

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE  
DEPARTMENT OF AGRICULTURE, ENVIRONMENTAL AFFAIRS, RURAL DEVELOPMENT AND LAND  
REFORM**

- APPLICATIONS** : All applications can be courier to the following address or hand delivered to: Recruitment and Selection unit: 162 George Street, Kimberley, 8301 or email to: blommiejacobs@ncpg.gov.za or tpika@ncpg.gov.za Applicants may also use the following addresses to hand delivered or post to the following District Offices of the Department:  
**De Aar:** 5 Station & Alexander Street, De Aar 7000, Tel: 0536310074  
**Kuruman:** 6236 Kgost Mothibi Street, Mothibistad, Kuruman, 8460, Tel: 0537121062  
**Springbok:** 2 Hospital Street, Springbok, 8240, Tel: 0277121315  
**Upington:** Louisval Weg Die Eiland Navorsing Stasie, Upington, 8800, Tel No: (054) 3378700
- FOR ATTENTION** : Mrs. L. Phayane, Manager: Human Resources at 087 630 0387, ext 134,186,185
- CLOSING DATE** : 21 August 2023 at 4PM
- NOTE** : Applications must be submitted on the new prescribed form Z83 (obtainable from any Public Service Department) and must be completed in full and page 2 originally signed; Clear indication of the post, reference number and town that is being applied for must be indicated on your Z.83. Applications submitted on the incorrect application form (old Z83) will be disqualified. Applicants are not required to submit/attach copies of qualifications and other relevant documents on application, but must submit the new (Z83) form and detailed curriculum vitae only. The provision of certified documents will only be required from shortlisted candidates for submission on or before the day of the interview. Failure to do so will result in your application being disqualified. It is the responsibility of applicants in possession of foreign qualifications to submit evaluated results by the South African Qualifications Authority (SAQA) (only when shortlisted) General information: Shortlisted candidates must be available for interviews at a date and time determined by the Department. Successful candidates will be required to enter in an employment contract and performance agreement (as relevant), and must obtain a positive security clearance and will be subject to reference checks. Applications received after the closing date as well as those who do not comply with the requirements will not be taken into consideration. If you have not received a response from this institution within three months of the closing date, please consider your application unsuccessful. All applications, including those submitted via registered mail must reach the department before 16.00 on the day of the closing date. Incomplete applications, faxed applications, applications on incorrect forms, applications sent or delivered to the wrong address or applications received after closing date will be disqualified. Due to the large volume of applications to be processed, receipt of applications will not be acknowledged and correspondence will be limited to shortlisted candidates only. Applicants should note that the applications will not be returned or given back to the applicant once it has been submitted to the department.

**OTHER POSTS**

- POST 27/268** : **STATE VETERINARIAN**  
Directorate: Veterinary Services
- SALARY CENTRE** : R811 560 per annum (Level 11), all-inclusive package  
Calvinia – Ref No: DAERL/21/23  
Springbok – Ref No: DAERL/22/23
- REQUIREMENTS** : Applicants should be in possession of a Bachelor's Degree (BVSc/BVMCh) and must be registered with the South African Veterinary Council; Good verbal and written communication skills; Have a valid driver's license.
- DUTIES** : Manage and implement the Animal Diseases Act (Act 36 of 1984), Meat Safety act (Act 40 of 2000); Implement and maintain animal disease control & surveillance measures (eg. Early warning system); Undertake survey to establish the economically important diseases/conditions; Ensure that Animal Health Technicians involve in rendering an Animal Health service are properly trained to comply with the requirements of the act; Issue permits and health certificates for the movement of animals. To render training and awareness programs (extension services) to communities with regards to Animal Health. Keep up to date with regard to the applicable prescripts, policies, procedures,

technologies and new developments to be able to render an efficient and effective Animal Health Service. Develop, implement and maintain databases; Compile reports and required (quarterly and annually); Provide inputs and proposals to functional policies; Provide inputs for the Operational Plan of the Veterinary unit; Manage the allocated budget and personnel under the post's control; Any other function that might be expected from the post.

**ENQUIRIES** : Dr. P. Kegakilwe Tel No: 087 630 0387

**POST 27/269** : **DEPUTY DIRECTOR: ADVISORY SERVICES FRANCES BAARD REF NO: DAERL/23/23**  
Directorate: Agricultural Producer Support and Development

**SALARY CENTRE REQUIREMENTS** : R811 560 per annum (Level 11), all inclusive package  
: Kimberley  
: Applicant with a four year Bachelor's Degree in Agriculture or equivalent qualifications, coupled with at least 5 years relevant work and managerial experience. A good understanding of Government Programmes is essential e.g. MTSF priorities and outcomes, Illima/Letsema, CASP, CRDP, Integrated Food Security and Nutrition Programme, Landcare etc. The ability to communicate at various levels, understanding of PFMA is essential. Sound knowledge of PSA and LRA. A valid driver's license is a prerequisite  
Competencies: A Self-motivated person with good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations.

**DUTIES** : Manage Extension and Advisory service in the district. Responsible for agricultural development in the district, which includes amongst other, Comprehensive Agricultural Support to farmers and communities. Capacity building and training of farmers. Coordinating and implementing agricultural projects. Supporting youth, women and people with disability participation in Agriculture. Facilitating institutional development of farmers, particularly small holder farmers. Liaise with stakeholders, especially municipalities, on issues of agricultural development. Represent the department on intergovernmental structures at district level. Manage the implementation of CASP, Illima/Letsema, Land Care and Food Security projects in the district. Establish and maintain farmer database and other related information pertaining to farmer support and agricultural development in the district. Manage Annual Performance Plan. Financial and human resource and asset management. Performing all administrative and related functions.

**ENQUIRIES** : MRS. NL. Senosi at 082 559 6648

**POST 27/270** : **DEPUTY DIRECTOR: ADVISORY SERVICES ZF MGCAWU REF NO: DAERL/24/23**  
Directorate: Agricultural Producer Support and Development

**SALARY CENTRE REQUIREMENTS** : R811 560 per annum (Level 11), all-inclusive package  
: Upington  
: Applicant with a four year Bachelor's Degree in Agriculture or equivalent qualifications, coupled with at least 5 years relevant work and managerial experience. A good understanding of Government Programmes is essential e.g. MTSF priorities and outcomes, Illima/Letsema, CASP, CRDP, Integrated Food Security and Nutrition Programme, Landcare etc. The ability to communicate at various levels, understanding of PFMA is essential. Sound knowledge of PSA and LRA. A valid driver's license is a prerequisite  
Competencies: A Self-motivated person with good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations.

**DUTIES** : Manage Extension and Advisory service in the district. Responsible for agricultural development in the district, which includes amongst other, Comprehensive Agricultural Support to farmers and communities. Capacity building and training of farmers. Coordinating and implementing agricultural projects. Supporting youth, women and people with disability participation in Agriculture. Facilitating institutional development of farmers, particularly small holder farmers. Liaise with stakeholders, especially municipalities, on issues of agricultural development. Represent the department on intergovernmental

structures at district level. Manage the implementation of CASP, Illima/Letsema, Land Care and Food Security projects in the district. Establish and maintain farmer database and other related information pertaining to farmer support and agricultural development in the district. Manage Annual Performance Plan. Financial and human resource and asset management. Performing all administrative and related functions.

**ENQUIRIES** : Mrs. NL. Senosi at 082 559 6648

**POST 27/271** : **ENGINEER PRODUCTION GRADE A – REF NO: DAERL/25/23**  
Directorate: Sustainable Resource Management

**SALARY** : R795 147 per annum, (OSD), all-inclusive package  
**CENTRE** : Kimberley

**REQUIREMENTS** : Applicants must be in possession of an appropriate degree in Agricultural/Civil Engineering (B Eng/BSc) or relevant equivalent qualification at NQF level 7 with minimum 2 years post qualification experience in agricultural/civil engineering and registered as a professional engineer. Compulsory registration with ECSA. Problem solving and analysis, client orientation and customer focus. Service delivery innovation and good communication skills. Technical competencies and in-depth knowledge of engineering design principles. Engineering and professional judgment. Contract management and knowledge of legal and operational compliance. Valid drivers' license is compulsory – minimum code 8. Knowledge of Model Maker design program, AUTOCAD, surveying with Trimble GPS and processing with Trimble Business Centre survey programs will be an advantage. Good written and verbal communication skills. Computer literate, be able to work on the following software programs, Microsoft Office and Power Point. Excellent interpersonal relation skills, ability to handle tasks of a multi-faceted nature, sound communication skills both verbal, working under pressure with deadlines and written, problem solving. Technical and engineering skills would be expected in agricultural development support programs, i.e. CASP, ILLIMA LETSEMA and Land Care. Travel and working in other remote areas in Northern Cape would be expected from the successful candidate.

**DUTIES** : The successful candidate will perform the following duties: Design, construction and contract management of irrigation systems, crop processing plants, packaging facilities, animal housing, green houses, farm mechanization (tractors and relevant planters and implements) and other farm structures.

**ENQUIRIES** : Mr. WJJ. De Bruyn at 087 630 0385

**POST 27/272** : **CONTROL ENVIRONMENTAL OFFICER GRADE A – COMMUNICATION AND AWARENESS RAISING REF NO: DAERL/26/23**  
Directorate: Environmental Quality Management

**SALARY** : R554 490 per annum, (OSD)  
**CENTRE** : Kimberley

**REQUIREMENTS** : An Undergraduate (NQF 7) in Environmental Sciences, Communication Science/ Social Sciences or Educational qualifications or relevant equivalent qualification. Five years' experience at a middle management level would be regard as an added advantage in the relevant field. Knowledge of government prescripts and protocols, administrative procedures, financial management, project management, educational systems and protocols, extensive administrative experience, quality control with regard to meeting procedures & minute taking, extensive administrative experience and HR Practices. Communication skills (written and spoken), leadership and management skills, coordination skills, planning and organizational skills, decision-making skills and report writing skills.

**DUTIES** : Manage the development and implementation of stakeholder engagement plan. Develop, implement and manage the Department's Environmental education and awareness campaigns strategies and plans. Manage the development and implementation of community outreach and Eco - schools engagement programs. Engage the district offices in the development of issue / locally based stakeholder engagement programs. Provide leadership in measuring the effectiveness of environmental education approaches employed by the department. Develop projects and action plans. Develop educational tools to promote environmental action within the communities of the Northern Cape.

**ENQUIRIES** : Mr. B. Fisher at 087 630 0385

<b><u>POST 27/273</u></b>	:	<b><u>RESERVE MANAGER: CONTROL BIODIVERSITY OFFICER GRADE A – REF NO: DAERL/27/23</u></b> Directorate: Biodiversity Management
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R554 490 per annum, (OSD) Nababiep A National Higher Diploma in Nature Conservation or equivalent biodiversity management qualification and at least six (6) years' experience in the biodiversity field, with emphasis on protected area management. Computer literacy and a valid code EB driver's license is also a minimum requirement for appointment.
<b><u>DUTIES</u></b>	:	The incumbent will be responsible to: Manage the infrastructure on the reserve to ensure the functional utilization, maintenance and development thereof and to preserve the biodiversity of the nature reserve to ensure the continued livelihood thereof which would include the development and implementation of a management plan. Assist with environmental education to promote environmental awareness and support tourism activities. Manage risk and security aspects on the reserve. Manage internal and external relationships with all interested and affected stakeholders to the reserve. Perform and manage administration and related functions.
<b><u>ENQUIRIES</u></b>	:	Mr. D. Badenhorst at 087 630 0385
<b><u>POST 27/274</u></b>	:	<b><u>AGRICULTURAL ADVISOR</u></b> Directorate: Agricultural Producer Support and Development
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R359 517 per annum (Level 08) Calvinia – Ref No: DAERL/28/23 Kimberley – Ref No: DAERL/29/23 Springbok – Ref No: DAERL/30/23 An appropriate four-year Agricultural Degree (NQF 7) with Animal Science/Crop Production as a major or specialization. Relevant post-graduate qualification will be an added advantage. Verification of foreign qualifications would, as a matter of principle, be conducted. The candidate must be registered at SACNASP. Computer skills. Knowledge of extension methodology. Knowledge of project planning and management. Good organizing, communication and presentation skills. Valid driver's license. Competencies: Good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations.
<b><u>DUTIES</u></b>	:	The successful candidate will ensure the implementation of all strategic agricultural development programmes. Render scientific and technical agricultural extension services to internal and external clients (farm business plans, project management, farmers' days, etc.). Provide agricultural advisory services to organized agriculture and other agricultural stakeholders. Support the development of research and training activities. Ensure service delivery through appropriate utilization of ICT tools/systems. Provide support and guidance to internal clients. Perform administrative and related functions. Perform other relevant tasks as and when delegated.
<b><u>ENQUIRIES</u></b>	:	Mrs. NL. Senosi at 082 559 6648
<b><u>POST 27/275</u></b>	:	<b><u>FARM MANAGER REF NO: DAERL/31/23</u></b> Directorate: Research and Technology Development
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R359 517 per annum (Level 08) Vaalharts Research Station The applicant must be in possession of a 3 year degree or a B. Tech in Agriculture (crop /animal production) with a minimum of 10 years management experience in mixed farming. Ability to operate farm related machinery, implements and have mechanical experience/knowledge of irrigation, farming. Must be computer literate. Must have some experience in technology and modern agriculture especially as it relates to crop and animal production. Knowledge of labour and sector (agriculture) legislation is a prerequisite. Must be in possession of a valid unendorsed drivers' license.
<b><u>DUTIES</u></b>	:	The successful candidate will be responsible for the management of the research station (mixed farming) in collaboration with the research division as well as offer support to other research institutions involved with research at the institution. Staff supervision and productive management of staff, soil preparation, crop production, animal production, irrigation, mechanization,

general construction, repair and maintenance work, proven experience with pivots and irrigation systems, will be key performance areas. Responsibilities will include the management of personnel, budgeting and planning, procurement, health and safety and other support functions. In order to maximize the farm management abilities of stakeholders, active involvement in rural development projects and training will be required.

**ENQUIRIES** : Ms. R. Burgess at 083 449 7561

**POST 27/276** : **FARM MANAGER REF NO: DAERL/32/23**  
Directorate: Research and Technology Development

**SALARY** : R359 517 per annum (Level 08)  
**CENTRE** : Karakul Research Station

**REQUIREMENTS** : The applicant must be in possession of a 3 year degree or a B. Tech in Agriculture (animal production) with a minimum of 10 years management experience in animal production/ farm management. Ability to operate farm related machinery, have mechanical experience/knowledge and be computer literate. Must have some experience in technology and modern agriculture especially as it relates to animal production. Knowledge of labor and sector (agriculture) legislation is a prerequisite. Must be in possession of a valid unendorsed drivers' license.

**DUTIES** : The successful candidate will be responsible for the management of the research station (animal production) in collaboration with the research division as well as offer support to other research institutions involved with research at the institution. Staff supervision and productive management of staff, animal production, general construction, repair and maintenance work, water reticulation and veldt management will be key performance areas. Responsibilities will include the management of personnel, budgeting and planning, procurement, health and safety and other support functions. In order to maximize the farm, management abilities of stakeholders, active involvement in rural development projects and training will be required.

**ENQUIRIES** : Ms. R. Burgess at 083 449 7561

**POST 27/277** : **BIODIVERSITY OFFICER PRODUCTION GRADE A – REF NO: DAERL/33/23**  
Directorate: Biodiversity Management

**SALARY** : R310 767 per annum, (OSD)  
**CENTRE** : Rolfontein

**REQUIREMENTS** : A National Diploma in Nature Conservation or equivalent qualification, and at least 6 years' experience in the Biodiversity Field is a minimum requirement for appointment; Candidates with less than 6 years' experience in the Biodiversity field will be appointed on Grade A; Reserve Management experience would be beneficial.

**DUTIES** : The incumbent will be responsible to: Manage the infrastructure on the reserve to ensure the functional utilization, maintenance and development thereof and to preserve the biodiversity of the reserve to ensure the continued livelihood thereof which would include the development and maintenance of a management plan; Provide environmental education to promote environmental awareness; Manage risk and security aspects on the reserve; Manage internal and external relationships with all interested and affected stakeholders to the reserve; and Perform and manage administrative and related functions.

**ENQUIRIES** : Mr. D. Badenhorst at 087 630 0385

**POST 27/278** : **BIODIVERSITY OFFICER PRODUCTION GRADE A – STEWARDSHIP PROGRAMME REF NO: DAERL/34/23**  
Directorate: Biodiversity Management

**SALARY** : R310 767 per annum, (OSD)  
**CENTRE** : Kimberley

**REQUIREMENTS** : A tertiary qualification in natural resource management, biodiversity conservation, ecology, environmental science or agriculture; At least 2 years' experience in a biodiversity or related field; A valid Code EB driver's licence and a willingness to travel extensively in the region; Good interpersonal skills; Excellent verbal and written communication skills; Fluency in English and Afrikaans; Advanced computer literacy (MS Word, Excel, Power Point); Competent GIS capabilities; Good organisational skills; Knowledge and understanding of the South African environmental sector, role players and respective mandates specifically South Africa's protected areas network and stewardship programs will be an added advantage; Highly motivated and

service-oriented with the ability to work efficiently while unsupervised; Ability to build and maintain partnerships.

**DUTIES**

: Provide information to landowners and managers in respect of relevant conservation stewardship options; Facilitate and provide support for the negotiation and development of subsequent stewardship agreements in order to secure priority habitats; Preparation and compilation of stewardship site assessments for potential stewardship sites; Attend and participate in stewardship site review processes; Assist with compilation of management plans for stewardship sites; Assist with the completion of the administrative process of declaring areas as formal protected areas or stewardship sites (contract nature reserves, biodiversity agreements and voluntary agreements); Identify and implement appropriate technical assistance projects for landowners in recognition of stewardship agreements; Carry out audits for stewardship sites; Attend and participate in relevant conservation management and stewardship meetings; Attend Stewardship and protected area expansion review committees/reference groups and peer learning knowledge exchanges; Ensure compliance with relevant policies and legislation Financial and asset management Manage information systems and relevant databases.

**ENQUIRIES**

: Mr. A. Abrahams at 087 630 0385