental legislation, issues affecting the environment and general environmental law is required. Good verbal and written communication and presentation and negotiation skills are essential. The ability to work in a team and independently is required. Candidates must be in possession of a valid driver's license and be able to travel.
- DUTIES** : Provide legal support to ensure compliance with relevant legislation. Provide legal advice, opinions and prepare legal documents for the department. Advice on the drafting and vetting of contracts and international instruments. Provide strategic legal support to the department. Ensure compliance with POPIA, PAIA and PAJA; and provide legal education to departmental officials.
- ENQUIRIES** : Ms C Jordaan Tel No: 012 399 8795
CLOSING DATE : 20 March 2022
- POST 07/60** : **ASSISTANT DIRECTOR: NRM REGIONAL PROGRAMMES REF NO: EP9005/2023**
- SALARY** : R491 403 per annum
CENTRE : North West
REQUIREMENTS : Bachelor Degree/National Diploma (NQF6) in Natural Science / Environmental Management. A minimum of three (3) years' experience in Natural Resource Management or relevant field. Knowledge of administrative procedures; financial management; project management and programme management; personnel management; sound organizing and planning skills. Compiling reports, listening and writing skills. Excellent communication skills (verbal and written). Proven experience at supervisory and contract management level. Computer literacy. Problem solving and conflict management. Valid drivers' licence as well as above average numerical literacy.
- DUTIES** : Provide project planning and implementation support for NRM projects at area level for hectares of land treated of invasive alien plants, bush encroachment

and other approved integrated ecosystem restoration activities. Provide support for implementation of approved social development and training interventions at the area level. Prevention of further spread and Potential invasions of land by Invasive Alien Plants (IAP) and Bush encroachment. Ensure effective financial management. Provide inputs into the allocation of budget for all projects in the area. Monitor and report all project expenditure as per approved budget and cash-flow. Ensure accountability by all staff through reporting of project progress and keeping record of evidence for all indicators. Provide effective Advocacy and Liaison through Engaging with other government departments, different spheres of government, State Owned Entities and other Stakeholders to foster cooperative governance. Engage with other stakeholder in developing and adjusting Business Plan for all projects in the area. Ensure effective monitoring and evaluation of Natural Resources Management (NRM) Projects in the area. Examine projects and ensure compliance with relevant legislative framework. Ensure achievement of planned vs. actual deliverables and adherence to Finance and Supply Chain Management requirements. Ensure compliance to all applicable norms and standards as well as compliance to EPWP recruitment monitoring, and reporting the requirements and transformation targets.

ENQUIRIES : Mr E Choma at 060 489 3537
CLOSING DATE : 20 March 2022

POST 07/61 : **ASSISTANT DIRECTOR: SECRETARIAT SUPPORT REF NO: ODG02/2023**

SALARY : R393 711 per annum
CENTRE : Pretoria
REQUIREMENTS : Bachelor's degree/ National Diploma (NQF 6) in Public Management/ Administration or relevant. A minimum of three (3) years' experience within relevant field. Knowledge of Public service prescripts, administrative procedures, Project Management, Intergovernmental Relations, Treasury Regulations and Financial Regulations. Ability to successfully manage a wide network of relationships. Good interpersonal relations. Ability to work with difficult person and resolve conflict. The candidate must have a sense of responsibility and loyalty, Objectiveness, Integrity, Self-Supervision, highly developed sense of honesty and protect the confidentiality of documents. Skills: Sound organizing skills, strong communication skills (verbal and written), Analytical and problem solving, Computer literacy, taking and drafting of accurate minutes, following on actions, good quarterly report writing, monitoring the implementation, interpersonal and problem-solving skills. Working knowledge of Microsoft office packages and a valid driver's license.

DUTIES : Provide Secretariat support to the Departmental Management Committees (Minister and Deputy Minister's meeting, Director-General's Management meetings and Departmental Makgotla. Provide Secretariat support to Intergovernmental Committees (Mintech, Minmec & SSOP Cluster. Monitor and manage the Departmental Calendar framework. Monitor and oversee of Coordination meeting with Ministry and Office of the Director -General. Provide logistical arrangements to the internal and external stakeholders.

ENQUIRIES : Mr T Morobane Tel No: 012 3999877
CLOSING DATE : 20 March 2022

POST 07/62 : **SCIENTIFIC TECHNICIAN PRODUCTION GRADE A-SEABIRDS RESEARCH REF NO: OC01/2023**

SALARY : R369 351 per annum
CENTRE : Cape Town
REQUIREMENTS : National Diploma (NQF 6) in Biological Science, or equivalent qualification. Compulsory registration with the SACNASP as certificated natural scientist. Three years' relevant post-qualification technical experience is required. Registration with SACNASP is compulsory. Experience in research design and application of data collection methods. Familiarity with data management/ quality control and parameters for validation. Experience and/or qualification in data management and analysis software/programs. Understanding of practical application; design; maintenance and/or calibration of marine monitoring equipment/systems. Ability to organize and participate in field work and/or go to sea for extended periods. Successful candidate must be within the basic parameters to satisfy sea-going & commercial diver medical/physical and Safety at Sea Training. The following would be an added advantage: a small

DUTIES

: craft skipper's certificate (Merchant Shipping Act, 1951); commercial dive qualification or willingness to train for one. Experience working with large marine vertebrates (turtles; sharks; marine mammals and seabirds). Assist with developing a seabirds sampling method, implement necessary seabirds related policies and field trips. Assist with the development and rollout of data collection applications for seabirds. Contribute towards and participate in other top predators' research/ data collection efforts (i.e. seabirds, sharks and marine mammals). Assist with the training of preliminary interpretation of seabird's data collected during both the field and the at sea observation of top predators. Assist with research design, logistic coordination and apply instruments and equipment under practical field conditions. Data collection, management, and analysis. Provide general technical assistance on ship/small boat data collection and other top predators-related research activities. Participate and plan research operations and field trips. Maintenance, calibration, and operation of scientific equipment. Provide technical support and technical advice. Conceptualize and development of scientific equipment. Liaise with relevant bodies/councils on technology-related matters. Manage research activities and review proposed scientific projects. Proficiency in various data collection methods and software packages. Participate in working groups and scientific fora. Preparation of data and routine interpretation, Database, and data management; and analysis of technical scientific data. Assist with small boat operations. Assist with procurement and purchase of research equipment. Manage and participate in categorizing, storage and maintenance of samples and data collection. Data analysis, report writing. Develop skills, mentor, and supervise junior staff, interns and students. Manage and lead the field surveys for research in the southern oceans. Manage research activities and review proposed scientific projects. Promote public awareness of scientific activities. Develop working relations with the client base. Mentor, train and develop technicians and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice.

ENQUIRIES

: Dr A Makhado Tel No: 0218195021 / Ms S Singh Tel No: 0218195048 / Mr M Seakamela: 0218195049

POST 07/63

: **SCIENTIFIC TECHNICIAN PRODUCTION GRADE A-SEABIRDS RESEARCH REF NO: OC02/2023**

SALARY CENTRE REQUIREMENTS

: R369 351 per annum
: Cape Town
: National Diploma (NQF 6) or BSc in Biological Science, Natural science, or equivalent qualification. Compulsory registration with the SACNASP as a certified natural scientist. Three years' relevant post-qualification technical experience is required. Registration with SACNASP is compulsory. Experience in research design and application of data collection methods. Familiarity with data management/ quality control and parameters for validation. Experience and/or qualification in data management and analysis software/programs. Understanding of practical application; design; maintenance and/or calibration of marine monitoring equipment/systems. Ability to organize and participate in field work and/or go to sea for extended periods. Successful candidate must be within the basic parameters to satisfy sea-going & medical/physical and Safety at Sea Training. The following would be an added advantage: a small craft skipper's certificate (Merchant Shipping Act, 1951); commercial dive qualification or willingness to train for one. Experience working with large marine vertebrates (turtles; sharks; marine mammals and seabirds).

DUTIES

: Assist with developing a seabirds sampling method, implement necessary seabirds related methods, protocols and policies and field trips. Assist with the development and rollout of data collection applications for seabirds i.e., conduct surveys of breeding seabirds island, and assess foraging distributions. Contribute towards and participate in other top predators' research/ data collection efforts (i.e., seabirds, sharks, and marine mammals). Assist with the training of preliminary interpretation of seabird's data collected during both the field and the at-sea observation of top predators. Assist with research design, logistic coordination and apply instruments and equipment under practical field conditions. Data collection, management, and analysis. Provide general technical assistance on ship/small boat data collection and other top predators-related research activities. Participate and plan research operations and field trips. Maintenance, calibration, and operation of scientific equipment. Provide

technical support and technical advice. Conceptualize and development of scientific equipment. Liaise with relevant bodies/councils on technology-related matters. Manage research activities and review proposed scientific projects. Proficiency in various data collection methods and software packages. Participate in working groups and scientific fora. Preparation of data and routine interpretation, Database, and data management; and analysis of technical scientific data. Assist with small boat operations. Assist with procurement and purchase of research equipment. Manage and participate in categorizing, storage and maintenance of samples and data collection. Data analysis, report writing. Develop skills, mentor, and supervise junior staff, interns and students. Manage and lead the field surveys for research in the southern oceans. Manage research activities and review proposed scientific projects. Promote public awareness of scientific activities. Develop working relations with the client base. Mentor, train and develop technicians and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice.

ENQUIRIES : Dr A Makhado Tel No: 021493 7286

POST 07/64 : **PROJECT COORDINATOR**

SALARY CENTRE : R331 188 per annum
 : Northern Cape Ref No: EP9001/2023
 : North West Ref No: EP9002/2023

REQUIREMENTS : National Diploma (NQF6)/Degree in Natural/Environmental Science. A minimum of three years' experience in relevant field. Understanding of Project management. Knowledge of Alien vegetation control. Good communication skills and sound organisation and planning skills. Knowledge of Working for Water policies and procedures, knowledge of legislation relevant to alien vegetation control will serve as an added advantage. Knowledge of the Public Service and Departmental procedures and prescripts. Computer literacy, knowledge of the Public Finance Management Act (PFMA). People management, change management and empowerment skills. Valid driver's license and willingness to travel and work long hours with limited supervision.

DUTIES : Provide project planning support services to the project by developing a strategic clearing plan and an Annual Plan of Operation (APO) for approval of budget allocation. Facilitate the implementation of project plans through the establishment of stakeholder engagement. Monitor implementation of project plans by conducting site audits to ensure compliance with Working for Water policies/standards, health and safety prescripts and various environment and agriculture legislation which govern alien vegetation control. Render projects close out services by conducting final site inspections and facilitating in the handing over of cleared land to the land user.

ENQUIRIES : Northern Cape: Mr N Manngo Tel No: (053) 836 7600
 : North West: Mr E Choma Tel No: 066 489 3537

CLOSING DATE : 20 March 2022

POST 07/65 : **SOCIAL DEVELOPMENT/TRAINING OFFICER REF NO: EP9003/2023**

SALARY CENTRE : R218 064 per annum
 : Eastern Cape

REQUIREMENTS : National Diploma (NQF6)/ Degree in Social Sciences or relevant equivalent qualification. A minimum of one year experience in relevant field. Be able to gather and analyse information, to develop and apply policies. Must be able to compile Annual Training Plans for participants. Computer literacy, good communication skills, sound organising and planning skills. Sound knowledge of Skills Development legislation, SAQA and accreditation requirements. Willingness to work under extreme pressure and work with difficult people. Be a responsible, loyal, honest, and reliable person. Ability to work long hours voluntary with limited supervision and travel extensively. Valid driver's license.

DUTIES : To develop contractor and empower beneficiary. Assess and monitor compliance to the Working for Water operational standards. Ensure promotion of health to Natural Resource Management Beneficiaries. Educate beneficiaries in reproductive health. Coordinate referrals and update directory. Raise awareness on health issues to NRM beneficiaries. Ensure implementation of training interventions for participants meet required standards. Compile and submit training reports. Conduct Induction training to EP participants. Represent Working for Water at various local forums and

establish and maintain sound stakeholder engagements. .Assist in coordination of training and monitor and evaluate training at project level. Ensure training duration or number of days are observed and achieved.

ENQUIRIES
CLOSING DATE

: Mr C Martheze Tel No: (021) 441 2721 / (021) 941 6090
: 20 March 2022