

ANNEXURE E

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

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

<u>APPLICATIONS</u>	:	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.
<u>FOR ATTENTION</u>	:	Human Resources Management
<u>CLOSING DATE</u>	:	09 February 2026
<u>NOTE</u>	:	<p>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 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, Shortlisted candidates must provide proof of successful completion of the course. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. 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 be processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013.</p>

MANAGEMENT ECHELON

<u>POST 02/37</u>	:	<u>CHIEF DIRECTOR: RISK AND ETHICS MANAGEMENT REF NO: ODG01/2026</u>
<u>SALARY</u>	:	R1 494 900 per annum, (all-inclusive salary package)

<u>CENTRE REQUIREMENTS</u>	: <p>Pretoria</p> <p>An undergraduate qualification (NQF7) in Risk Management/Auditing/Strategic Management or relevant qualification within the related field as recognized by SAQA. Affiliation with relevant professional bodies (IRMSA, IIA, Ethics). Certification as a fraud examiner or ethics officer will be an advantage. Applicants must have a minimum of five (5) years of experience at senior management level within the relevant field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Proven extensive work experience in the fields of risk management, forensics, auditing and/or ethics management. Extensive knowledge of Public Sector Risk Management Framework, Public Service Anti-Corruption Strategy, Prevention and Combating of Corrupt Activities Act, Knowledge of professional standards of the Associations of Certified Fraud Examiners, Preferential Procurement Policy Framework Act, 5 of 2000, Public Service Regulatory Framework, Public Finance Management Act (PFMA) and Treasury Regulations. Proven project and strategic management capability. An understanding of government priorities, policies, legislation and principles and practice of enterprise risk management. Excellent communication skills (both written and verbal), planning, facilitation and leadership skills. Ability to gather and analyse information, develop and apply policies. Ability to work under extreme pressure.</p>
<u>DUTIES</u>	: <p>Provide advice to enable the implementation and maintenance of systems to identify and mitigate risks threatening the attainment of objectives and the optimisation of opportunities that would enhance institutional performance. Develop, implement and maintain an Enterprise Risk Management framework and support policies and procedures. Develop and implement a strategic and annual risk management plan. Ensure the development and implementation of risk assessment methodologies, models and systems. Manage ethics and the fraud prevention strategy of the department. Manage investigations into fraud and corruption allegations. Management of fraud risks. Provide oversight into ethics and fraud prevention processes. Conduct organisational awareness on risk management fraud and ethics processes. Facilitate and ensure adequate risk management. Facilitate and ensure adequate management of ethics and fraud prevention. Provide reports to Management and the Audit and Risk Committee; manage human and financial resources within the chief directorate.</p>
<u>ENQUIRIES APPLICATIONS</u>	: <p>Ms P Diphaha Tel No: (012) 399 9602/060 9765508 ODG01-2026@dff.e.gov.za</p>
<u>POST 02/38</u>	: <p><u>CHIEF DIRECTOR: DEMAND AND ACQUISITION MANAGEMENT REF NO: CFO01/2026</u></p>
<u>SALARY CENTRE REQUIREMENTS</u>	: <p>R1 494 900 per annum, (all-inclusive salary package)</p> <p>Pretoria</p> <p>An undergraduate qualification (NQF7) in Supply Chain Management/ Financial Accounting or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years of experience at senior management level within the relevant field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Knowledge of demand management, procurement, and business practices. Knowledge of acquisition and contract management services. Ability to establish and manage acquisition and contract management systems and controls. Knowledge of strategic planning and budgeting. Project Management skills. Service orientated. Sound organising, planning and leadership skills. Knowledge of HR management practices. Ability to develop, interpret and implement policies, strategies, and legislation. Excellent communication, analytical, innovative, problem solving, and interpersonal skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Ability to work under pressure and long hours.</p>
<u>DUTIES</u>	: <p>Ensure an effective and efficient acquisition management in compliance with SCM prescripts and improved compliance with SCM reporting requirements. Facilitate an effective and efficient demand Management framework. Ensure improved adequate contract management and compliance with reporting requirements. Facilitate the establishment of Bid Specification Committee (BSC), Bid Evaluation Committee (BEC) and Bid Adjudication Committee (BAC). Manage and lead the Secretariat services for the BAC. Sound corporate</p>

governance and improved compliance with SCM reporting requirements (Internal and external reporting). Provide strategic leadership to the Chief Directorate and ensure effective strategy to achieve Annual Performance Plan targets. Provide advice to enable the implementation and maintenance of systems to identify and mitigate risks threatening the attainment of objectives and the optimisation of opportunities that would enhance institutional performance. Ensure effective SCM risk assessment, development, and implementation of risk response plan. Provide reports to Management and the Audit and Risk Committee on SCM related matters. Manage human and financial resources within the Chief Directorate.

<u>ENQUIRIES</u>	:	Ms P Diphaha Tel No: (012) 399 9602/060 9765508
<u>APPLICATIONS</u>	:	<u>CFO01-2026@dff.e.gov.za</u>
<u>POST 02/39</u>	:	<u>DIRECTOR: MINING APPEALS REF NO: RCSM01/2026</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive salary package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF7) in Law or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years of experience at middle/senior managerial level within the legal field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Admission as an attorney or advocate with proven years of practice. A valid certificate of good standing from the relevant professional body must be provided. Additional qualifications or demonstrable experience in Environmental Impact Assessments (EIAs) and/or compliance and enforcement of EIA instruments will be considered an advantage. Knowledge of Environmental and mining law; constitutional law and administrative law; and relevant common law principles. Legislative interpretation, policy analysis and application of guideline documents. Principles of legal drafting, professional report writing and research methodology. Knowledge of strategic planning and budgeting. Project Management skills. Service orientated. Sound organising, planning and leadership skills. Knowledge of HR management practices. Ability to develop, interpret and implement policies, strategies, and legislation. Excellent communication, analytical, innovative, problem solving, and interpersonal skills. Knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations •Ability to work under pressure and long hours.
<u>DUTIES</u>	:	Manage the administration and coordination of appeals lodged against environmental decision and/or other decision made by the regional offices of the Department of Mineral Resources and Energy. Manage and review draft integrated environmental authorization appeal decision related to the Mining function. Manage the coordination and administration of mining, waste management and enforcement appeals. Oversee the provision of technical legal support to the Minister and input in the processing and drafting of mining appeals decision. Coordinate general reporting on mining related appeals. Manage the provision of general legal support services. Manage and review the compilation of documents and courts records and attend consultation with Legal Counsel on mining appeal decision challenged in court. Provide technical legal support and advice to the Minister responsible for the environment, including input into litigation matters arising from appeal decisions. Ensure effective contract management for the Advisory or appeal panels, and compliance with procurement legislation and regulations. Oversee and manage all assets and resources within the directorate.
<u>ENQUIRIES</u>	:	Adv F Patel Tel No: (012) 399 9330
<u>APPLICATIONS</u>	:	<u>RCSM01-2026@dff.e.gov.za</u>
<u>POST 02/40</u>	:	<u>DIRECTOR: PRIORITY INFRASTRUCTURE PROJECTS REF NO: RCSM02/2026</u>
<u>SALARY</u>	:	R1 266 714 per annum, (all-inclusive salary package)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF7) in Natural Science/Social Science or relevant qualification within the related field as recognised by SAQA. A postgraduate qualification in a related field as recognised by SAQA and formal training in environmental law will be an added advantage. A minimum of five (5) years' experience at middle/senior managerial level within the environmental management space, primarily focusing on processing and or

overseeing review of environmental impact assessment applications, and implementing the Integrated Environmental Management Instruments outlined in Chapter 5 of NEMA. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Registration with the Environmental Assessment Practitioners Association of South Africa as a practicing Environmental Assessment Practitioner is a must for consideration for this position. Proven ability in implementing Integrated Environmental Management (IEM) tools. Functional experience and knowledge in reviewing environmental impact assessment applications and quality assurance thereof. Ability to establish and manage systems and controls to prioritise and track strategic environmental applications for processing within improved timeframes. Understanding of the environmental management regulatory cycle, environmental planning, and the permitting integration that exists in the NEMA suite of legislation. Ability to compile EIA status update reports for the Strategic Integrated Project Steering committees, NECOM Steering committees, and other management meetings. Intimate knowledge and working understanding of the Environmental Impact Assessment Regulations. 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.

<u>DUTIES</u>	: Oversee, process, and review environmental impact assessment applications mainly relating to strategic integrated projects within legislated timeframes. Implement and promote integrated environmental decision-making. Implement and periodically review developed and adopted Integrated Environmental Management tools to improve their effectiveness in promoting sustainable development. Process NEMA Section 30A directives and Initial Environmental Evaluation (IEE) in terms of Article 8 of the Protocol on Environmental Protection as per Regulation 5(1) of the Antarctic Treaties Act of 1996, applications within requisite timeframes. Respond timely to Ministerial, PAIA, Parliamentary queries and other related queries. Oversee and manage all assets and resources within the directorate and ensure sound corporate governance and improved compliance with reporting requirements. Ensure continuous improvements in our quest to comply with regulated timeframes for the permitting system by introducing enhanced controls.
<u>ENQUIRIES</u>	: Dr Sabelo Malaza Tel No: (012) 399 8792
<u>APPLICATIONS</u>	: RCSM02-2026@dfse.gov.za
<u>POST 02/41</u>	: <u>DIRECTOR: EIA STRATEGIC SUPPORT, COORDINATION AND REPORTING REF NO: RCSM03/2026</u>
<u>SALARY</u>	: R1 266 714 per annum, (all-inclusive salary package)
<u>CENTRE</u>	: Pretoria
<u>REQUIREMENTS</u>	: An undergraduate qualification (NQF7) in Natural Science/Social Science or relevant qualification within the related field as recognised by SAQA. A postgraduate qualification in a related field as recognised by SAQA will be an added advantage. A minimum of five (5) years' experience at middle/senior managerial level within the environmental management space, primarily focusing on the implementation of Integrated Environmental Management Instruments outlined in Chapter 5 of NEMA. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Registration with the Environmental Assessment Practitioners Association of South Africa as a practicing Environmental Assessment Practitioner is a must for consideration for this position. Proven ability in implementing Integrated Environmental Management (IEM) tools. Functional experience and knowledge in reviewing environmental impact assessment applications and quality assurance thereof. Ability to establish management systems and controls to administer an efficient and functional environmental impact assessment process that provides timely responses to interpretation queries. Proven knowledge and ability to facilitate NEMA S24H initiatives and manage relations with related stakeholders. Ability to process and review other environmental applications (requests for registrations) within requisite

	timeframes. Knowledge to manage all requirements to comply with Chapter 3 of NEMA, Intimate knowledge and working understanding of the Environmental Impact Assessment Regulations. 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.
<u>DUTIES</u>	Finalize and process all Environmental Impact Assessment interpretation queries received within agreed time frames. Develop and implement a process that allows for implementation and compliance with Chapter 3 of NEMA. Lead the coordination of discussions towards the NEMA planning regime and the monitoring of progress thereafter. Coordinate and manage the finalization of the NEMA Section 24H legislative reform process towards the establishment of a Council to manage practitioners' registration. Ensure better regulation of practitioners by facilitating the NEMA Section 24H Registration process and managing relations with EAPASA. Effectively track all EIA applications with particular focus on SIP and power generation applications and respond timely to parliamentary queries, media queries, Minister's correspondents, procurement of services, as well as PAIA and PAJA requests. Oversee and manage all assets and resources within the directorate and ensure sound corporate governance and improved compliance with reporting requirements. Ensure continuous improvements in our quest to comply with regulated timeframes for the permitting system by introducing enhanced controls.
<u>ENQUIRIES</u>	Dr Sabelo Malaza Tel No: (012) 399 8792
<u>APPLICATIONS</u>	RCSM03-2026@dff.gov.za
<u>POST 02/42</u>	<u>DIRECTOR: BIODIVERSITY CONSERVATION REF NO: BC01/2026</u>
<u>SALARY</u>	R1 266 714 per annum, (all-inclusive salary package)
<u>CENTRE</u>	Pretoria
<u>REQUIREMENTS</u>	An undergraduate qualification (NQF 7) in Environmental Science / Environmental Management or relevant qualification within the related field as recognized by SAQA. A minimum of five (5) years' experience at Middle/Senior managerial level within the relevant field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Knowledge on Natural resource management planning and implementation; Natural resource management or Natural resource-based rural development; Programme-based natural resource operational management and/or planning; Research and development; Stakeholder management experience. Experience on policy development and application. Advanced skills in financial management and project management. Good interpersonal relations and diplomatic skills. Ability to gather and analyse information. Good negotiating skills and communication skills (written and spoken).
<u>DUTIES</u>	Providing specialist policy advice on the ecosystem-based conservation programmes and other national biodiversity conservation plans of South Africa. Coordinate the development, implementation of relevant national policies, legislation and related tools, strategies, programmes for conservation and management of ecosystems. Facilitate the development and implementation of Biodiversity Management Plans. Manage the development and implementation of national policies, legislation, strategies, programmes, norm and standards in aspects relating to conservation management. Provide technical inputs related to species conservation and management into relevant Multilateral Environmental Agreements. Manage the development of tools and policies in line with the legislation framework. Monitor incorporation of biodiversity concerns in Environmental Authorisations. Provide biodiversity inputs into the appeal process. Manage and coordinate implementation of biodiversity related multilateral agreements. Prepare national reports for Convention on Migratory Species and African-Eurasian Migratory Waterbirds related activities respectively. Develop proposals for mobilising resources for biodiversity conservation.
<u>ENQUIRIES</u>	Ms M Matshusa Tel No: (012) 399 8877
<u>APPLICATIONS</u>	BC01-2026@dff.gov.za

OTHER POST

<u>POST 02/43</u>	:	<u>ASSISTANT DIRECTOR: INTERNAL CONTROL AND COMPLIANCE REF NO: CFO02/2026</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R468 459 per annum Pretoria National Diploma (NQF6) in Auditing/Accounting/Financial Management or relevant qualification with accounting as major subject. A minimum of three (3) years' experience in internal control/ Supply Chain Management/ Auditing/Financial Management or related field. Knowledge: Demonstrated an in-depth knowledge of the legislative environment applicable to government finance and supply chain management and the development, implementation and monitoring of related policies and procedures within a government environment. Knowledge of relevant prescripts (PFMA, Treasury regulations, BBBEE Act, PPPFA). Knowledge and experience on BAS, LOGIS and PERSAL will be an advantage. Ability to establish and manage financial management systems and controls. Skills: The ability to maintain high levels of confidentiality and to prioritize work in high-pressure environments. Good interpersonal, administrative, managerial skills, communication (verbal and writing) skills. Ability to interpret and evaluating information. Conflict management skills. Skills in policy formulation and review, financial management. Knowledge management and change management. Ability to work independently and in a team. Be able to work under pressure.
<u>DUTIES</u>	:	Investigate irregular and fruitless and wasteful expenditure, identify potential financial risks (inclusive of fraud risks) and facilitate management action to mitigate the identified risks. Test and monitor level of compliance to enabling legislation: PFMA, Treasury Regulations, SCM and HR prescripts by performing assessments and raise findings on areas of concern relating to weaknesses in controls to assist and enhance effectiveness of the process. Monitor the implementation of internal and external audit recommendations based on the audit results. Attend audit steering committee meetings. Monitor the progress of audit recommendations, Coordinate, monitor and report on fruitless and wasteful expenditure registers. Coordinate, monitor and report on irregular expenditure registers. Monitor and strengthen the control environment within the Department through performance of planned internal control assessments, of Quarterly key control assessments and follow through of all data analysis reviews. Co-ordinate the assurance process (e.g., response to external and internal auditor's queries, management responses, etc.) and facilitate the development and implementation of Departmental action plans to address identified control deficiencies relating to Irregular Expenditure and Fruitless and Wasteful Expenditure. Facilitate the implementation and maintenance of Departmental loss control system and serve as secretariat of the Departmental Loss Control Committee.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr S Kulube Tel No: (012) 399 8979 CFO02-2026@dfse.gov.za