

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 and Eastern Cape: May be submitted 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 Resources Management
- CLOSING DATE** : 26 June 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 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 20/15** : **DIRECTOR: COASTAL DEVELOPMENT & COORDINATION REF NO: OC15/2023**
- SALARY** : R1 162 200 per annum, (all-inclusive package)
- CENTRE** : Cape Town
- REQUIREMENTS** : Undergraduate Degree in Sciences/Environmental Management (NQF7) or relevant equivalent qualification. A minimum of 5 years' experience at middle managerial level in environmental management field. Successful completion of the Public Service Senior Management Leadership Programme. Knowledge and understanding of policies and relevant legislation pertaining to the various aspects of the Oceans and Coasts Environment. Knowledge of integrated

coastal management. Knowledge and experience in Planning, Monitoring & Reporting. A thorough understanding and experience of project management. Knowledge of an inter-governmental system. Knowledge public service and government administrative prescripts, policies and procedures. Knowledge of financial and procurement administrative procedures (PFMA & Treasury Regulations). Good strategic capability and leadership, analytics skills and understanding of environmental issues. Experience in strategic planning, programme and project management, and organizational transformation. Computer literacy and good communication skills (both verbal and report writing) with advanced experience in stakeholder engagement, and sound problem solving and analytical skills.

DUTIES : Develop and maintain strategies for the sustainable development of the coast. Implement and support coastal management institutional arrangements including providing secretariat support for statutory forums. Implement, review and monitor institutional/ statutory coastal management programmes. Engage with stakeholders on outputs, indicators and dependencies. Develop Reports required by legislation Promote sustainable coastal development through regulation and decision support. Develop and enhance coastal decision support tools. Issue permits in terms of coastal legislation. Ensure high quality, effective and timely inputs to Departmental queries, questions and documents. Submit all Mandates/inputs for international engagements within required timeframes. Submit all Cabinet documents within required timeframes. Effectively and efficiently manage the Directorate finances and projects. Manage the quality control of all outputs in the Directorate. Strategically and effectively manage the Directorate.

ENQUIRIES : Adv. R Razack Tel No: (021) 493 7037
CLOSING DATE : 03 July 2023

OTHER POST

POST 20/16 : **DEPUTY DIRECTOR: COMMERCIAL FORESTRY REF NO: FOM33/2023**

SALARY : R958 824 per annum
CENTRE : Eastern Cape
REQUIREMENTS : Degree/National Diploma (NQF6) in Forestry or relevant equivalent qualification within related field with a minimum of three (3) years relevant experience of which three (3) of them should be at entry/junior managerial level (Assistant Director level or equivalent) relevant experience in Commercial Forest management Knowledge of Forestry and environmental management sector, Project and programme management, Public finance regulations, Public service regulations, Knowledge of all relevant Acts such as NFA, NEMA, NEMBA, Protected areas, NVFFA, Enumeration for collection of data, Job Knowledge, Quality of Work, Planning and Execution, Acceptance of responsibility, Communication, Interpersonal relationships, Financial management, Technical skills transfer, Leadership skills, Facilitation and negotiation skills, Analytical skills, Report writing skills, Computer literacy. Honesty, Ability to work long hours voluntarily, Ability to develop and apply policies, Ability to work individually and in team, Ability to work with difficult persons and to resolve conflict, Initiative and creativity, a valid driving license and must be willing to travel.

DUTIES : The successful incumbent will be responsible for Managing and coordinate the implementation, maintenance, and improvement of the Sustainable Forest Management (SFM) business processes. Develop and implement plans that will facilitate the rehabilitation and restoration of timber within the forest plantations in the province. Business processes for SFM are developed, implemented, reviewed, and disseminated to all forest managers within the Departmental plantations. ensure procurement plans in line with allocated budgets are in place, project management and management of Professional Service Providers. Ensure development, review, and implementation of forest growth and yield model for commercial forest plantations., Maintain an inventory for biological asset register through stock enumeration, develop plan to ensure physical verification is conducted for all state forest plantations in the Region, Ensure and support monitoring and assessment of the performance of state forest plantations against the principles, criteria and indicators of sustainable forest management, including the implementation of policies and regulations, ensure that revenue collection in the plantations is in line with finance policies and prescripts, Advice the management on forestry related

issues. Monitor forest protection for risk and mitigation. Identify the risk areas and develop interventions for the protection of forests and strengthening human resource development, technical capacity and cooperation at a regional level to ensure implementation of appropriate legislation for the management of forests, To ensure efficient and effective rapid response to forest fires and fires threatening forests, develop strategies and fire protection plans, Participate in the Fire Protection Association activities in the region. Facilitate the establishment of liaison Forums and manage stakeholder liaison, Deal with all queries relating to forestry issues within the region, participate in the forestry provincial development forums and development initiatives by other organisations, Engagement with the local communities in ensuring participation in forestry management, Represent the department in local and international conferences. Address internal and external audit findings by: Providing management response to RFI, ensure portfolio of evidence is submitted to AG, ensure audit action plans are developed for audit findings, Monitor progress on audit action plans, ensure maximum participation of commercial forest in the implementation of forest sector master plan.

ENQUIRIES : Ms. GC Sgwabe at 060 972 9774

POST 20/17 : **SCIENTIST PRODUCTION GRADE A: STOCK ASSESSMENT REF NO: FIM 24 /2023**

SALARY : R687 879 per annum, (an all-inclusive annual remuneration package)
CENTRE : Cape Town (Foretrust Building)
REQUIREMENTS : BSC Honours degree in Science /Natural or equivalent qualification in related field (NQF8) plus three years post qualification experience in natural science or relevant field and Compulsory registration with SACNASP as a Professional Natural Scientist. Knowledge: Practical knowledge of modeling and stock assessment techniques; Application of relevant software, including statistical and modeling software (e.g., R, ADMB. Programming skills relevant to building, improving, and running fisheries stock assessment models and related statistical and Mathematic Skills: Data analysis and statistics; Computer-aided scientific applications. Strong quantitative focus; programme and project management. Ability to gather and analyse information. Ability to work individually and in a team. e. Ability and willingness to work at sea.

DUTIES : Perform scientific analysis and regulatory functions: Conduct analysis of scientific data (statistical analysis and modeling) fisheries stock assessment on a broad range of fisheries resources; (iv) Apply Operational Management Procedures to generate information and scientific advice for sustainable fisheries management. Develop and implement methodologies, policies, systems and procedures: Identify gaps and develop appropriate interventions; Develop working relations with fisheries industry, small scale fisheries, all fisheries right holders. Research and development: Conduct basic and applied research on fisheries stock assessment and management procedures; Perform research/literature studies to improve expertise; Publish and present research findings. Provide scientific support and advice: Provide scientific data, information and advice when required; Develop scientific advice and documentation for sustainable fisheries management. Human capital development: Train, mentor and develop junior personnel on data-analysis related queries; Supervise scientific work and processes. Supervise scientific data archiving and retrieval as appropriate.

ENQUIRIES : Ms L Nomxego e-mail: LNomxego@dffe.gov.za

POST 20/18 : **CONTROL ENVIRONMENTAL OFFICE: GRADE A: CARBON SINKS MITIGATION REF NO: CCAQ12/2023**

SALARY : R554 490 per annum
CENTRE : Pretoria
REQUIREMENTS : A four-year Degree or equivalent qualification in Natural or Environmental Sciences plus six (6) years post qualification experience in the relevant field. Environmental Management Atmosphere, plant & soil interlinkages, and dynamics. Forestry dynamics in South Africa. South African Vegetation Biomes. Land Use and Land Use Change dynamics. IPCCs Work on Agriculture, Forestry, and Other Land Use (AFOLU). Climate Change. Computer Modelling. Global Change issues. Project management. Finance/budgeting Administration. Climate Change and Adaptation. PFMA, other Financial Management and associated prescripts. Technical and

financial reporting. Public Service legislation. Departmental policies and procedures. Skills: Organising skills; Basic Facilitation skills; Communication skills; Computer literacy; Technical writing skills; Presentation skills; Project Management skills; Interpersonal skills; Analytical thinking; Networking skills. Personal Attributes: Strong familiarity with project management software tools, methodologies, and best practices; Experience seeing projects through the full life cycle. Proven ability to complete projects according to outlined scope, budget, and timeline. Strong organization, coordination, and planning ability. Excellent verbal and written communication. Interpersonal, self-driven and approachable. Solutions-driven and proactive. Ability to work both independently and in a team; ability to work under pressure.

DUTIES : Facilitate and coordinate carbon sinks research and climate change mitigation responses related to land and ocean. Facilitate the development, review, and alignment of exiting AFOLU sector policies, legislation and regulation that have an impact on national carbon sinks. Support the development of sectoral emission targets/carbon budgets/policies, measures, and instruments (carbon tax) to achieve emissions reductions for the AFOLU sector. Model/project and update emissions profile for the AFOLU sector and stratify by national and sub-national scale. Analysis and review of the AFOLU sector greenhouse gas inventory data. To co-ordinate and facilitate arrangements for stakeholder consultation in the AFOLU sector.
Mr. J Witi Tel No: (012) 399 9048

ENQUIRIES

POST 20/19 : **ASSISTANT DIRECTOR: ENVIRONMENTAL RESOURCE MANAGEMENT REF NO: EP07/2023**

SALARY CENTRE REQUIREMENTS : R527 298 per annum
: Pretoria
: National Diploma (NQF6) in Forestry/Nature Conservation/ Environmental Management or relevant qualification. A minimum of three (3) years' experience in Environmental Management or in the relevant field. Knowledge of Environmental legislations and regulation development. Knowledge of veld and forest fire legislation including integrated fire management, Alien invasive plants including control methods and Indigenous plants identification. Understanding of natural resource management. Understanding of government standard administrative procedures, quality standards and contract management. Experience in Geographical Information System and map reading. Communication skills (written and spoken). Research and analytics skills. Programme and Project Management skills. Report writing skills. Interpersonal relations. Coordination skills. Organizational and planning skills. Advanced computer skills. Valid driver's license and willingness to travel and work long hours with limited supervision. Knowledge of the Public Finance Management Act (PFMA) and treasury regulations. Ability to work under pressure and long hours. Willingness to travel long distance and spend time away from home. Willingness and capable of walking long distance in remote areas including mountainous and conservation areas.

DUTIES : Conduct second party quality compliance assessments within the Environmental Programmes. Assess compliance with quality standards, industry requirements and Environmental Programmes operational procedure. Conduct second party quality Compliance verification within the Environmental Programmes. Conduct Projects field quality compliance verifications. Assist in the development and reviewing of Environmental Programmes branch quality assessment and verification documentation and SHEQ Procedures. Conduct and Coordinate Quality Compliance Support Training Sessions. Monitoring of EP Projects quality compliance recommendations.

ENQUIRIES : Mr N Maremba Tel No: (012) 399 8561

POST 20/20 : **ASSISTANT DIRECTOR: DEMAND MANAGEMENT REF NO: CFO26/2023**

SALARY CENTRE REQUIREMENTS : R424 104 per annum
: Pretoria
: A Bachelors Degree/National Diploma (NQF6) in Supply Chain Management or equivalent qualification within the related field coupled with 3-5 years' experience in Supply Chain Management under Demand Management. Knowledge of procurement and business practices. Ability to establish and manage Demand systems and controls. Ability to develop, interpret and apply policies, strategies and legislation. Knowledge of HR management practices,

legal issues, negotiations and dealing with conflict. Assist in career planning and effective deployment of personnel. Ability to control and manage the acquisition of services and Demand plan of the department. Sufficient knowledge of specific computer software packages and efficient use of associated hardware. Skills & Competencies: Advanced skills in policy formulation; Advanced negotiation skills; Adequate skills in computer use; Advanced skills in financial. Advanced skills in respect of formal presentation and public speaking; negotiation skills; management and project management. Good interpersonal relations; Relationship Management and Stakeholder engagement. Personal Attributes: Ability to work long hours voluntarily and under pressure; Ability to gather and analyze information. Ability to develop and apply policies; Ability to work individually and in a team; Ability to work with difficult persons and to resolve conflict.

DUTIES

: Manage the administration of databases. Facilitate inputs of the procurement plan from the Branch: Directors of Administrations. Compile a comprehensive procurement plan with critical delivery date(s) per branch and submit to supervisor for verification. Monitor implementation and update the procurement plan as per project estimated date and cost. Check the correctness of the goods and services in order to mitigate DFFE procurement risk and eliminate audit exposure. Manage the creation of User profiles on the National Treasury Contract Management system. Coordinate supplier registration process and provide different reports on the database. Conduct Market analysis and establish best practices. Ensure that all compatible and relevant documentations are submitted with database application form. Conduct market research to establish new technologies. Implement best sourcing strategy. Conduct benchmarking with best practices. Develop new procurement techniques.

ENQUIRIES

: M F Maleho fmaleho@dffe.gov.za