

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.

- APPLICATIONS** : Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 or hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria. or can be emailed to the respective email address quoting the reference number on the subject email.
- CLOSING DATE** : 01 December 2025, 16:00
- FOR ATTENTION** : Human Resource Management
- NOTE** : Application must be submitted on a New signed Z83 form obtainable from any Public Service Department accompanied by a recent detailed Curriculum Vitae only, to be considered. 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 Qualification Authority (SAQA). The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer. Preference may be given to appointable applicants from the underrepresented designated groups in terms of the Department's equity plan. Persons with disabilities are encouraged to apply. Correspondence will be limited to successful candidates only. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment, including but not limited to: Criminal records; Citizenship status; Credit worthiness; Previous employment (reference checks); and Qualification verification. Short-listed candidates will be expected to avail themselves at the Department's convenience. Entry level requirements for SMS posts: In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days & Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a requirement for all applicants for SMS posts from 1 April 2020 is a successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government (NSG) 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, candidates shortlisted for the SMS post will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and the technical exercise, the Selection Panel will recommend candidates to attend a generic managerial competency assessment in compliance with the DPSA Directive on the implementation of competency-based assessments. The person appointed to this position will be subjected to a security clearance, the signing of performance agreement and employment contract. The Department reserves the right not to make an appointment. 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. If you have not been contacted within three 3 months after the closing date of the advertisement, please accept that your application was unsuccessful.

OTHER POSTS

- POST 42/49** : **DEPUTY DIRECTOR: WOODLANDS AND INDIGENOUS FOREST MANAGEMENT REF NO: BC31/2025**
- SALARY CENTRE** : R1 059 105 per annum, (all-inclusive salary package)
: Kwa-Zulu Natal

<u>REQUIREMENTS</u>	:	Degree/ National Diploma (NQF6) in Forestry / Environmental Science / Environmental Management or Relevant qualification in the related field. . A minimum of five years (5) years' experience in the related field of which three (3) years should be at an entry/ junior level (Assistant Director level or equivalent). Extensive knowledge in Woodlands and indigenous Forest and Commercial Forestry. The ability to interpret and apply related legislation and policies, National Forestry Act (NFA) National Veld and Forest Fire Act (NVFFA). NEMA, NEMBA, Public Service Act, PFMA including Labour Relations Act and other Environmental legislations. Knowledge of project management Skills: Planning and organising, Policy development and analysis, People management/ Human Resources/ Leadership, Facilitation and Negotiation, excellent communication (verbal, presentation awareness raising and report writing), and problem-solving skills. The incumbent must be able to work independently and efficiently under pressure. The candidate must have a valid driver's license and willing to travel.
<u>DUTIES</u>	:	Manage and develop policies, norms, standards, tools and procedures for sustainable management of indigenous forests and woodlands. Manage conservation planning and compliance with national and international biodiversity Management frameworks. Identify priority forest for protection and rehabilitation. Determine relative conservation and socio-economic values of forest patches as well as threats. Ensure ecological forest monitoring. Conduct national Principle, Criteria, Indicators and Standards (PCI&S) audits. Ensure that site inspection is conducted. Ensure Integrated Environment plan for indigenous forest and resources of the Sub directorate (Physical, Human & Financial resources). Analyse the impact of environmental assessments. Ensure compliance and monitoring of Environmental legislation, especially NFA and NVFFA. Managing achievements of the Regional Annual Plan of Operation. Develop and provide forest management guidelines, norms, best practice to the WIFM regions (KZN). Evaluate and monitor performance and appraisal of the employees. Manage discipline.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. T Ramatshimbila Tel No: (012) 309 5716
	:	BC31-2025@dffe.gov.za
<u>POST 42/50</u>	:	<u>CONTROL ENVIRONMENTAL OFFICER GRADE A: LOCAL GOVERNMENT SUPPORT (X2 POSTS)</u>
<u>SALARY CENTRE</u>	:	R612 480 per annum
	:	ZF Mgcawu District Municipality Ref No: EP31/2025
	:	Garden Route District Municipality Ref No: EP32/2025
<u>REQUIREMENTS</u>	:	A four (4) year degree in environmental or natural science or relevant equivalent qualification recognised by SAQA, coupled with (6) years post qualification experience in a related field. Sound knowledge of Local Government, Environmental Management, EPWP, Strategic Planning, Procedures and Departmental policies, Ability to manage and plan for activities, including projects and policy matters. 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 budget of the directorate. Sufficient knowledge of specific computer software packages and efficient use of associated hardware. Good interpersonal relations skills, Stakeholder engagement, Negotiation, Research Strategic Capability and Leadership skills. Programme, Project Management, Financial Management, Change Management, Knowledge Management skills. Service Delivery Innovation (SDI). Client Orientation and Customer Focus. Ability to gather and analyse information, develop and apply policies, work individually and in team, Ability to work under pressure. Ability to work with difficult persons and to resolve conflict. Good interpersonal relations skills. Creativity. Honesty, Sense of responsibility and loyalty.
<u>DUTIES</u>	:	Facilitate the mainstreaming or integration of environmental sustainability in the IDP across all environmental themes, conduct IDP analysis for the District and Local Municipalities, conduct Environmental Impact Assessment Project screening for municipal projects, provide feedback to all municipalities on IDP analysis and recommendations for improvement. participate in the IDP development processes in all municipalities to improve the IDP environmental credibility and develop and environmental chapter, when necessary, facilitate and coordinate environmental capacity building. Conduct environment capacity analysis in the District and Local Municipalities, Identification and capacity

building initiatives. Support environmental planning and management in municipalities, provide support in the development of municipal environmental sector plans, ensure the development and review of municipal environmental law-making instruments. Improve environmental governance systems within municipality, establish and coordinate municipal environmental forums in response to legislative requirements and guided by municipal dynamics. Facilitate and coordinate environmental awareness initiatives, support environmental advocacy and campaigns (clean-up campaigns, environmental calendar days and community/school environmental education and awareness in support of municipality. Support the planning and implementation of Environmental Management programmes and projects in Municipalities. Consolidate and update Inventory of all Environment Projects in the municipality, Support environmental project proposals funded or to be funded by the departmental Environmental Programmes, municipalities, and other funders, Identify and monitoring the reporting on Environmental Projects in the EAC Sector, participate in provincial forums for both branch and sector.

**ENQUIRIES
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: Mr L Mphuti Tel No: (012) 399 8757
: Email: EP31-2025@dffe.gov.za
Email: EP32-2025@dffe.gov.za

POST 42/51

: **DEPOT OPERATIONS SPECIALIST REF NO: WB03/2025**
(18 Months contract)

**SALARY
CENTRE
REQUIREMENTS**

: R582 444 per annum, plus 37 % in lieu of benefits
: Pretoria
: National Diploma (NQF 6) or higher in Environmental Sciences or relevant equivalent qualification recognised by SAQA. A minimum of three (3) years' experience in a relevant field. Knowledge of strategic planning and budgeting, Environmental Management. Ability to develop, interpret and apply policies. Knowledge of 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, and knowledge of Public Service financial legislative frameworks. Skills needed: Leadership and Management, Organisational and Planning, Programme and Project Management. General and Good communications skills. Coordination skill, Computer literacy, listening skills and Writing skills. Ability to work under pressure; Ability to work long hours voluntarily. Ability to work under pressure. Ability to work independently. Ability to work with difficult persons and to resolve conflicts. Ability to gather and analyse information. Ability to develop policies and management plans. Ability to apply policies, strategies, and legislation. Ability to work individually, in team and to build a team. Analytical, strategic, and integrative thinking. Good interpersonal relations skills. Ability to empower others. character beyond reproach. Articulate and Responsible, accountable and loyal. A valid driver's license will be an added advantage.

DUTIES

: Promote environmental sound storage practices and operational efficiency. ensure that the sites are compliant with environmental legislations. facilitate and coordinate Memorandum of Agreements. plan and coordinate training sessions. send out training invitation to depot operators. implement the programs. ensure regular monitoring of site. ensure compliance with relevant legislations. engage with the depot operators and landlords to complete the registration form to register depots with the Competent Authority and Waste Bureau. Prepare inspection documentation, communicate the audit plan with the Depot Operators and other internal Officials. conduct compliance audits and compile reports. Share the audit findings with the Senior Manager and Depot Operators. follow up with the Depot Operators on the closure of audit findings and areas of improvement. ensure efficient operations at Waste Tyre Depots. Receive. verify and analyse monthly depot operation reports from depot operations. engage with Depot Operators on any discrepancies. receive stock availability reports from Waste Tyre Depots. draft the collection and Processor supply plan. Consolidate monthly stock reports. Attend to all queries related to depot operations. conduct contract compliance and performance. communicate and address non-compliance with Depot Operators. Coordinate depot operation meetings with Depot Operators stakeholders. develop and schedule depot operations meetings draft meeting documents. generate and circulate action items. ensure payment of Waste Bureau service providers:

		Receive, print and submit invoices for authorisation and processing. Verify each invoice against the monthly allocated budget and rendered services.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms K Masinga Tel No: (012) 399 8629
	:	WB03-2025@dffe.gov.za
<u>POST 42/52</u>	:	<u>CONTROL MARINE CONSERVATION INSPECTOR: COMPLIANCE REF NO: FIM10/2025</u>
<u>SALARY</u>	:	R468 459 per annum
<u>CENTRE</u>	:	Cape Town (Foretrust building)
<u>REQUIREMENTS</u>	:	National Diploma (NQF Level 6) in Natural Science/ Nature Conservation/ Environmental Law/Law and /or Law Enforcement or equivalent relevant qualification as recognized by SAQA. A minimum of 3 years experience in Law Enforcement or relevant field. Knowledge of Marine Living Resources Act 1998, (Act No 18 of 1998). Knowledge and understanding of all relevant legislations and regulations that govern the Public Service, including the PFMA, Treasury regulations, Public Service Act, Labor Relations Act, Criminal Procedure Act, Integrated Coastal Management Act, National Environmental Management Biodiversity Act and all departmental procedures and prescripts. Supervisory Experience Skill: Good communication (Verbal and writing), Computer skills, planning and organizing skills. willingness to travel and work extended hours.
<u>DUTIES</u>	:	Ensure compliance with port state measures and local policies through inspections; Ensure that operational plans are implemented by all stations to meet the targets regarding monitoring of landings on all fisheries sectors. Manage issuing fines and issuing of dockets. Ensure accurate information and knowledge management; Ensure that exhibit books, stores, equipment and transgression registers are kept updated and inspected. Compile monthly, quarterly and annual reports. Manage a database for the utilization of firearms and ammunition. Strengthen enforcement efforts to intensify compliance; Manage a database of exports and imports to improve monitoring of marine species. Ensure that all transgressions are followed up and action taken. Facilitate administrative and management functions. Conduct ad hoc inspections and spot checks in hotspot areas. Attend Scientific and management working group meetings. Create awareness on compliance with coastal communities. Participate in cooperative governance structures.
<u>ENQUIRIES APPLICATIONS NOTE</u>	:	Ms Fatima Savel at (083) 533 4919
	:	FIM10-2025@dffe.gov.za
	:	Be prepared to work overtime, flexi- hours and shift work.
<u>POST 42/53</u>	:	<u>CHIEF MARINE CONSERVATION INSPECTOR: MONITORING AND SURVEILLANCE REF NO: FIM11/2025</u>
<u>SALARY</u>	:	R397 116 per annum
<u>CENTRE</u>	:	Cape Town (Foretrust building)
<u>REQUIREMENTS</u>	:	National Diploma (NQF Level 6) in Natural Science/ Nature Conservation/ Environmental Law/Law and /or Law Enforcement or equivalent relevant qualification as recognized by SAQA. A minimum of 2 years experience in Law Enforcement and investigations or relevant field. Knowledge of Marine Living Resources Act 1998, (Act No 18 of 1998). Knowledge and understanding of all relevant legislations and regulations that govern the Public Service, including the PFMA, Treasury regulations, Public Service Act, Labor Relations Act, Criminal Procedure Act, Integrated Coastal Management Act, National Environmental Management Biodiversity Act and all departmental procedures and prescripts. Skill: Good communication (Verbal and writing), Computer skills, planning and organizing skills. willingness to travel and work extended hours.
<u>DUTIES</u>	:	Conduct investigations in terms of the MLRA and verify fishing right holders / exemption holders and or permit holders in the 6 key fishery sectors. Gather all information pertaining to the right, the processing, storing and marketing of marine resources involved. Analyse information gathered to determine compliance or non-compliance. Plan and coordinate joint enforcement operations. Identify problem/s and challenges to be addressed through the joint enforcement operations. Attend and report in terms of monthly and quarterly compliance and enforcement meetings and engagements. Plan and conduct verifications at land, air and sea borders (points of entry and exit. Inspect export and import cargos for marine resources. Execute the planning and logistical

ENQUIRIES
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NOTE

- arrangements and include SAPS, NRCS, Other Government Departments, Industry, NGOs, Fisheries Management, Regional and International Partners. Conduct awareness on MLRA and species identification:
- : Mr B Liedemann at (066) 471 1392
 - : FIM11-2025@dffe.gov.za
 - : Be prepared to work overtime, flexi- hours and shift work.