

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:** May be forwarded 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, marked for the attention: Human Resources Management.
- Cape Town, Northern Cape, Western Cape Eastern Cape, Free State, Mpumalanga and Limpopo:** Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, The Director: Integrated Human Resource Management, Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email.
- KZN:** Must be hand-delivered to 185 Langalibalele Street, Old Mutual Building, Pietermaritzburg, 3200
- CLOSING DATE** :
- NOTE** :
- Application must be submitted on a signed Z83 form obtainable from any Public Service Department, accompanied by a recent detailed Curriculum Vitae only, to be considered. All attachments for online application must include an application form Z83 and CV only, in PDF and as one (1) document or attachment, indicate the correct job title and the reference number of the post on the subject line of your email. Use the correct email address associated with the post. JPEG (picture/snapshot) application will not be accepted. 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 Qualifications 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; Creditworthiness; 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) prior to appointment. 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>. Furthermore, Shortlisted candidates must provide proof of successful completion of the course. All candidates shortlisted for the posts will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and the technical exercise of all SMS posts, 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. Persons appointed 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. By submitting the employment application form, you agree and consent in terms of Section 11(1) of the Protection of Personal Information Act (POPIA), 2013 (Act 4 of 2013), for your personal information which you provide to the DFFE to being processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013.

MANAGEMENT ECHELON

POST 37/05 : **DIRECTOR: DEMAND MANAGEMENT SERVICES (REF NO: CFO13/2025)**

SALARY : R1 266 714 per annum (all-inclusive salary package)
CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Supply Chain Management or Logistic Management or relevant qualification on (NQF 7) within the related field as recognized by SAQA. A postgraduate academic qualification (NQF8 and above) in Supply Chain Management will be an added advantage. A minimum of five (5) years' experience at middle/senior managerial level within Supply Chain Management - Demand and Acquisition Management. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) upon appointment. In-depth knowledge of public sector procurement processes, including the supply chain legislative framework (PFMA, PPPFA, Treasury Regulations, PPR, etc.) Strong expertise in Demand Management, Strategic Sourcing methodologies, Sourcing Strategy Development, Specification/Terms of Reference Development. Proven ability to establish and manage demand management systems and internal controls. Knowledge of strategic planning and budgeting. Ability to develop, interpret and apply policies, strategies and legislation. Ability to control and manage the demand management function of the department. Ability to compile management reports on supply chain management performance. Knowledge of Public Service financial legislative frameworks. Strategic Capability and Leadership; Programme and Project Management; Financial Management; People Management and Empowerment; Knowledge Management; Service Delivery Innovation; Problem Solving and Analysis; Research skills; Sound organising skills; Stakeholder engagement. Excellent communication skills (written and Verbal); analytical, innovative, problem solving, and interpersonal skills. Ability to work under pressure and long hours.

DUTIES : Development and implementation of demand management framework and strategies. Manage and consolidate the procurement requirements from Branches in line with the strategic plan of the department timeously. Manage a consolidated Procurement Plan for goods and services with critical delivery dates and the approval thereof on time and submission to National Treasury. Monitor and report on progress against the procurement plan. Manage the implementation of Central Supplier Database. Update and implement Central Supplier Database (CSD) in line with client/user requirements. Ensure compliant database with BEE targets and code of good. Facilitation of Bid Specification Committee meetings. Ensure that the specifications/terms of reference are in an unbiased manner to allow all potential bidders to offer their goods or services without favour or prejudice. Review and manage policies, instruction notes and supply chain performance. Monitor, analyse and implement SCM policies and National Treasury instruction notes. Review and implement sourcing strategy. Conduct supplier workshop and share the business opportunities available in the department (procurement plan) with potential service providers throughout the country. Oversee the audit findings and provide responses timeously. Ensure Sound corporate governance and improved compliance with SCM reporting requirements (Internal and external reporting). Ensure continuous improvements and controls

ENQUERIES : Mr M Makhathini, Tel: (012) 399 9515
APPLICATIONS : CFO13-2025@dffe.gov.za

POST 37/06 : **DIRECTOR: FORESTRY ADVISORY SERVICE (REF: FOM01/2025)**

SALARY : R1 266 714 per annum (all-inclusive annual salary package)
CENTRE : Pretoria

REQUIREMENTS : An undergraduate qualification in Forestry or Natural Sciences or relevant qualification on (NQF 7) within the related field as recognized by SAQA. A minimum of five (5) years middle/senior managerial level. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG), upon appointment. Extensive knowledge of National Forests Act, 1998 (Act No 84 of 1998) (NFA) and National Environmental management Act, 107 of 1998 and policies impacting on the forestry sector. Knowledge of extension and advisory services. Knowledge of capacity building and skills development and programme implementation. Knowledge of government administrative procedures (PFMA

and treasury regulations). Planning, Monitoring & Reporting. Skills: Leadership and management, Strategic thinking, Analytical thinking, Conceptual, Problem solving, Process design, Expert level of computer literacy. Communication, especially in writing. Competencies: Strategic Planning. Strategic Capability and Leadership, Programme and Project Management, Financial Management. Problem Solving and Analysis. People Management and Empowerment. Excellent Communication.

DUTIES : Ensure coordination and facilitation of sector capacity building programmes. Ensure the development and implementation of the forestry capacity building strategy. Ensure that a skills audit is conducted in the areas identified by the Forestry Sector Masterplan. Promote partnerships with institutions involved in capacity building, Promotion of partnerships with institutions involved in Capacity Building, Ensure the Forestry workplace Skills Plan is developed annually. Ensure collaboration with forestry institutions of higher learning and the FP&M SETA to address skills issues for students and unemployed youth. Provide strategic leadership in the coordination and implementation of extension services. Ensure the development of norms and standards for extension services. Promote support of forestry SMMEs through extension approaches and techniques. Promote partnerships and support to extension agents in the sector. Ensure the establishment and maintenance of effective linkages and partnerships with relevant stakeholders for the support of forestry extension and advisory services in the sector.

ENQUIRIES : Mr Tebogo Mathiane (012 309 5701)
APPLICATIONS : FOM01-2025@dffe.gov.za

POST 37/07 : **DIRECTOR: STATE FOREST MANAGEMENT (REF: FOM07/2025)**

SALARY : R1 266 714 per annum (all-inclusive annual salary package)
CENTRE : Pietermaritzburg, KwaZulu-Natal
REQUIREMENTS : An undergraduate qualification in Forestry or Natural Sciences or equivalent qualification on (NQF7) within the related field as recognized by SAQA. A minimum Five (5) years of experience in the relevant field at a Middle /Senior managerial level. Successful Completion of the Public service Senior Management Leadership Programme. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG), upon appointment. Knowledge and understanding of all relevant legislation and regulations that govern the Public Service including Public Finance Management Act (PFMA) and treasury regulations, the Public Service Act, Labour Relations Act etc. Knowledge of the Commercial Forestry Sector. Knowledge and understanding of National Priorities e.g. Accelerated and shared growth Initiative South Africa. Understanding of the Forest Sector broad-based black economic empowerment. Knowledge of relevant policies, legislations and frameworks relating to Forestry e.g. National Forest Act, National Veld and Forest Fire Act, National Industrial Policy Framework (NIPF). Knowledge of Enumeration of biological assets for collection of data. Financial Management. Project Management and strategic planning. Stakeholder Engagement. Sound research, organizing and analytical skills. Good Presentation skills Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driver's license and willingness to travel.

DUTIES : Manage the plantations and implement the annual plan of operations for the plantations. Manage State Forests, personnel and associated assets. Develop and implement Fire Management Plans, Ensure the implementation of Sustainable Forest Management in line with the National Forest Act and National Veld and Forest Fire Act. Proactive mitigation of audit risks, develop and implement interventions. Stakeholder Liaison and Providing post settlement support and management of state forest Land and State Forest Land transfer.

ENQUIRIES : Ms M Leseke, Cell No: 072 199 1291
APPLICATIONS : FOM07/2025@dffe.gov.za

OTHER POSTS

POST 37/08 : **PROJECT MANAGER: GLOBAL ENVIRONMENT FACILITY-PILLAR 2 REF NO: BC13/2025**
 (Two Year Contract)

<u>SALARY</u>	:	R1 059 105 per annum (all-inclusive salary package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Project management /Environmental Science or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience in project management or relevant field of which (3) should be at an entry/junior managerial level (Assistant Director Level or equivalent). Knowledge and experience with Global Environment Facility policies and procedures including log frames and similar project planning tools. Experience and knowledge in project/programme management and implementation. Experience in managing large multidisciplinary projects. Knowledge in Biodiversity Management; Experience in the monitoring and evaluation of internationally funded projects. Report writing experience. Knowledge in Financial and Procurement administrative procedures. Leadership and Management; Organisational and planning skills. Innovation and proactiveness; Ability to gather and analyse information. Good interpersonal relations skills; Conflict management and resolution. Ability to work independently and in a team.
<u>DUTIES</u>	:	Provide strategic leadership to the project team and oversee project implementation. Act as the national representative of the project at regional and international levels. Consult with different high-level project partners from relevant institutions to ensure scheduled project activities are completed successfully. Oversee public relations for the project. Coordinate effective communication amongst stakeholders at landscape, national and international level. Ensure high-level stakeholder engagement as well as political and community buy-in. Maintain good communication with other relevant projects and foster synergies and alignment with those projects. Serve as Secretary for the Technical Working Committee and Project Steering Committee in coordinating project implementation. Monitor implementation progress as well as financial and budgetary status of the project components in accordance with the annual workplan. Ensure that World Bank/GEF norms for monitoring and evaluation of project performance, output delivery and impact are applied. Manage the project budget. Facilitate the approval and endorsement of financial and procurement documentation of the national components of the project
<u>ENQUIRY APPLICATIONS</u>	:	Mr S Malete, Tel: (012) 399 9511
	:	BC13-2025@dffe.gov.za
<u>POST 37/09</u>	:	<u>PROJECT MANAGER: GLOBAL ENVIRONMENT FACILITY 7- HUMAN WILDLIFE CONFLICT REF NO: BC17/2025</u> Re-Advert (Three Year Contract)
<u>SALARY</u>	:	R1 059 105 per annum(all-inclusive salary package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Project management /Environmental Science or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience in project management or relevant field of which (3) should be at an entry/junior managerial level (Assistant Director Level or equivalent). Knowledge and experience with GEF policies and procedures including log frames and similar project planning tools. Experience and knowledge in project/programme management and implementation. Experience in managing large multidisciplinary projects. Knowledge in Biodiversity Management; Experience in the monitoring and evaluation of internationally funded projects. Report writing experience. Knowledge in Financial and Procurement administrative procedures. Leadership and Management; Organisational and planning skills. Innovation and proactiveness; Ability to gather and analyse information. Good interpersonal relations skills; Conflict management and resolution. Ability to work independently and in a team.
<u>DUTIES</u>	:	Provide strategic leadership to the project team. Act as the national representative of the project at regional and international levels. Consult with different high-level project partners from relevant institutions to ensure scheduled project activities are completed successfully. Oversee public relations for the project. Coordinate effective communication amongst stakeholders at landscape, national and international level. Ensure high-level stakeholder and policy buy-in. Monitoring inputs of partners, ensuring that project obligations are fulfilled in a timely and coordinated fashion. Manage

		Project Implementation Task Team and participate in Steering Committee meetings. Serve as Executive Secretary and provide support to the PSC in coordinating project implementation. Monitor progress of the project. Monitor the financial and budgetary status of the national components of the project. Ensure that UNEP/GEF norms for monitoring and evaluation of project performance, output delivery and impact are applied. Participate in the UNEP semi-annual field supervision missions.
<u>ENQUIRY APPLICATIONS</u>	:	Mr S Malete, Tel (012) 399 9511
	:	BC17-2025@dffe.gov.za
<u>POST 37/10</u>	:	<u>DEPUTY DIRECTOR: GREENING & LIVELIHOODS IMPLEMENTATION SUPPORT (X3 POSTS)</u>
<u>SALARY CENTRE</u>	:	R1 059 105 annum per annum (all-inclusive salary package).
	:	Bhisho, Eastern Cape (REF: FOM08/2025)
	:	Polokwane, Limpopo (REF: FOM09/2025)
	:	Bloemfontein, Free State (REF: FOM10/2025)
<u>REQUIREMENTS</u>	:	National Diploma (NQ6) in Forestry or Developmental Studies or equivalent qualification within the related field. A minimum of five (5) years' experience in Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge and understanding of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA). Knowledge of the function of different departments and levels of government. Government business practices and policies. Departmental service delivery. Reporting systems and processes. Project Management and strategic planning. Stakeholder Engagement. Strategic Capability and Leadership. Financial Management. People Management and Empowerment. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driver's license and willingness to travel.
<u>DUTIES</u>	:	Manage the socio-economic development of the Forestry sector with reference to the livelihood programmes. Promote livelihoods and greening programmes locally, provincially and nationally through stakeholder liaison. Implement National Forestry Development Awareness Programmes and Campaigns. Ensure the implementation of forestry livelihood development and agroforestry. Manage and implement forestry greening and livelihood programmes and projects. Implement greening initiatives (Ten Million Trees) programmes. Provide technical advice and guidance on Forestry Development issues. Ensure the promotion of partnerships between Government, Non-Government Organisation (NGO's) and private individuals and communities. Ensure the integration of Forestry Development into Local, Provincial and National Government Developments. Ensure the inclusion of Forestry Development on Provincial Growth and Development Strategies (PDGS), Spatial Development Frameworks (SDF) and Integrated Development Plans (IDP), Provide support in the coordination of forestry greening campaigns. Provide support for the Arbor Month and Arbor City Awards Programme. Sustainable Management of state nursery. Develop and implement the Annual Plan of Operations. Revenue collection. Manage the resources of the component.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr N Matsea, Cell No: 066 390 7000
	:	FOM08-2025@dffe.gov.za
	:	FOM09-2025@dffe.gov.za
	:	FOM10-2025@dffe.gov.za
<u>POST 37/11</u>	:	<u>DEPUTY DIRECTOR: FOREST RESOURCE PROTECTION (X2 POST)</u>
<u>SALARY CENTRE</u>	:	R1 059 105 per annum (all-inclusive package)
	:	Bhisho, Eastern Cape (FOM11/2025)
	:	Pietermaritzburg, KwaZulu-Natal (FOM12/2025)
<u>REQUIREMENTS</u>	:	National Diploma (NQ6) in Forestry or Natural Resources or equivalent qualification within the related field. A minimum of five (5) years of experience in Forestry or related field, of which three (3) years should be at the entry managerial level (Assistant Director level or equivalent). Sound understanding of the National Forests Act, 1998 (Act No 84 of 1998) and National Veld and Forest Fires Act, 1998 (Act No 101 of 1998). Knowledge of the Forestry and environmental management sector. Understanding of the Public Finance

		Management Act (PFMA) and Treasury Regulations. Knowledge of policy development and analysis. Excellent Communication (verbal, presentation and report writing). Ability to work independently and efficiently under pressure. A valid driver's license and willing to travel.
<u>DUTIES</u>	:	Implementation, monitoring and evaluation of policy instruments. Ensure effective implementation of policies, legislation, strategies, action plans, guidelines, norms and standards for forestry legislation (NFA and NVFFA). Enumeration for collection of data. Ensure compliance and enforcement of the NA while advocating co-operative governance. Provide support to the Fire Protection Association in terms of the NVFFA provisions. Implement capacity building and training on forestry legislation. Conduct training and awareness to various stakeholders including SAPS, Prosecutors, Magistrates, FPAs on the provisions of the forestry legislation (NFA and NVFFA). Ensure Integrated Fire Management through collaboration of all stakeholders, Ensure establishment, compliance, and functionality of Fire Protection Associations
<u>ENQUIRIES APPLICATIONS</u>	:	Mr C Ndou, Tel: 066 019 1221
	:	FOM11-2025@dffe.gov.za
	:	FOM12-2025@dffe.gov.za
<u>POST 37/12</u>	:	<u>DEPUTY DIRECTOR: STATE FOREST MANAGEMENT (X2 POSTS)</u>
<u>SALARY CENTRE</u>	:	R1 059 105.per annum per annum (all-inclusive salary package).
	:	Nelspruit, Mpumalanga: (REF: FOM13/2025)
	:	Makhado, Limpopo: (REF: FOM14/2025)
<u>REQUIREMENTS</u>	:	National Diploma (NQ6) in Forestry or Developmental Studies or relevant qualification within the related field. A minimum of five (5) years' experience in Commercial Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge and understanding of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA), including other relevant Acts such as NEMA, NEMBA, and Protected Areas. Knowledge and management of Plantation Forestry and Environmental Management Sector. Knowledge and experience in Enumeration and management of biological assets for collection of data. Financial Management. Project Management and strategic planning. Stakeholder Engagement. Ability to work under pressure and handle criticism. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driver's license and willingness to travel.
<u>DUTIES</u>	:	Managing and coordinate the implementation, maintenance, and improvement of the Sustainable Forest Management (SFM) business processes. Develop and implement Annual Plan of Operational APOs that will facilitate the rehabilitation and restoration of timber within the forest plantations in the province. Ensure business processes for Sustainable Forest Management (SFM) are developed, implemented, reviewed, and disseminated to all forest managers within the plantations. 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. Monitor forest protection for risk and mitigation. Develop and implement Fire Management Plans for estates/plantations. Strengthening human resource development, technical capacity and cooperation at a regional level to ensure implementation of appropriate legislation for the management of forests. Participate in the Fire Protection Association activities in the region. Facilitate the establishment of liaison Forums and manage stakeholder liaison. Participate in the forestry provincial development forums and development initiatives by other organisations
<u>ENQUIRIES APPLICATIONS</u>	:	Ms M Leseke, Cell No: 072 1991 291
	:	FOM13-2025@dffe.gov.za
	:	FOM14-2025@dffe.gov.za

POST 37/13 : **DEPUTY DIRECTOR: FOREST SECTOR ANALYSIS (REF NO: FOM16/2025)**

SALARY : R1 059 105 per annum (all-inclusive salary package).
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Forestry or Natural Sciences or equivalent qualification within the related field. A minimum of five (5) years' experience in Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). 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 and NVFFA. Knowledge of enumeration for collection of data. Ability to work under pressure, communication skills (written and verbal), Facilitation and negotiation skills, Planning and organising, Leadership skills, Planning and Execution, Financial Management and report writing skills. A valid Driver's license and willingness to travel.

DUTIES : Develop statistics and trend analysis pertaining to the Forest Sector. Ensure the analysis, interpretation and provision of relevant data and information to various stakeholders. Perform triennial analysis of the State of Forest and periodic forest resource assessment to provide forest sector trends. Develop periodic and on-demand qualitative analysis and report on specific forest-sector issues. Coordinate reporting on forestry matters at a national and international level and ensure effective representation of the forestry sector. Develop Forestry Sector Reports. Ensure the publishing of reports on Commercial Timber Resources and Primary Roundwood Processing in South Africa (Commercial Timber Statistics). Manage publication of the state of forestry reports. Provides input towards reports commissioned by other sister Departments and other role players. Provide technical information on forest resources and Forestry. Provide forestry technical advice on the development of Forestry Sector strategies. Consolidate inputs and comments from internal and external stakeholders. Ensure the publishing of forestry related articles in various platforms. Oversee the management of an efficient knowledge and information programme for the forest sector. Ensure compliance with regional/international conventions, Agreements and processes. Produce reports based on the Joint Forest Sector Questionnaire and submit to the Food and Agriculture Organization of the United Nations (FAO). Participate and produce country reports towards the Global Forest Resources Assessment Programme led by the FAO.

ENQUIRIES : Ms. Hlobisile Sithole, Cell No: 082 683 5606
APPLICATIONS : FOM16-2025@dffe.gov.za

POST 37/14 : **DEPUTY DIRECTOR: FOREST BASED ENTERPRISES REF NO: FOM17/2025)**

SALARY : R1 059 105 per annum (all-inclusive salary package).
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Forestry or equivalent qualification within the related field. A minimum of five (5) years' experience in Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge and understanding of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and National Environmental management Act, 107 of 1998. Knowledge of Environmental Legislation and policies impacting on the forestry sector. Knowledge in the regulation of natural resources. Knowledge of government administrative procedures (PFMA and treasury regulations). Stakeholder Engagement. Strategic thinking and Leadership Management. Problem Solving skills. Expert Level of Computer Literacy. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to interpret regulation and develop appropriate policy. Good interpersonal relations skills. Good Communication skills. A valid Driver's license and willingness to travel.

DUTIES : Manage small growers' initiatives and programmes. Develop initiatives to support small growers in the affected provinces. iv. Provide small-scale technical advice and support to forestry small growers. Facilitate access to market, funding and certification for SMMEs. Conduct Profiling of SMMEs within the province. Facilitate and coordinate small grower timber production

		enterprises. Coordinate the implementation of the afforestation programme. Collaborate with the private sector on support mechanisms for small growers in the sector. Facilitate and coordinate non-timber forest products enterprises. Develop and implement a strategy framework for Non-Timber Forest Products. Establish structures to coordinate efforts to support small growers and timber and Non-Timber Forest Product enterprises. Ensure effective coordination and hosting of the sessions for these structures in provinces.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms O Zikhali, Cell No: 060 973 4232
	:	FOM17-2025@dffe.gov.za
<u>POST 37/15</u>	:	<u>DEPUTY DIRECTOR: INFORMATION MANAGEMENT AND COORDINATION REF: BC15/2025</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R896 436 per annum (all-inclusive salary package)
	:	Pretoria
	:	National Diploma (NQ6) in Public Management or Administration or equivalent qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience in information management, of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Knowledge of project planning methodologies such as critical path planning. Knowledge of computers and database/spreadsheet/ word processing software. Biodiversity Management Conservation Management. Public Administration. Project Management. Public service prescripts and procedure. Ability to conceptualize and organize project planning process. Ability to take responsibility and function under minimal supervision. Ability to work with wide range of people. Skills: Computer literacy. Excellent communications and leadership skills. Excellent planning and organizational skills Problem-solving skills. Ability to accurately review and complete detail-oriented information and projects. Ability to conceptualize and organize project planning process. Personal attribute: Team player; Goal orientated; Working under pressure; Loyalty; Commitment; Honesty and integrity; Enthusiasm; Reliability; Personal presentation; Positive self-esteem; initiative and creativity; Self-Motivation; Adaptability; Ability to take responsibility and function under minimal supervision. Ability to work with wide range of people.
<u>DUTIES</u>	:	Manage and coordinate the implementation of bilateral activities arising from the biodiversity related Memoranda of Understanding with other countries. Ensure implementation and reporting on the progress, the outcomes approach in terms of Outcome 10 and outcome 7. Facilitate the development of implementation agreements with stakeholders for the advancement of the biodiversity science/policy interface. Provides advice to participants; serves as a liaison, analysing information, providing documentation, and preparing reports. Develop a set of national indicators for biodiversity and conservation for long term monitoring. Implement a system to track indicators over time and compile reports. Provide secretariat functions for stakeholder engagement platforms (Convention on Biological Diversity (CBD), Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES)
<u>ENQUIRY APPLICATIONS</u>	:	Mr S Malete (012) 3009511
	:	BC15-2025@dffe.gov.za
<u>POST 37/16</u>	:	<u>DEPUTY DIRECTOR: BUDGET REPORTING (REF NO: CFO19/2025)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R896 436 per annum (all-inclusive salary package)
	:	Pretoria
	:	National Diploma (NQF 6) in Accounting or Finance or relevant qualification within the Financial Management field as recognised by SAQA. A minimum of five (5) years' experience in Management Accounting environment of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Training in MS Office packages (Word and Excel specifically at Intermediate level), BAS & Vulindlela. Knowledge of strategic planning and budgeting. 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 assets of the department. Ability to develop and apply policies. Advanced skills in financial; project management; Good interpersonal relations; Stakeholder engagement; Research skills; Financial Management; Change Management and knowledge management; Problem Solving and Analysis and People

		Management and Empowerment. Ability to work individually and in team. Good interpersonal relations skills. Ability to work with difficult persons and to resolve conflict.
<u>DUTIES</u>	:	Undertake financial planning, budgeting, and reporting work to ensure that information for planning purposes is collected and analysed properly, manage, review, analyse and quality assure the budget preparation process and coordinate, review, analyse and quality assure the management accounting reporting processes. Monitor the policy and legislative framework to ensure that cognisance is taken of new developments, develop and maintain policies and processes, monitor cash flow and submit cash flow reports and plans as required. Provide advice and guidance to role players on the use of forecasting methods and tools. Manage the roll-over, adjustment estimates (ENE), and virement process to ensure that information on the requirement for role-over requests are disseminated to responsibility and program managers and that all roll-over requests are considered, proposal developed submitted to the CFO for consideration. Donor funding management of expenditure and reporting. Develop and manage the operational plan of the sub-directorate and report on progress as required. Maintain discipline and quality control of work delivered by employees.
<u>ENQUERIES APPLICATIONS</u>	:	Ms D Malibe, Tel: (012) 399 9146
	:	CFO19-2025@dffe.gov.za
<u>POST 37/17</u>	:	<u>SCIENTIST PRODUCTION GRADE A: AQUACULTURE INNOVATION & TECHNOLOGY DEVELOPMENT REF NO FIM06/2025</u>
<u>SALARY CENTRE</u>	:	R761 157 per annum (all-inclusive remuneration package)
	:	Aquaculture Technology and Demonstration Centre (ATDC), Gariep Dam, Free State
<u>REQUIREMENTS</u>	:	Bachelor's (BSc) Honours Degree (NQF8) in Aquaculture/ Agriculture/ Ichthyology/ Aquatic Parasitology/ Zoology or equivalent qualification within the related field as recognised by SAQA. Three (3) years' post-qualification experience in aquaculture research and compulsory registration with the SACNASP as a Professional Natural Scientist. Theoretical and practical knowledge of aquaculture production systems, inland fisheries, breeding and aquatic animal health and welfare. Proven ability to carry out quantitative analysis and report and peer reviewed scientific publication writing and scientific reviews. Knowledge of animal ethics as it relates to animal research. Familiar with software applications and statistical analysis of data. Knowledge of animal ethics as it relates to animal and applied aquaculture research. Practical aquaculture breeding, aquatic animal handling and biosecurity skills. Good communication, analytical and problem solving and analysis skills. A valid driver's licence.
<u>DUTIES</u>	:	Undertake basic and applied aquaculture and inland fisheries research on priority species in line with the Aquaculture Research and Technology programme and inland fisheries policy. Provide information on new technologies and research developments through continuous professional developments. Perform scientific analysis and regulatory functions. Gather, interpret and statistically evaluate empirical and experimental data to inform policy and practice. Compile detailed technical and scientific reports, proposals, concept notes and policy briefs for departmental identity and consolidate sectoral needs for methodologies and decision-support tools in inland aquaculture and inland fisheries. Monitor and evaluate aquaculture research programmes and demonstrate activities. Support the ATDC with optimizing breeding and hatchery programmes. Maintain effective stakeholder and client relationships to promote adoption of best practices and evidence-based approaches. Mentor, train and supervise candidate scientists, interns, students and aquaculture technicians at the ATDC and provide structured learning and development opportunities to support growth of technical capacity in the sector
<u>ENQUIRIES APPLICATIONS</u>	:	Ms A Bernatzeder, Tel No. (082) 687 5333
	:	FIM06-2025@dffe.gov.za
<u>POST 37/18</u>	:	<u>CONTROL ENVIRONMENTAL OFFICER GRADE A: SUSTAINABLE AQUACULTURE MANAGEMENT REF NO: FIM07/2025</u>
<u>SALARY CENTRE</u>	:	R612 480 per annum
	:	Cape Town (Foretrust Building)

<u>REQUIREMENTS</u>	:	Four (4) year Degree (NQF8) in Natural/ Environmental Sciences or equivalent within the related field as recognised by SAQA. Six (6) years' experience in the marine environment field. Knowledge of the Marine Living Resources Act (MLRA) and other legislation related to Aquaculture. Understanding of environmental impact assessment. Knowledge and understanding of environmental management principles, laboratory procedures and data analysis. Experience in administrative procedures and database development and management. Understanding of policy and legislation development. Proven research methodology (interpretation of findings), project management skills. Communication, interpersonal and problem-solving skills.
<u>DUTIES</u>	:	Manage the granting of rights in accordance with section 18 of the MLRA and other legislation. Coordinate the assessment process of the Marine Aquaculture Rights application. Monitor efficiency throughout the assessment process to ensure that the service standard is met. Review, develop and monitor the implementation of marine aquaculture industry related policy and legislative guidelines. Manage the issuing of permits in accordance with section 13 of the MLRA. Oversee the processing of permits and exemptions. Ensure quality output on the permit applications submitted. Check and monitor progress to ensure service standards are met. Advise potential farmers, new applicants, and existing permit holders on permit application procedures, conditions and requirements. Monitor compliance to all relevant legislative provisions and report non-compliance to relevant authorities. Oversee site visits and inspections of aquaculture facilities to ensure compliance with legislation. Oversee aquaculture authorisation advisory services to stakeholders and ensure that quality information is provided. Provide and manage administrative, information management, and personnel management with regards to aquaculture authorisation. Provide mentorship, peer review of documentation and quality control. Oversee improved performance, capacity building and skills development for aquaculture authorisation officials.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. A Njobeni, Tel No. (082) 924 0101
	:	FIM07-2025@dffe.gov.za
<u>POST 37/19</u>	:	<u>CONTROL ENVIRONMENTAL OFFICER GRADE A: EMI LEGAL SUPPORT (RCSM08/2025)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R612 480 per annum
	:	Pretoria
	:	Four-year Degree (NQF8) in Natural or Environmental Sciences or equivalent qualification within the related field as recognised by SAQA, plus six (6) years' post qualification experience in the relevant field. A postgraduate qualification in Environmental Law would be an added advantage. Understanding of environmental, administrative, criminal and Constitutional law and its application to the environmental compliance and enforcement management system. Ability to apply legal aspects to practical environmental compliance and enforcement matters. Excellent written and verbal communication skills, particularly with regard to the drafting of legal opinions which supports the work of Environmental Management Inspectors across the Inspectorate. 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. Knowledge in general government administrative, financial and procurement procedures and processes 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. Ability to work independently, or as part of a team. Must be able to work in a meticulous manner, under pressure and conform to deadlines determined by supervisor. Be willing to travel and in possession of a valid driver's license.
<u>DUTIES</u>	:	Support the work of Environmental Management Inspectors by providing written and verbal responses to requests for legal support or advice from environmental compliance and enforcement stakeholders, including Environmental Management Inspectors and other regulatory authorities. Obtain legal counsel's opinion where required. Support responses to requests submitted in terms of Promotion of Access to Information Act 2 of 2000 (PAIA). Undertake a legal review of draft documents developed by Environmental Management Inspectors, including formal correspondence, notices, directives etc. Provide proactive legal support and advice in the form of legal advisories, opinions and case summaries relating to environmental compliance and

enforcement. Review, develop, maintain and update appropriate legislation, policies, procedures and guidelines in support of the Environmental Management Inspectorate. Assess, develop, update, maintain and procure compliance and enforcement information resources, including relevant publications and manuals, as well as electronic information resources and platforms. Contribute legal content to publications, including annual reports and quarterly newsletters. Draft and review memorandums of agreement/understanding with external stakeholders relating to environmental compliance and enforcement. Provide legal support to facilitate compliance and enforcement capacity development within the Inspectorate.

ENQUIRIES
APPLICATION

: Mr Mark Jardine Tel: 012 399 9497
: RCSM08-2025@dffe.gov.za

POST 37/20

: **CONTROL ENVIRONMENTAL OFFICER GRADE A: EMI CAPACITY DEVELOPMENT REF NO: (RCSM07/2025)**

SALARY
CENTRE
REQUIREMENTS

: R612 480 per annum
: Pretoria
: Four (4) year Degree (NQF8) in Natural or Environmental Sciences or equivalent qualification within the related field as recognised by SAQA, plus six (6) years' post qualification experience in the relevant field. Knowledge and experience in the design, development, implementation, presentation, monitoring and evaluation of compliance and enforcement capacity-building programmes. 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. Excellent written, verbal and visual communication skills, including the ability to develop training curriculum. Sound knowledge of the legislative framework related to the Environmental Management Inspectorate (EMI) in South Africa. Strategic, problem-solving and organisational skills. Knowledge in general government administrative, financial and procurement procedures and processes. Administrative and logistical skills, including project management, government procurement, budgetary monitoring and events management. Customer responsiveness with a focus on skills and capacity development objectives. Be willing to travel and in possession of a valid driver's license. Ability to work independently, and as part of a team. Computer literate and meticulous.

DUTIES

: To plan, implement, facilitate and participate in the national environmental compliance and enforcement (basic and specialised) capacity-building programme for Environmental Management Inspectors; as well as other relevant regulatory authorities, including South African Revenue Service: Customs (SARS), South African Police Service (SAPS), National Prosecuting Authority (NPA) and the Border Management Authority (BMA) etc. Administer and facilitate venue procurement oversight, presenter logistics, assessments, curriculum development and review and record keeping. Implement a monitoring and evaluation process in respect of the national compliance and enforcement programme. Provide capacity development support to operational projects of national, provincial and municipal Environmental Management Inspectors and other compliance and enforcement role-players. Liaise and collaborate with international and domestic environmental authorities and donors as well as tertiary education institutions, NGOs and other relevant stakeholders on compliance and enforcement capacity-development initiatives. Develop appropriate training curriculum to be delivered through the national environmental compliance and enforcement capacity-building programme. Monitor the procurement of venues and initiate and administer other related goods and services (including training-related presenters, equipment, publications etc.) required to support the delivery of environmental compliance and enforcement capacity development and operational initiatives.

ENQUIRIES
APPLICATION

: Mr Mark Jardine Tel: 012 399 9497
: RCSM07-2025@dffe.gov.za

POST 37/21

: **CONTROL BIODIVERSITY OFFICER GRADE A: BIODIVERSITY GLOBAL CHANGE: REF NO: BC14/2025)**

SALARY
CENTRE
REQUIREMENTS

: R612 480 per annum
: Pretoria
: Four (4) year Degree (NQF8) in Natural/ Environmental Sciences or equivalent qualification within the related field, as recognised by SAQA, plus six (6) years

		post qualification experience in the relevant field. Appropriate experience in the development, coordination, facilitation and implementation of Biodiversity and Climate change strategies and policies. Knowledge of multilateral Environmental Agreements relating to biodiversity and climate change. Good knowledge and understanding of biodiversity and climate change as well as Ecosystem based Adaptation (EbA) and /or Nature based solutions. Project management skills, interpersonal skills, presentation skills, ability to interact professionally with a wide range of stakeholders, planning and organizational skills and an ability to write and interpret technical reports. A valid driver's license.
<u>DUTIES</u>	:	Coordinate the development and implementation of climate change adaptation tools for the biodiversity and ecosystems sector. Provide support in the implementation of the Ecosystem based Adaptation strategy and associated guidelines. Convening of the Ecosystem based Adaptation community of practice. Provide technical support in the coordination, integration of Ecosystem based adaptation across government sectors and institutions to identify opportunities for strengthening EbA Outcomes. Provide technical support with the coordination and implementation of multilateral Environmental Agreements. Provide technical line function support and advice to other Sub-Directorates within the Directorate as well as intergovernmental and national structures including clients within the public service, private sector and civil society on biodiversity and climate change matters and issues.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr Barney Kgope, Tel: (012 399 9165)
	:	BC14-2025@dffe.gov.za
<u>POST 37/22</u>	:	<u>CONTROL BIODIVERSITY OFFICER GRADE A: WILDLIFE ECONOMY MSMEs SUPPORT SERVICES REF: BC16/2025</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R612 480 per annum
	:	Pretoria
	:	Four (4) year Degree (NQF8) in Environmental Management/ Natural Sciences / Natural Resource Economics or equivalent qualification within the related field as recognised by SAQA, plus six (6) years post qualification experience in the relevant field. Knowledge of the NEMA; NEMBA; NEMPAA, NBES, CBD, CITES and White Paper on Conservation and Sustainable Use of South Africa's Biodiversity. Knowledge of general government administrative procedures and processes (PSA & PSR). Financial and Procurement administrative procedures (PFMA & Treasury Regulations). Knowledge and in-depth understanding of the Biodiversity Operation Phakisa. Skills: Planning skills; Good communication skills; Negotiations skills; Policy development; Computer literacy and Creativity; Report writing skills and Organisational skills. Personal Attributes: Innovative and proactive. Ability to work long hours voluntarily. Ability to gather and analyse information. Proven leadership skills. Ability to develop and apply policies. Ability to work independently and in a team. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution.
<u>DUTIES</u>	:	Support to Micro, Small, and Medium Enterprises (MSMEs) within the wildlife sector. Identify and enter into partnerships to facilitate MSMEs growth and for the implementation of the Wildlife Economy Lab outcomes. Undertake scientific and economic research relevant to the wildlife sector. Coordinate reporting of the wildlife sector in terms of jobs created and economic contribution. Participate in the development, review and implementation of the Biodiversity Economy Satellite account. Monitor, review, and evaluate progress on implementation plans. Support and encourage product owners to obtain all operating licenses for all relevant products in their respective game farms or wildlife ranches. Facilitate post-game donation or custodianship support initiatives such as recruitment of Wildlife Extension Officers.
<u>ENQUIRY APPLICATIONS</u>	:	Ms L Tshitwamulomoni, Tel:012 399 9611
	:	BC16-2025@dffe.gov.za
<u>POST 37/23</u>	:	<u>CONTROL ENVIRONMENTAL OFFICER GRADE A: CLIMATE CHANGE MITIGATION RESEARCH AND ANALYSIS (REF: CCAQ09/2025)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R612 480 per annum
	:	Pretoria
	:	Four (4) year Degree (NQF8) in Environmental Management/ Natural Sciences or equivalent qualification within the related field as recognised by SAQA, plus

six years post qualification experience in the relevant field. Knowledge of South Africa's greenhouse gas emission profile and climate change mitigation. Climate Change legislation policies and Strategies. Climate Change Mitigation scenarios development and Modelling. Ability to conduct research, gather and analyse information. Climate change models. Ability to conduct social economic analysis. Skills: Data collection and analysis. Climate change modelling. Climate Change Scenario Development. Systems thinking and dynamics. Basic modelling skills; Coordination skills' Organisational and planning; Communication skills (written and spoken); Programme and Project Management; Listening skills; Writing skills; Decision-making skills; Report writing skills; Organisational skills and Computer Literacy. Personal Attributes: Innovative and proactive. Ability to work long hours voluntarily. Ability to gather and analyse information. Proven leadership skills. Ability to develop and apply policies. Ability to work independently and in a team. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution. Ability to organise and plan under pressure. Ability to collect and interpret information and reports. Interpersonal relations. Initiative. Responsibility and loyalty.

DUTIES : Facilitate the collection of greenhouse related data and Climate change mitigation Information for the country. Ensure the facilitation and conduction climate change mitigation research, analysis and studies to inform mitigation interventions and response measures of low carbon development. Develop methodologies and approaches that facilitate the implementation of climate change mitigation response measures and interventions. Facilitate the development of analysis tools such as models to be used for the analysis of greenhouse gas data, socio-economic impact etc.

ENQUIRY APPLICATIONS : Mr. P Mabina, Tel (082) 537 4924
: CCAQ09-2025@dffe.gov.za

POST 37/24 : **ASSISTANT DIRECTOR: NON-INFRASTRUCTURE PROGRAMMES (EP20/2025)**

SALARY CENTRE REQUIREMENTS : R582 444 per annum
: North-West Province
: National Diploma (NQF6) in Environmental Science/Environmental Management or equivalent qualification within the related field as recognised by SAQA. A minimum of three (3) years in a Project Management role. Appropriate biological sciences knowledge. Strong experience in Natural Resource Management. Knowledge of administrative procedures; financial management; project management and programme management; personnel management; sound organizing and planning skills and good communication skills. Ability to compile 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. A Valid drivers' licence as well as above average numerical literacy.

DUTIES : Coordinate the implementation of Environmental Programmes Non-Infrastructure projects. Assist with administration of MOAs and contracts signed with entities and service providers. Support the recruitment process of create work opportunities of EPWP. Assist with monitoring and reporting of expenditure progress for budget allocated for project operations. Conduct monthly project performance review with service providers and entities. Ensure compliance with Environmental Programmes Non-Infrastructure projects. Conduct regular sit inspection on all current and completed projects sites. Verify accuracy and compliance of in-field project site clearing data. Conduct project risk assessment to identify, implement and report on mitigations and control improvements. Facilitate the development and review of project operational plans. Assist with drafting, review and approval of annual detailed project plans. Assist with mid-term revision APP targets and budgets for project under implementation. Facilitate the stakeholder's engagement through identification and engage with relevant stakeholders to support the implementation of projects. Liaise with relevant organs of state to ensure coordination and partnerships at district and local level concerning planning and implementation of invasive alien plants. Participate in the implementation of public environmental awareness and education programmes.

ENQUIRIES APPLICATIONS : Mr UR Bahadur, Tel: 012 252 0263
: EP20-2025@dffe.gov.za

POST 37/25 : **ASSISTANT DIRECTOR: WOODLAND AND INDIGENOUS FOREST MANAGEMENT (BC18/2025)**

SALARY : R582 444 per annum
CENTRE : Eastern Cape
REQUIREMENTS : National Diploma (NQF6) in Forestry or Nature Conservation or Environmental Science or equivalent qualification within the related field. Three (3) years' experience in Indigenous Forestry or Provincial or National Parks or related field. Knowledge, and evidence of application of the following legislation: National Forest Act 1998 (Act 84 of 1998), National veld and Forest Fire Act (NVFFA), National Environmental Management Act 1998 (Act 107 of 1998) and NEMPA including regulations and policies regulating Natural Resources. Policies impacting on the forestry sector. Knowledge of Environmental Treaties. Knowledge of government administrative procedures i.e. Public Finance Management Act (PFMA) and Treasury Regulations, Occupational Health and Safety (OHS), Performance Management systems). Knowledge of Environmental Impacts Assessments and Geographical Information System (GIS) techniques. Good communication skills (verbal and written). Computer literacy. Ability to work under pressure and handle criticism. Ability to lead a team. Project management skills. Good interpersonal relations skills. Ability to negotiate in difficult situations and to resolve conflict. Ability to work long hours. A Valid Driver's License and Willingness to travel.

DUTIES : Ensure sustainable management of woodlands and indigenous forests through promoting use of forests for various purposes. Provide support with the issuing and/or approve licenses for different use in the state indigenous forest as per the National Forest Act (NFA) delegations. Coordinate the identification of Rare, Threatened and Endangered species (RTEs) within the state forests as per the Principle, Criteria, Indicators and Standards Framework (PCI&S). Conduct conservation planning and ensure compliance with national biodiversity management frameworks. Develop and monitor the implementation of the Directorate Business Plan, including the rehabilitation programmes, stakeholders' engagement campaigns. Promote the expansion of new woodland coverage, and where possible, the restoration/rehabilitation of ancient woodland. Conduct ecological forest monitoring and research. Monitor and support the implementation of capacity building and environmental empowerment strategies. Facilitate the creation of work opportunities through the EPWP. Facilitate the supply of PPE and Equipment. Ensure Health and safety of the employees in the workplace. Management and supervision of employees.

ENQUIRIES : Dr T Ramatshimbila, Cell No: 082 804 7621
APPLICATIONS : BC18-2025@dffe.gov.za

POST 37/26 : **ASSISTANT DIRECTOR: SECRETARIAT SUPPORT (REF: ODG04/2025)**

SALARY : R468 459. per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Public Management or Administration or Business Administration or relevant administration-related qualification as recognised by SAQA. A minimum of three (3) years' proven experience within secretariat field, governance coordination or executive roles. Knowledge of Public service prescripts, administrative procedures, Project Management, Intergovernmental Relations, Treasury Regulations and Financial Regulations. Advanced proficiency in Microsoft Office (Word, Excel, Outlook and PowerPoint). Excellent minute-taking, report writing and follow-up skills. Ability to successfully manage a wide network of relationships. Good interpersonal relations. Strong analytical, interpersonal, and problem-solving abilities. Ability to handle sensitive information/documents confidentiality and maintain high level of integrity and objectivity. Ability to work independently and in a team and manage tight deadlines across multiple government platforms. Experience in managing engagements across senior executive levels, including Ministers, Deputy Ministers and Director-General. Sound organizing skills, strong communication skills (verbal and written).

DUTIES : Provide Secretariat support to the Departmental Management Meetings for Minister and Deputy Minister's. Provide Secretariat Executive support for the Director-General's Departmental Management meetings, Bilateral with Public Entities and Departmental Makgotla. Manage logistics, compile meeting packs,

		take accurate minutes, and track action items. Coordinate with internal and external stakeholders to ensure smooth committee operations.
<u>ENQUIRIES</u>	:	Mr M Madingwane, Tel: 012 399 9880
<u>APPLICATIONS</u>	:	ODG04-2025@dffe.gov.za
<u>POST 37/27</u>	:	<u>ESTATE MANAGER: WOODLANDS& INDIGENEOUS FOREST MANAGEMENT REF NO: BC19/2025)</u>
<u>SALARY</u>	:	R468 459 per annum
<u>CENTRE</u>	:	Eastern Cape (Bomvane Estate)
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Forestry or equivalent qualification within the related field, coupled with a minimum three (3) years relevant experience in Indigenous Forest Management. Knowledge and understanding of National Forest Act, 1998 (Act No. 84 of 1998) and National Veld and Forest Fire Act, 1998 (Act No. 101 of 1998), National Environmental Management Act (NEMA), National Environmental management: Protected Areas Act (NEMPA), other environmental legislations and regulatory processes. Knowledge and understanding of Public Service Act, Occupational Health, and Safety Act, PFMA, Treasury Regulations. Knowledge of Indigenous Forestry and Protected areas operational processes. Skills: People management and empowerment, financial management, Project and programme management, Communication (written and verbal), Leadership, Facilitation and negotiation skills, Planning and execution. Ability to work long hours, to apply policies. work individually and in team, work with difficult persons and to resolve conflict, Innovative and proactive. A valid driver's license.
<u>DUTIES</u>	:	Preserving the biodiversity of the estate to ensure the continued livelihood within the forest estate. Management and rehabilitation of degraded forest areas, wetlands, and riparian zones. Implementation of National Forest Act and National Veld & Forest Fire Act. Auditing of forests and implementation of Corrective Action Measures as per PCIS Framework. Management of woodlots associated with some Indigenous forests. Manage the infrastructure to ensure the functional utilisation, maintenance, and development within the forest estate. Roads (e.g., management roads, tourist roads, etc.). Office buildings (e.g., offices, stores, gardens, staff houses, guest houses, ablution facilities etc.). Tourism facilities (Recreational facilities e.g., hiking huts, guest houses, camp sites, picnic sites, bird hides, etc.). Forest boundary beacons and fences. Promote Environmental Awareness and manage internal and external relationships with all interested and affected stakeholders to the estate. Ensure presentations to visitors, schools, and communities. Promote indigenous tree planting and Arbor week. Promote, facilitate, and monitor access by users and visitors to educate them on the aspects of forest biodiversity management. Ensure proper functioning of Participatory Forest Management Committees (neighbouring farmers, communities, NGOs, and other stakeholders). Participate in biodiversity related forums and workshops. Training of SAPS, Communities and Forest Officers in National Forest Act and National Veld & Forest Fire Act. Manage risk and security aspects on the estate & administrative and related function. Develop and implement resource security plan for the estate. Enforce regulations and legislation applicable on the estate. Coordinate and conduct regular forest patrols. Oversee the issuing of licenses and other relevant permits. Compile and submit monthly and quarterly reports (technical and support related e.g., work plans for PMDS). Develop an Operational Plan for the estate. Manage human resources. Provide inputs into the development of internal standards and guidelines. Coordinate and manage booking for in hiking huts accommodation. Inputs on the formulation of policies and regulations.
<u>ENQUIRIES</u>	:	Enquires: Dr. TV Ramatshimbila Tel No: (012) 309 5716
<u>APPLICATIONS</u>	:	BC19-2025@dffe.gov.za
<u>POST 37/28</u>	:	<u>SENIOR FORESTER: WOODLANDS & INDIGENEOUS FOREST MANAGEMENT REF NO: BC20/2025</u>
<u>SALARY</u>	:	R397 116 per annum
<u>CENTRE</u>	:	Eastern Cape
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Forestry/ Nature Conservation or equivalent qualification within the related field. A minimum of two (2) years of experience in Indigenous Forest Management or related field. Knowledge of all relevant acts such as National Forests Act, 1998 (Act No 84 of 1998) (NFA), National

		Veld Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA), National Environmental Management Act (NEMA), National Environmental Management: Biodiversity Act (NEMBA), Public Service Act (PSA), Public Finance Management Act (PFMA). Skills: Knowledge of forest management sector, computer, people management, leadership, planning and organising, financial management, Environmental Impacts Assessments and Geographical Information System (GIS) techniques. A valid driving license.
<u>DUTIES</u>	:	Implementation of the infrastructure maintenance plan within the forest estate which deals with the following: Maintenance of forests roads, official buildings (e.g., offices, stores, gardens, staff houses, ablution facilities, hiking huts, camp sites, picnic sites, etc.) Maintenance of Forest boundary beacons and fences. Assist in preservation of forest biodiversity to ensure the continued livelihood within the forest estate, assist in the development and implementation of the management plan for the forest estate, which deals with the following: rehabilitation of degraded forest areas, wetlands, and riparian zones. Implementation of the National Forest Act, 1998 (Act No. 84 of 1998), as amended and National Veld and Forest Fire Act, 1998 (Act No. 101 of 1998), as amended. Recording and monitoring and recording of rare, threatened, and endangered species. Implementation of invasive alien plant control, implementation of the PCI&S framework. Management of woodlots associated with some indigenous forests. Promote environmental awareness and manage relationships with all affected stakeholders: Presentations to visitors, schools, and communities. Capacity building of local communities in forest related legislations. Promote, facilitate, and monitor forest access by users and visitors. Promote tree planting and relevant environmental campaigns. Manage risk and security aspects of the forest estate. Staff supervision.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr K. Ncisanana, Cell No: 040 492 0089
	:	BC20-2025@dffe.gov.za
<u>POST 37/29</u>	:	<u>PROJECT COORDINATOR: EP NON-INFRASTRUCTURE PROGRAMMES (REF: EP16/2025)(X3 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R397 116 per annum
	:	Pretoria
	:	National Diploma (NQF6) in Natural Science/Environmental Management or equivalent qualification within the related field as recognised by SAQA. A minimum of two (2) years' experience in the relevant field. Understanding of Project management. Knowledge of Alien vegetation control. Good communication skills and sound organization 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 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.
<u>DUTIES</u>	:	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 governs alien vegetation control. Render projects close out services by conducting final site inspections and facilitating the handing over of cleared land to the land user.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms LP Mabuza Tel: 012 399 9632
	:	EP16-2025@dffe.gov.za
<u>POST 37/30</u>	:	<u>SENIOR ADMINISTRATIVE OFFICER: PELAGIC AND HIGHSEAS FISHERIES MANAGEMENT REF NO FIM08/2025</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R397 116 per annum
	:	Cape Town (Foretrust Building)
	:	National Diploma (NQF level 6) in Public Management/ Public Administration or equivalent administration-related qualification as recognised by SAQA. A minimum of two (2) years' experience in administration, stakeholder engagement and management, implementation of legislation and policies. Knowledge of the Marine Living Resources Act, 1998 (Act No.18 OF 1998),

DUTIES

Public Service Act and the PFMA. Knowledge and experience in financial and procurement procedures. Proven knowledge and experience in project management. Computer skills.

: Implement regulatory processes within the Department. Verify and validate catch permits within the small pelagic fisheries sector. Processing of the following permit types: Fish processing establishments, exemptions, exports, imports and transport. Provide input towards drafting submissions for total allowable catch in the small pelagic fisheries. Coordinate and facilitate stakeholder participation. Handle logistics in convening management working group meetings and road shows. Compile reports/ draft minutes for road shows and meetings. Consult and communicate with stakeholders in addressing queries related to permits and other fisheries management related issues. Provide support towards management decisions for the small pelagic sector. Verify right holder quota accuracy for the small pelagic fisheries permits. Refer cases of non-compliance to relevant authorities. Provide support towards data management. Facilitate input for database in respect of incoming and outgoing documents. Maintain and update rights register on Marine Administrative System (MAST).

**ENQUIRIES
APPLICATIONS**

: Mr. J De Goede, Tel No. (083) 461 4522
: FIM08-2025@dffe.gov.za

POST 37/31

: **ENVIRONMENTAL OFFICER PRODUCTION GRADE A: GHG INVENTORY
AND SYSTEMS (REF: CCAQ10/2025)**

**SALARY
CENTRE
REQUIREMENTS**

: R343 842 per annum
: Pretoria
: National Diploma (NQF6) in Natural/ Environmental Science or equivalent qualification within the related field as recognised by SAQA, coupled with a minimum of one (1) year experience in a relevant field. Knowledge of environmental and development issues (globally, regionally, locally). Knowledge of atmospheric chemistry and industry process applications. Knowledge of and experience in using 2006 IPCC guidelines. Good understanding and knowledge of emission estimation methodologies and sequestration processes, as well as sources and sinks in the respective sectors. Good analytical and mathematical competency. Extensive knowledge of climate change mitigation issues, including legal and policy frameworks and other barriers, the economics and technical requirements of low carbon development. Knowledge of South Africa's greenhouse gas emission profile and climate change mitigation. Ability to conduct research, gather and analyse information. Ability to conduct greenhouse gas emission reviews. Skills: Data collection and analysis; Analytical thinking; Coordination skills; Programme and Project Management; Information management; Customer focus and responsiveness; Report writing skills; Organisational skills and Computer Literacy. Good interpersonal relations skills. Ability to gather and analyse information. Ability to develop and apply policies. Ability to work individually and in a team. Ability to work under extreme pressure. Ability to work with difficult persons and to resolve conflict.

DUTIES

: Lead the compilation and review of South Africa's greenhouse gas inventory. Support the operationalization of the national system for the greenhouse gas inventory. Evaluating GHG inventory improvement themes from previous emissions inventories. Ensure that data gaps are resolved for subsequent inventories. Plan and implement GHG inventory improvement programmes. Administer the national GHG emissions reporting programme for South Africa.

**ENQUEIRIES
APPLICATIONS**

: Ms S Mashele, Tel (012) 399 9195
: CCAQ10@dffe.gov.za