

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 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
- CLOSING DATE** : 03 April 2023
- 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.
- ERRATUM:** Kindly note that the following post was advertised in Public Service Vacancy Circular dated 07 February 2023, The Requirements and the duties for the post of (1) Control Environmental Officer Grade A: Land Remediation, have been amended as follows: requirements: A four-years degree (NQF Level 8) in Natural / Environmental Science or relevant qualification. A qualification in Geohydrology or Hydrology will be an added advantage. Duties: Conduct environmental performance assessments. Give support to industry on waste management planning and reporting. Identifying and prioritising 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. 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. Investigates the veracity of the report/referral or complaint and take appropriate action. The closing date has been extended to 27 March 2023 and Kindly note that the closing date for the following posts that was advertised on Circular 7 of 2023 has been amended from 20 March 2022 to 20 March 2023. Deputy Director: Environmental Sector Planning And Performance Management Support, Ref No: Cms05/2023; Control Environmental Officer Grade A: Priority Area Implementation, Ref No: Ccaq01/2023; Control Environmental Officer Grade A: Air Quality Improvement Program; Ref No: Ccaq02/2023; Control Environmental Officer Grade A: Land Remediation; Ref No: Cwm3/2023; Senior Legal Administration Officer (Mr6): Corporate Legal Support; Ref No: Rcsm10/2023 (X2 Posts); Assistant Director: Nrm Regional Programmes; Ref No: Ep9005/2023; Assistant Director: Secretariat Support; Ref No: Odg02/2023; Scientific Technician Production Grade A-Seabirds Research; Ref No: Oc01/2023; Scientific Technician Production Grade A-Seabirds Research Ref No: Oc02/2023) Project Coordinator ;Ref No: Ep9001/2023 And Ref No: Ep9002/2023 Social Development/Training Officer Ref No: Ep9003/2023

MANAGEMENT ECHELON

POST 08/55 : **CHIEF DIRECTOR: ENVIRONMENTAL PROGRAMMES POST (PRETORIA REF: EP05/2023)**

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

: An undergraduate qualification in Natural or Environmental Sciences /Developmental Studies or relevant qualification on NQF 7 within the related field as recognized by SAQA. A Project Management qualification will be an added advantage. Five (5) years of experience at a senior managerial level within the relevant field. Extensive experience in Environmental Programmes. Extensive experience in Programme and Project Management. 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 the implementation of Environmental Programmes portfolio. Manage the Environmental Programmes projects within the provinces. Ensure alignment of programmes and projects with the Departmental strategy, policy, and priorities. Oversee contract administration and project management in line with applicable practices/legislation. Ensure operational efficiencies for Environmental Programmes. Ensure that operational planning and implementation is responsive to the district development model and local government priorities. Ensure capacity and contractor development for Environmental Programmes.

ENQUIRIES : Ms N Mkhize Tel No: 012 399 9510

OTHER POSTS

POST 08/56 : **DEPUTY DIRECTOR: OCCUPATIONAL HYGIENE REF NO: CMS08/2023**

SALARY CENTRE REQUIREMENTS : R766 584 per annum, (all-inclusive remuneration package)
: Pretoria
: Honours Degree in Occupational Hygiene/ Environmental Health/Chemistry or Chemical Engineering or relevant qualification. Plus a minimum of 3 years' experience in Occupational Health and Safety of which three (3) of them should be at entry/junior managerial level (Assistant Director level or equivalent).

Registration with the South African Institute of Occupational Hygiene on Occupational Hygienist level (SAIOH). A certificate in Occupational Hygiene legal knowledge. Knowledge of occupational health and safety act and regulations. Understanding of national building regulations and standards. Occupational hygiene codes of practice, potential health hazards, use and calibration of occupational hygiene equipment (toxicology, confined space). Project and change management. Ability to develop / implement policies and guidelines. Strategic planning management. Coordination and stakeholder liaison skills. Administrative procedures. Sound research, analytical, organizing and planning skills. Ability to gather and analyse information. Good communication skills (verbal and written) and presentation skills. Ability to work long hours.

DUTIES : Identify, assess, and control occupational health hazards, using scientific equipment / instruments to ensure compliance in the Department. Conduct occupational hygiene surveys, workplace evaluations, and incident investigations. Maintain occupational hygiene monitoring equipment calibration status to ensure compliant with industry/sector standards. Conduct health and safety risk assessments. Conduct investigations, recognize causal factors, and determine preventive measures. Provide advisory and technical support to the occupational hygiene program. Lead the strategic development, implementation, and continuous improvement of occupational hygiene and health programs. Coordinate Emergency preparedness and prevention plans. Coordinate Occupational Health and Hygiene inputs from all the Branches. Respond to inquiries and enforcement actions from government regulatory agencies; develop response plans to correct non-conformances and/or violations. Establish and implement medical surveillance programme. Conduct safety research. Effect the necessary links with the Occupational Medical Practitioner and other relevant departments to ensure that medical surveillance of exposed employees is accomplished. Identify possible risk of deterioration in the health status which might be caused by the job process and work environment. Monitor and evaluate, audit, review occupational hygiene programs for effectiveness, and achievement of objectives. Ensure the department complies with applicable regulatory requirements and is "audit ready" at all times. Facilitate and conduct occupational health training in the Department. Conduct training program reviews and develop valid recommendations. Conduct occupational health awareness programmes. Manage health and safety committee meetings.

ENQUIRIES : Mr B Mtshali Tel No: (012) 399 9099

POST 08/57 : **DEPUTY DIRECTOR: PRESIDENTIAL CLIMATE COMMISSION LIAISON AND SUPPORT REF NO: CCAQ03/2023**

SALARY : R766 584 per annum, (all-inclusive remuneration package)

CENTRE : Pretoria

REQUIREMENTS : A Degree/National Diploma (NQF6) in Public Administration or equivalent qualification within the related field plus a minimum of 3 years' experience in Public Management of which three (3) of them should be at entry/junior managerial level (Assistant Director level or equivalent). Knowledge of environmental and development issues (globally, regionally, locally). Experience and knowledge in climate change policy development and an awareness of SA and government's priorities in this regard. Knowledge of administrative procedures, Financial Management, HR practice & procedures, public relations, and contract management. Ability to manage and plan activities, including projects and policy matters. Programme and Project Management. Good coordination skills; Organisational and planning skills; Good communication skills (written and spoken). Client Orientation and Customer Focus; People Management and Empowerment. Research and Report writing skills. Team player; Goal orientated; ability to work under pressure.

DUTIES : Ensure composition of the Presidential Climate Commission (PCC). Draft Ministerial submission requesting approval to advertise for nominations to the PCC. Draft cabinet submission requesting the designation for the recommended PCC commissioners; Keep a contact detail record of all the PCC members and its secretariat; Manage and keep track of all activities stipulated in the Department of Employment and Labour Memorandum of Understanding; Provide support to PCC and its secretariat on all HR, legal, Audit and Finance related matters. Synthesize and report quarterly and annual

PCC activities for the Ministry. Analyse PCC Annual Performance Plan; Analyse PCC strategic plan; Compile comments on the PCC APP and Strategic Plan for the Director General's consideration; Identify risks and coordinate mitigating measures associated with PCC work affecting the Department. Coordinate the Department's research and input analysis on PCC activities. Organisation and coordination of Department's-PCC research and policy-support related meetings and workshops; Collate and distribute all comments received from the PCC on Department's climate related policy material published for public comment; Facilitate the Department's-PCC outreach activities. Ensure coordination of administration and logistical support for the Department's-PCC Strategic meetings.

ENQUIRIES

: Mr T Ramaru Tel No: 012 399 9252

POST 08/58

: **SENIOR FINANCIAL MANAGEMENT SPECIALIST REF NO: CFO07/2023**
(Three (3) Year Contract)

SALARY CENTRE REQUIREMENTS

: R761 269 per annum, (all-inclusive remuneration package)
: Pretoria
: Bachelor's Degree/National Diploma (NQF6) (in Accounting/ Financial Management or equivalent qualification in a related field A minimum of three years' experience in the finance field. Knowledge of Generally Recognize Accounting Practices (GRAP). Good organizational, communication, interpersonal and administrative skills. Experience in or an advanced knowledge of the provisions of the PFMA and Treasury Regulations and associated provisions, regulations and norms and standards. Ability to develop, interpret and apply policies, strategies and legislation. Good stakeholder coordination and engagement, Sound research, knowledge management, change management, problem solving and analysis, people management and empowerment as well as programme and project management skills.

DUTIES

: Budget planning and monitoring. Ensure compliance control and manage bank account. Ensure timely compilation and submission of various financial reports. Compile working papers for the Annual Financial Statements. Ensure administration and maintenance of financial accounts and records. Ensure certification of compliance to the financial management performance indicators in accordance with the Public Finance Management Act (PFMA). Process payments for service providers. Manage audit intervention and implementation of audit recommendation. Provide effective financial management reports. Manage organisational expenditure reporting and control of cash flow.

ENQUIRIES CLOSING DATE

: Mr N Leshabane Tel No: (012) 399 9115
: 27 March 2023

POST 08/59

: **SENIOR SUPPLY CHAIN MANAGEMENT SPECIALIST REF NO: CFO08/2023**
(Three (3) Year Contract)

SALARY REQUIREMENTS

: R761 269 per annum, (all-inclusive remuneration package)
: Bachelor's Degree/National Diploma (NQF6) in Supply Chain Management (SCM) or Public Administration/Management or equivalent relevant qualification in a related field. A minimum of three years' experience in the SCM field. Knowledge and experience of senior managerial supply chain management function. Experience in or an advanced knowledge of the provisions of the Public Finance Management Act (PFMA) and Treasury Regulations and associated provisions, regulations and norms and standards. Ability to develop, interpret and apply policies, strategies, and legislation. Good stakeholder coordination and engagement, Sound research, knowledge management, change management, strategic capability and leadership, problem solving and analysis, people management and empowerment as well as programme and project management skills.

DUTIES

: Manage contract administration and receipt of Service Level Agreements. Interpret, understand, and implement Supply Chain Management as contained in relevant legislation and regulations. Advise on sound contract management principles. Manage the asset register and ensure verification of asset on an annual basis. Control assets (including disposal management). Implement relevant policies and procedures with respect to Supply Chain and Asset Management. Develop and implement internal control procedures to ensure the management of risk. Monitor procurement risk arising from contracts and

asset disposals. Provide advisory services in determining the Bid evaluation criteria, compilation of bid documents, evaluation of Bids and recommendations. Provide a support service to the Senior Manager: Supply Chain Management. Liaise with relevant role-players in the environment regarding specific and transversal procurement matters. Ensure effective financial and human resources management.

ENQUIRIES : Mr K Magano Tel No: (012) 399 9515
CLOSING DATE : 27 March 2023

POST 08/60 : **SCIENTIST PRODUCTION GRADE A: LARGE PELAGICS REF NO: FIM 14 /2023**
Three (3) Year Contract
Re-advertisement (FIM34/2022), all applicants are encouraged to re-apply.

SALARY : R646 854 per annum
CENTRE : Cape Town (Foretrust Building)
REQUIREMENTS : Applicants should be in possession of a Bachelor Science Honours degree in fisheries sciences with a strong quantitative focus and with 3 years appropriate marine research experience. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a professional scientist. Knowledge of biology, ecology, life history strategies and population dynamics of large pelagic predators. Experience in conducting biological dissections in a laboratory. Knowledge of the large pelagic longline and tuna pole-line fisheries. Computer literacy and the ability to utilize word processing, spreadsheet programmes. Proven ability to organise, manage, interpret and analyses large datasets within a relational database environment (e.g. MS Access). Proven ability to analyse data within the statistical software package Experience in biological assessments and interpretation of biological data and stock assessment results in the fisheries context. The ability and willingness to work at sea for extended periods, on inshore and offshore research- as well as commercial vessels and ski-boats. The ability to spend extensive periods away from home while on field trips, or while attending courses and scientific symposia and meetings. The successful candidate must pass a medical for seafarers in terms of Section 101 of the SAMSA Act, 1951 (Act No. 57 of 1951). Good written and spoken command of the English language, as the successful candidate might be required to represent South Africa in international scientific forums. Research experience in line or longline fisheries and/or the life-history or population dynamics of large pelagic predators. Formal courses in advanced statistics, applied mathematics or stock assessment will be an advantage. Ability and willingness to conduct research diving surveys (class IV diving certificate would be an advantage). Valid unendorsed Code B driver's license.

DUTIES : The incumbent's responsibility will be to work within the finfish research team to initiate and conduct applicable research in one or more fields of fisheries biology relevant to the line function of the Chief Directorate: Fisheries Research and Development, in order to provide information on the biology and dynamics of South Africa's Large Pelagic predators caught by longline and pole-line fisheries. Responsibility for the generation of routine data reports for submission to Forums of the Regional Fisheries Management Organisations (RFMOs). Provision of scientific advice pertaining to the sustainable harvest of Large Pelagic Predators such as tuna, swordfish and pelagic sharks. Compile research reports, scientific papers and data reports. Liaise and interact at all levels with individuals involved in harvesting of the relevant teleost and chondrichthyan species. Supervise and mentor technical support staff. Participate in field trips including working overtime as required. Attend scientific meetings/symposia nationally, regionally and internationally. The successful candidate will be required to be part of a team of scientists that represent South Africa at the scientific meetings of the Regional Fishery Management Organisations (ICCAT, CCSBT and IOTC).

ENQUIRIES : Dr. S Kerwath Tel No: (021) – 402 3017; email: SKerwath@environment.gov.za
CLOSING DATE : 27 March 2023

POST 08/61 : **SUPPLY CHAIN MANAGEMENT SPECIALISTS REF NO: CFO09/2023**
(Three (3) Year Contract)

SALARY : R561 179 per annum, (all-inclusive remuneration package)
CENTRE : Pretoria

- REQUIREMENTS** : Bachelor's Degree / National Diploma (NQF Level 06) in Supply Chain Management or equivalent qualification in a related field. Extensive experience in supply chain management Knowledge of Database system, Demand Management, acquisition, and business practices. Ability to develop, interpret and apply policies, strategies, and legislation. Ability to maintain Database management systems and controls. Sufficient knowledge of specific computer software packages and efficient use of associated hardware Logistics management, Acquisition and Contract management, Demand Management. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Sound organising, planning and leadership skills. Good communication, analytical, innovative, problem solving, and interpersonal skills. Ability to work under pressure and long hours. A valid driver's licence.
- DUTIES** : Facilitate the implementation of the Departmental Procurement Plans. Monitor and provide guidance to all units and regional offices regarding submission of Procurement Plans for the new financial year. Oversee correct identification and development of sourcing strategies in line with SCM in order ensure economies of scale. Administer an effective and efficient Demand Management. Ensure that procurement processes are fully compliant with the SCM prescribed policies and prescripts. Facilitate the appointment of bid specification committee members. Serve as a technical advisor in the BSC meetings. Manage administration of Central Supplier Database. Provide management with the detailed report on rotation of suppliers on the database. Monitor and assess performance of registered service providers.
- ENQUIRIES** : Mr K Magano Tel No: (012) 399 9515
- CLOSING DATE** : 27 March 2023
- POST 08/62** : **ASSISTANT DIRECTOR: PROGRAMME MONITORING AND EVALUATION**
REF NO: EP03/2023
- SALARY** : R393 711 per annum
- CENTRE** : Pretoria
- REQUIREMENTS** : Bachelor's Degree/National Diploma (NQF 6) in Social and /or Economic Sciences, Development Studies, Monitoring and Evaluation, Statistics and Research. Knowledge and experience in project management, Monitoring and Evaluation, database management and analysis software packages, such as MS Access, Excel, STATA and ATLAS TI. Ability to customise and generate reports to meet users' needs. Extensive experience in conducting social research (minimum two years) from both public and or private. Knowledge of GWM&E. Knowledge of Programme Performance Management Framework. Report-writing skills. Demonstrated knowledge of and experience in applying Monitoring and Evaluation principles in social research. Good analytical capability. Good communication and presentation skills (ability to communicate in one of the indigenous languages will be an added advantage). Ability to develop newsletters. Knowledge and experience in contract management. Good stakeholder liaison, co-ordination, and problem-solving skills. Good computer skills. Good interpersonal relations. Ability to work under pressure and long hours, as well as willingness to travel long distances for an extended period(s). A valid driver's license.
- DUTIES** : Participate in the conducting of monitoring and evaluation studies within the branch. Generate, customise, and communicate reports to the relevant stakeholder. Participate in the process of coordinating the implementation of recommendation from various monitoring and evaluation report. Responsible for the development of the M&E newsletter(s). Contribute to the process of reviewing monitoring and evaluation framework and the 3 year M&E plans. Responsible to supporting the regions with data collection, verification, and provision of feedback on a regular basis. Responsible for the capturing, cleaning, and analysing of the data collected. Preparation of branch monthly/quarterly performance report. Engagement with stakeholders at different levels. Supporting the branch as and when required.
- ENQUIRIES** : Mr N Sithole Tel No: 012 399 9746