

**ANNEXURE D**

**DEPARTMENT OF, FORESTRY, FISHERIES AND THE ENVIRONMENT**

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

<b><u>APPLICATIONS</u></b>	:	<b>Pretoria and Limpopo:</b> 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.
<b><u>CLOSING DATE</u></b>	:	<b>Cape Town, Free State and Northen Cape:</b> 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.
<b><u>FOR ATTENTION</u></b>	:	16 February 2026, 16:00
<b><u>NOTE</u></b>	:	Human Resource Management
	:	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 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: <a href="https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/">https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/</a> . Furthermore, 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, 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 be 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.

## MANAGEMENT ECHELON

<u>POST 03/13</u>	<u>CHIEF DIRECTOR: COMMUNICATIONS AND ADVOCACY REF NO: CMS01/2026</u>
<u>SALARY CENTRE REQUIREMENTS</u>	<p>: R1 494 900 per annum, (all-inclusive salary package) : Pretoria : An undergraduate qualification (NQF7) in Communication or relevant qualification within the related field as recognized by SAQA. A minimum of five (5) years' experience at a senior managerial level in the related 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. Extensive knowledge of corporate communications. Understanding of media management legislation and regulatory framework. Strategic capability and leadership; people management and empowerment. Knowledge of media. Ability to develop and apply policies. Understanding of change management, project management and financial management (PFMA and Treasury regulations). Ability to lead a multidisciplinary team. Strategic planning management. Administrative and HR procedures. Good coordination and stakeholder liaison. Sound research, analytical, organising, planning and presentation skills. Excellent communication skills (verbal and written). Sense of responsibility and loyalty. Ability to work long hours.</p>
<u>DUTIES</u>	<p>: Provide efficient strategic communications and advocacy service for the Department aimed at ensuring that internal and external publics are informed, educated, and mobilized to play an active role in realizing the goals of a society that lives in harmony with its environment. Provide corporate communications governance support including the management and production of electronic communication products, exhibitions, internal communication, publications, corporate identity, and branding of the department. Improved access to information to the public at national and provincial. Convene and manage the MICMEC established Environmental Affairs Government communications forum. Ensure that parliamentary questions are responded to within timeframes. Manage, plan, and monitor effective events management functions in the Department. Management of environmental and departmental related events. Development of financial planning and costing guidelines. Management of cost effective professional in-house events. Plan, coordinate, execute or supervise the proper protocol conduct of ceremonies, special events, official functions, and visits of distinguished visitors. Manage the design and implementation of Stakeholder Communications and Outreach Programmes and provide platform for external communications Effective building and sustaining the positive reputation of the department. Ensure that media briefing takes place when requested. Provide statement/speeches to the public regarding the services offered by the department. Facilitate stakeholder relations and manage the implementation of public awareness education and events. Manage the development and implementation of events and campaigns plan. Ensure that environmental Awareness campaigns are conducted. Develop and maintain green car campaign. Develop and implement women in Environment awareness plan. Effective management and utilisation of the appropriate communication channels. Ensure that annual publications programme is implemented. Oversee that all the internal information sessions. Participation in exhibition within the department. Ensure that all information related to communication is available on the departmental website.</p>
<u>ENQUIRIES APPLICATIONS</u>	<p>: Ms P Diphaha at (060) 976 5508 : <a href="mailto:CMS01-2026@dfte.gov.za">CMS01-2026@dfte.gov.za</a></p>
<u>POST 03/14</u>	<u>CHIEF DIRECTOR: GOVERNMENT INFORMATION TECHNOLOGY OFFICE REF NO: CMS02/2026</u>
<u>SALARY CENTRE REQUIREMENTS</u>	<p>: R1 494 900 per annum, (all-inclusive salary package) : Pretoria : An undergraduate qualification (NQF7) in Information Technology or relevant qualification within the related field as recognized by SAQA. A minimum of five (5) years' experience at a senior managerial level in the related field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted</p>

prior to appointment. Extensive knowledge of Information Technology. Experience in project management. Knowledge of financial management. Ability to develop and apply policies. Experience in contract management. Understanding of financial management (PFMA and Treasury regulations). Ability to lead a multidisciplinary team. Strategic planning skills. Administrative and HR procedures. Good coordination and stakeholder liaison. Innovative and proactive. Sound research, analytical, organising, planning and presentation skills. Excellent communication skills (verbal and written). Sense of responsibility and loyalty. Ability to work long hours.

<b><u>DUTIES</u></b>	: Align the department's information management (information management systems included) and information technology strategy with the strategic direction, management plans and the business processes of the department. Develop departmental supporting information management and information technology enabler policies and strategies, regulations, standards, norms, guidelines, best practices and procedures, derived from the national information management and information technology policy and strategy, standards and norms developed by the GITO Council and DPSA, but focussed on the specific requirements of the department. Develop draft plan for cloud computing. Represent the department at the GITO Council. Promote effective management of information and information technology as enabler as a strategic resource. Apply an enterprise-wide approach to the use of information management, (information technology systems and infrastructure included) in supporting the business units and business processes, bridging diverse systems to establish a client-focussed service strategy, eliminating unnecessary duplication, increase overall coordination and control, and rapidly introduce new systems and technology to improve service delivery. * Development information and technology systems infrastructure architecture and conduct investigations into the maintenance of existing technologies, availability, needs and demand of new technologies. Rationalise unnecessary duplication and redundancy of information and technologies in the department. Promote common solutions for common requirements across the department. Promote the utilisation of technology as a key enabler for the future in delivering information and services and promote its use in the re-engineering/transformation of government service delivery. Raising the level of awareness of top management to the potential of the delivery of information services through enabling technologies. Change the culture of the department to embrace an enterprise-wide information management and information technology approach. Manage the SITA relationship, control of the Business Agreement (BA) and Service Level Agreements (SLA's) with SITA and/or other suppliers of information management and information technology goods and services. Utilization of security mechanisms and ensure compliance to the relevant regulatory framework. Responsible for ensuring development and training of the members in the department in relevant information technology matters. Manage the relevant component of the Department where applicable
<b><u>ENQUIRIES</u></b> <b><u>APPLICATIONS</u></b>	: Ms P Diphaha at (060) 976 5508 <a href="mailto:CMS02-2026@dfpe.gov.za">CMS02-2026@dfpe.gov.za</a>

#### **OTHER POSTS**

<b><u>POST 03/15</u></b>	<b><u>DEPUTY DIRECTOR: STAKEHOLDER COOPERATION AND AWARENESS</u></b> <b><u>REF NO:CMS03/2026</u></b>
<b><u>SALARY</u></b> <b><u>CENTRE</u></b> <b><u>REQUIREMENTS</u></b>	: R896 436 per annum, (all-inclusive salary package) : Cape Town : National Diploma (NQF6) in Communications, Marketing or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in Stakeholder Engagement, Community and School Awareness, Exhibitions and Events Management of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Knowledge of Administrative procedures, Financial Management, Project Management, HR Practices. Must have Leadership and Management Coordination skills, organizing and planning. Must have good communication skills (written and spoken). Ability to work long hours voluntarily, gather and analyze information and be able to develop and apply policies. Be able to work under extreme pressure, also work independently and in a team and lead multidisciplinary team. Must be able to collect and interpret information and reports. Willingness to travel. Must have a valid driver's license.

<b><u>DUTIES</u></b>	: <p>Manage school and community awareness programmes, manage stakeholder engagements, manage departmental events, conferences, and exhibitions in the coastal provinces. Manage campaigns and implement the departmental communications strategy. Manage the procurement of promotional and awareness material. Establish and strengthen partnerships. Ensure the effective flow of information between branches, stakeholders and partners. Facilitate communications activities with financial needs. Ensure that contractual obligations are met and ensure adherence to PFMA regulations in terms of procurement of communications, promotional and awareness resources. Provide general communication support. Manage and implement events calendar in line with the Department calendar of events. Input in the development and implementation of Departmental calendar of events.</p>
<b><u>ENQUIRIES</u></b>	: <p>Mr Z Nqayi Tel No: (021) 493 7137</p>
<b><u>APPLICATIONS</u></b>	: <p><a href="mailto:CMS03-2026@dff.e.gov.za">CMS03-2026@dff.e.gov.za</a></p>
<b><u>POST 03/16</u></b>	: <p><b><u>DEPUTY DIRECTOR: IT BUSINESS SYSTEMS ANALYST REF NO: CMS04/2026</u></b></p>
<b><u>SALARY</u></b>	: <p>R896 436 per annum, (all-inclusive remuneration package)</p>
<b><u>CENTRE</u></b>	: <p>Pretoria</p>
<b><u>REQUIREMENTS</u></b>	: <p>National Diploma (NQF6) in Information Technology or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in Information Technology of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Experience in assessing the overall business and information needs of the Department and co-ordinate the design of new IT solutions to improve business efficiency and productivity. Project Management, Change Management, Knowledge Management, Service Delivery Innovation (SDI) and Problem Solving and Analysis skills. Knowledge of process and business requirements studies, IT support services, ITC management legislative frameworks, Information Systems, Desktop management, Systems Development Life Cycle and Infrastructure Development. Sound organizing and planning skills. Good communication skills. Writing skills Interpersonal skills. Ability to gather and analyze information. Ability to develop and apply policies. Ability to work individually and in team.</p>
<b><u>DUTIES</u></b>	: <p>Analyse the business needs and identify possible solutions. Co-ordinate and facilitate joint application development (JAD) sessions. Develop functional specifications. Identify and define business rules. Create systems designs. Develop technical design specifications. Develop database design. Improve, map and model business processes. Update and maintain system configuration and documentation. Ensure the delivery of quality solutions. Liaise with the developers and users to ensure that both business and technical requirements are achieved. Development of resource allocation plan for solutions. Facilitate user training. Develop user manuals. Train users on the system. Identify operational deficiencies. Conduct user training assessment. Maintain Departments Enterprise Systems Architecture. Develop and update business architecture information models. Design and refine data architecture models. Manage and enhance application architecture models. Administer and optimise technology architecture models.</p>
<b><u>ENQUIRIES</u></b>	: <p>Ms N Dlamini Tel No: (012) 399 8725</p>
<b><u>APPLICATIONS</u></b>	: <p><a href="mailto:CMS04-2026@dff.e.gov.za">CMS04-2026@dff.e.gov.za</a></p>
<b><u>POST 03/17</u></b>	: <p><b><u>ANALYST DEVELOPER REF NO: CMS05/2026</u></b></p>
<b><u>SALARY</u></b>	: <p>R896 436 per annum, (all-inclusive remuneration package)</p>
<b><u>CENTRE</u></b>	: <p>Pretoria</p>
<b><u>REQUIREMENTS</u></b>	: <p>National Diploma (NQF6) in Information Technology or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in Information Technology of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Project Management, Change Management, Knowledge Management, Service Delivery Innovation (SDI) and Problem Solving and Analysis skills. Knowledge of process and business requirements studies, IT support services, ITC management legislative frameworks, Information Systems, Desktop management, Systems Development Life Cycle and Infrastructure Development. Sound organizing and planning skills. Good communication skills. Writing skills Interpersonal</p>

<b><u>DUTIES</u></b>	skills. Ability to gather and analyze information. Ability to develop and apply policies. Ability to work individually and in team.
	Design and Maintain Technical Specifications. Conduct analysis of the business requirements. Draft updated technical specification document. Finalize updated technical specifications. Conduct analysis of the survey request. Draft and finalize the integration functionality technical specification. Develop and maintain the application system interface. Initiate development of Automated statistics report. Implement Managed Service Provider (MSP). Initiate the appointment of Service Provider. Initiate project and compile project charter and scope statement. Initiate and finalize business requirement specification. Draft Technical specification. Administer and implement management. Construct solutions to problems and implement changes according to implementation. Monitor previous implementation of change request. Monitor and administer IIS for procurement, EDMS, invoice tracking system etc. Analyse and assessment of existing systems. Review existing solution, assess and recommend improvements. Assess system strengths, gaps, risks, and integration capabilities to identify improvement opportunities.
<b><u>ENQUIRIES</u></b>	Ms N Dlamini Tel No: (012) 399 8725
<b><u>APPLICATIONS</u></b>	<a href="mailto:CMS05-2026@dff.gov.za">CMS05-2026@dff.gov.za</a>
<b><u>POST 03/18</u></b>	<b><u>DEPUTY DIRECTOR: STRATEGIC REGIONAL ENFORCEMENT AND INVESTIGATION SUPPORT REF NO: RCSM04/2026</u></b> (2 Years Contract)
<b><u>SALARY</u></b>	R896 436 per annum
<b><u>CENTRE</u></b>	Limpopo Province (to operate between Limpopo and Mpumalanga provinces)
<b><u>REQUIREMENTS</u></b>	National Diploma (NQF6) in Policing, Forensic Investigation, Law, Environmental Law or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in investigation or enforcement, forensic or crime investigation or prosecution or relevant of which three (3) years should be at entry/junior management level (Assistant Director level or equivalent). Knowledge of environmental policies and related legislations, international instruments, civil procedures, criminal procedure, constitutional law and administrative law. Extensive knowledge of criminal justice system. Knowledge of natural resource management specifically TOPS/CITES. Good legal drafting, investigative and evidence gathering skills. Strategic, analytical, problem solving and negotiation skills. Information management and computer literacy. Report writing, communication, facilitation, organising and good interpersonal skill. Ability to gather and analyse information, ability to develop and apply policies, conflict management and resolution. A service -oriented approach and the ability to work efficiently and effectively under pressure. Ability to work independently and within a team. The candidate must have a valid driver's license as will be expected to travel extensively.
<b><u>DUTIES</u></b>	Co-ordinate joint initiatives to strengthen the anti-poaching and anti-trafficking capabilities in the Premier Integrated Wildlife Zone (IWZ). Manage case dockets and provide criminal investigation support for wildlife related crimes to ensure effective case management, prosecution support and compliance with legal procedures. Provide support in relation to court appearances. Liaise with stakeholders within the Premier IWZ. Attend Provincial Wildlife Crime Forums, IWZ meetings and other relevant meetings. Provide strategic support to national wildlife trafficking projects. Ensure the coordination of enforcement and investigation operations to promote effective compliance and law enforcement outcomes.
<b><u>ENQUIRIES</u></b>	Mr O Chauke Tel No: (012) 399 9317
<b><u>APPLICATIONS</u></b>	<a href="mailto:RCSM04-2026@dff.gov.za">RCSM04-2026@dff.gov.za</a>
<b><u>POST 03/19</u></b>	<b><u>DEPUTY DIRECTOR: DEMERSAL FISHERIES MANAGEMENT REF NO: FIM01/2026</u></b>
<b><u>SALARY</u></b>	R896 436 per annum, (all-inclusive salary package)
<b><u>CENTRE</u></b>	Cape Town (Foretrust Building)
<b><u>REQUIREMENTS</u></b>	National Diploma (NQF 6) in Fisheries Resource Management/Oceanography/Natural Science or relevant qualification as recognised by SAQA. A minimum of five (5) years' experience in natural resources or relevant field of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Relevant working experience in natural resource management i.e. Fisheries Management.

<p>Knowledge of the Marine Living Resources Act, 1998 (Act No. 18 of 1998), the Regulations promulgated thereunder and departmental policies with special reference to commercial fishing rights. Proven management, financial and project management skills. Proven experience in policy development and report writing.</p>	
<b><u>DUTIES</u></b>	: Develop and implement fisheries administration and regulatory processes of the demersal fisheries sectors. Ensure the development of the fisheries management tool. Develop and or review the permit conditions for the sector. Manage the collection, collation and dissemination of data and information for the demersal fisheries sector. Monitor right holders catch records and refer rights holders that have failed to effectively utilise rights allocated in terms of the MLRA, Regulations, Fisheries Policies and Permit Conditions for the purposes of section 28 proceedings. Compile summaries of the services output of the Sub-Directorate. Manage the sustainable utilization of the demersal sector. Provide technical support in Fishing Rights Allocation Process and related activities. Provide technical support/ and or recommendations in ensuring compliance with the MLRA. Coordinate inputs for policy development. Compile budget and participate in the procurement of goods and services. Manage stakeholder participation in the demersal fisheries sector. Convene the management working group meetings and/ or roadshows for the sector. Compile submissions and responses in respect to of Ministerial/ DG/ Chief Director/ Director inquiries and media enquiries as and when required. Provide technical support in monitoring, control, and surveillance of the stakeholder's activities as and when required.
<b><u>ENQUIRIES</u></b>	:
<b><u>APPLICATIONS</u></b>	: <p>Mr. S Pheeha at (082) 558 5837 or email <a href="mailto:Spheeha@dfde.gov.za">Spheeha@dfde.gov.za</a>  <a href="mailto:FIM01-2026@dfde.gov.za">FIM01-2026@dfde.gov.za</a></p>
<b><u>POST 03/20</u></b>	: <p><b><u>DEPUTY DIRECTOR: DEMAND AND ACQUISITION MANAGEMENT REF NO: CFO03/2026</u></b></p>
<b><u>SALARY</u></b>	: <p>R896 436 per annum, (all-inclusive salary package)</p>
<b><u>CENTRE</u></b>	: <p>Cape Town</p>
<b><u>REQUIREMENTS</u></b>	: <p>National Diploma (NQF6) in Supply Chain Management or relevant qualification as recognised by SAQA. A minimum of five years (5) years' experience in Demand and Acquisition Management of which three (3) years should be at an entry/ junior level (Assistant Director level or equivalent). Knowledge of demand and acquisition management, procurement and business practices. Ability to establish and manage demand and acquisition management systems and controls. 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 acquisition of the department. Sufficient knowledge of specific computer software packages and efficient use of associated hardware. Knowledge of Government budgeting processes; Risk management; Public Service financial legislative frameworks; Contract management; Financial Management; Risk management; PFMA; Departmental policies and procedures. Skills: Advanced skills in policy formulation; Advanced skills in respect of formal presentation and public speaking; negotiation skills; Good interpersonal relations; Stakeholder engagement; Public Relations; Financial Management; Knowledge Management; Service Delivery Innovation (SDI); Problem Solving and Analysis. Personal Attributes: Ability to work long hours voluntarily; Ability to gather and analyse information; Ability to work individually and in team; Creativity Ability to work under pressure; Ability to work with difficult persons and to resolve conflict.</p>
<b><u>DUTIES</u></b>	: <p>Manage an effective and efficient approved Procurement Plan. Ensure the consolidation of the procurement requirements from Branches in line with the strategic plan of the department timeously. Ensure a consolidated Procurement Plan for goods and services with critical delivery dates and the approval thereof on time and submission to National Treasury by 31 March annually. Facilitation of Bid Specification Committee Meetings. Manage the schedule of the Bid Specification Committee Meetings as per planned dates on the procurement plan. 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. Effective and Efficient acquisition of goods and services. Facilitate the bid process in line with the National Treasury Regulations. Ensure</p>

all bids received and awarded are correctly published on DFFE website and Government Tender Bulletin and media which it was advertised in. Verify bidding documentation for distribution. Provide technical support to the bid evaluation committee and calculate points in terms of functionality, price and B-BBEE. Facilitation of Bid Evaluation Committee Meetings. Facilitate the appointment of the Bid Evaluation Committees ("BEC"). Ensure verification of minutes, consistency of the score sheets and all returnable documents are signed by the relevant official. Ensure the final award of bids or recommend the bids to the accounting officer for bids that are above R50M. Ensure sound corporate governance and improved compliance with SCM reporting requirements (Internal and external reporting. Ensure an improved contract management and compliance with reporting requirements.

<b><u>ENQUIRIES</u></b>	:	Ms N Mabece Tel No: (021) 493 7239
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:CFO03-2026@dff.e.gov.za">CFO03-2026@dff.e.gov.za</a>
<b><u>POST 03/21</u></b>	:	<b><u>SCIENTIST PRODUCTION GRADE A: AQUACULTURE INNOVATION &amp; TECHNOLOGY DEVELOPMENT REF NO FIM02/2026</u></b>
<b><u>SALARY</u></b>	:	R761 157 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Aquaculture Technology and Demonstration Centre (ATDC), Gariep Dam, Free State
<b><u>REQUIREMENTS</u></b>	:	Bachelor of Science Honours Degree (NQF8) in Aquaculture/ Agriculture/ Ichthyology/ Aquatic Parasitology/ Zoology or relevant qualification as recognized 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 license.
<b><u>DUTIES</u></b>	:	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
<b><u>ENQUIRIES</u></b>	:	Ms A Bernatzeder at (082) 687 5333
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:FIM02-2026@dff.e.gov.za">FIM02-2026@dff.e.gov.za</a>
<b><u>POST 03/22</u></b>	:	<b><u>CONTROL ENVIRONMENTAL OFFICER GRADE A: UNITED NATIONAL FRAMEWORK CONVENTION ON CLIMATE CHANGE REF NO: CCAQ01/2026</u></b>
		Re-advertisement, applicants who have previously applied must re-apply.
<b><u>SALARY</u></b>	:	R612 480 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	A four-year Degree (NQF8) or equivalent qualification in Natural or Environmental Sciences plus six years post qualification experience in the relevant field. Knowledge of PFMA, International climate change issues and awareness. South Africa and the government's priorities. Broad understanding and knowledge of environmental and developmental issues (globally,

regionally, locally). Ability to interpret and apply policies, strategies, and legislation. Ability to manage and control budget. Good analytical skills, ability to work under pressure and independently. Skills: Computer literacy; Organisational; Interpersonal; Communication; financial and budget management; project management and policy formulation. Personal attributes: Management of finances and personnel. Planning and execution. Teamwork; Teachable; Technical skills; Delegation and empowerment.

<b><u>DUTIES</u></b>	: Conduct research and support the preparation, formulation, consultation and approval of South African positions on climate change-related multilateral and cooperation agreements. Facilitate and coordinate stakeholder consultation and lobbying for SA positions on climate change-related multilateral and cooperation agreements, including support for Climate Change Gender Mainstreaming. Coordinate and support the negotiation of South Africa's position in multilateral fora and cooperation agreements, ensuring national interests are reflected in outcomes. Formulate reporting on international engagements, including approval for participation in climate change-related meetings and compliance with national reporting requirements.
<b><u>ENQUIRIES</u></b> <b><u>APPLICATIONS</u></b>	: Ms S Motshwanedi Tel No: (012) 399 9155 <a href="mailto:CCAQ01-2026@dfpe.gov.za">CCAQ01-2026@dfpe.gov.za</a>
<b><u>POST 03/23</u></b>	: <b><u>CONTROL ENVIRONMENTAL OFFICER GRADE A: INTEGRATED GHG EMISSIONS MODELLING &amp; ANALYSIS REF NO: CCQA02/2026</u></b>
<b><u>SALARY</u></b> <b><u>CENTRE</u></b> <b><u>REQUIREMENTS</u></b>	: R612 480 per annum Pretoria : A four-year Degree (NQF8) or equivalent qualification in Natural or Environmental Sciences 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' Organizational and planning; Communication skills (written and spoken); Programme and Project Management; Listening skills; Writing skills; Decision-making skills; Report writing skills; Organizational 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 organize and plan under pressure. Ability to collect and interpret information and reports. Interpersonal relations. Initiative. Responsibility and loyalty.
<b><u>DUTIES</u></b>	: 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.
<b><u>ENQUIRIES</u></b> <b><u>APPLICATIONS</u></b>	: Mr. P Mabina at (082) 537 4924 <a href="mailto:CCAQ02-2026@dfpe.gov.za">CCAQ02-2026@dfpe.gov.za</a>
<b><u>POST 03/24</u></b>	: <b><u>ASSISTANT DIRECTOR: EP NON-INFRASTRUCTURE PROGRAMMES</u></b> <b><u>REF NO: EP01/2026</u></b>
<b><u>SALARY</u></b> <b><u>CENTRE</u></b> <b><u>REQUIREMENTS</u></b>	: R582 444 per annum Northern Cape : National Diploma (NQF6) in Environmental Science/Environmental Management or relevant qualification as recognized by SAQA. A minimum of three (3) years' experience in a Project Management role. Knowledge of Environmental related legislation. Natural resource management. Invasive alien species management. South African National Standards. Administrative procedures. Financial management. Project management. Personnel

management. Programme-based natural resource operational planning. Public Finance Management Act and Treasury Regulations. Human resource and Statistical analysis Extensive management and technical training in order to understand operational functioning of the programme. Public Service and departmental procedures and prescripts. Socio-economic development. The incumbent should have the following skills: Leadership and Management. Strategic thinking and planning. Analytical and Systems thinking. Conceptual thinking, Problem solving, Computer literacy, Communication skills, technical writing skills, Report/professional writing, Mentorship skills, Organizing skills, Facilitation skills, Planning skills. 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. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution. Ability to organize and plan under pressure. Ability to collect and interpret information and reports.

<b><u>DUTIES</u></b>	:	Coordinate the implementation of EP Non-infrastructure projects and invasive alien plant clearing activities within the province. Ensure compliance with EP Non-Infrastructure projects operational standard, procedures and legal requirements for all projects implemented within the province. Facilitate the development and review of project operational plans for EP Non-infrastructure within the province. Facilitate stakeholder engagement to support EP Non-Infrastructure projects operations within the province.
<b><u>ENQUIRIES</u></b>	:	Ms J Aysen at (064) 847 9618
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:EP01-2026@dffe.gov.za">EP01-2026@dffe.gov.za</a>
<b><u>POST 03/25</u></b>	:	<b><u>REGIONAL REF NO: WB01/2026</u></b>
<b><u>SALARY</u></b>	:	R468 459 per annum, plus 37 % in lieu of benefits
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF6) in Transport Management/ Logistics, Environmental Management / Environmental Sciences or relevant qualification as recognised by SAQA. A minimum of two (2) years' experience in Environmental Management or relevant field. Knowledge and Understanding of Project management, General Administration, Financial Administration, Project Management, Departmental procedures and prescript/policies. Knowledge of environmental management. Knowledge and exposure in depot operations. Ability to develop, interpret and apply policies, strategies and legislation. Knowledge and exposure in depot operations. Knowledge of waste management processes and procedures. Knowledge in logistics. Sound organising and planning skills. Good communications skills. Coordination skills. Computer literacy. Report Writing skills. Ability to work under pressure. Good interpersonal relations. Ability to work long hours voluntary. Ability to work independently. Responsible and loyal. Honest and reliable. A valid driver's licence will be an added advantage.
<b><u>DUTIES</u></b>	:	Ensure the improvement of Waste Tyre collection and transportation services; Compile monitoring report on the collection service. Monitor the allocated collection points on a quarterly basis. Update the collection schedule. Keep files and records of all Monitored participants. Receive and attend to queries and complaints. Ensure compliance to relevant legislation by participants. Conduct sites visits at collection points, depots and processors. Undertake compliance promotions to legislation. Compile compliance report. Make follow up of the recommendations and comments made. Ensure the verification of the signed Service Level Agreements (SLA). Consolidate report from depot operators monthly. Plan and arrange compliance session with the transporters. Facilitate payments of transporters and depot operators. Verify and capture collection notes and monthly reports from all allocated transporters and depot operators on a weekly and monthly basis respectively. Receive invoices with their respective supporting documents. Verify and submit the allocated invoice spreadsheets together with invoices. Load invoices, collection notes and monthly reports on Electronic Document Management System (EDMS). Keep files and recoils of all the invoices verified. Contribute toward increasing the processing of collected waste tyres. Receive secondary industry applications from the applicants. Verify and process the secondary industry applications received within two weeks after receipt of the full applications. Conduct a pre-approval inspection. Compile an inspection report within two days after site assessments. Provide feedback to the applicant on the status of the applications. Keep database records and processed applications received.

<p>Receive secondary industry monthly processing tonnages reports Load the monthly tonnages reports on EDMS. Keep files and records of the reports received. Provide feedback to the Managers. Keep files and records of the verification reports.</p>	
<b><u>ENQUIRIES</u></b>	:
<b><u>APPLICATIONS</u></b>	Ms K Masinga Tel No: (012) 399 8629 <a href="mailto:WB01-2026@dff.gov.za">WB01-2026@dff.gov.za</a>
<b><u>POST 03/26</u></b>	<b><u>ASSISTANT DIRECTOR: ACQUISITION MANAGEMENT REF NO: CFO7/2026</u></b>
<b><u>SALARY</u></b>	:
<b><u>CENTRE</u></b>	R468 459 per annum
<b><u>REQUIREMENTS</u></b>	: <p>Pretoria</p> <p>National Diploma (NQF6) in Supply Chain Management or relevant qualification as recognized by SAQA. A minimum of 3 years' experience in Supply Chain Management (Acquisition Management). Knowledge of: Acquisition management, procurement and business practices; strategic planning and budgeting. Ability to establish acquisition management systems and controls. Ability to control and manage assets of the department. Ability to develop and apply policies. Ability to gather and analyse information. Ability to control and manage assets of the department. Problem identification and solving skills. organisation and presentation skills. Interpersonal and diplomacy skills; decision-making skills; negotiation and conflict management.</p>
<b><u>DUTIES</u></b>	: <p>Implementation of Chapter 16A OF Treasury Regulations. Check and verify approval for outsourcing of goods/services. Publish all bids received on the departmental website and Government Tender Bulletin. Facilitate inputs from the Branch: Directors of Administrations on procurement. Receive specifications/TOR for advertisement of projects. Provide technical support on Bid Specification Committee and Bid Evaluation Committee for procurement of goods/services and profession services. Ensure terms of references or specifications are in line with Treasury Regulations. Render secretariat services to the Departmental Adjudication Committee (DAC). Facilitate the damages to vehicles/theft and losses of departmental assets.</p>
<b><u>ENQUIRIES</u></b>	:
<b><u>APPLICATIONS</u></b>	Mr Hector Muthabo Tel No: (012) 399 9055 <a href="mailto:CFO07-2026@dff.gov.za">CFO07-2026@dff.gov.za</a>
<b><u>POST 03/27</u></b>	<b><u>SENIOR PROVISIONING ADMINISTRATIVE OFFICER REF NO: FIM09/2026</u></b>
<b><u>SALARY</u></b>	:
<b><u>CENTRE</u></b>	R397 116 per annum
<b><u>REQUIREMENTS</u></b>	: <p>Cape Town (Foretrust Building)</p> <p>National Diploma (NQF 6) in Supply Chain Management/Inventory Management or relevant qualification as recognized by SAQA. A minimum of two (2) years' experience in Supply Chain Management or Inventory Management or relevant field. Knowledge of Marine Living Resources Act, GRAP, PFMA, Treasury Regulations, Public Service Act and Supply Chain Management Procedures. Leadership skills, Peoples management skills, Analytical thinking, Innovative and creativity, Communication (verbal, writing and other), Computer literacy and the ability to work under pressure.</p>
<b><u>DUTIES</u></b>	: <p>Record and report confiscated marine resources and equipment. Maintain register and stock control of receipts, samples, release for processing disposed of all confiscated marine resources throughout South Africa. Maintain and submit monthly and quarterly stock control register and movements of all confiscated marine resources and equipment throughout South Africa. Prepare monthly GRAP-compliant stock reports. Prepare GRAP-compliant journals and accounting reporting for stock. Collect and safeguards storage of confiscated marine and aquaculture resources. Co-ordinate the collection of confiscated abalone from various organs of state across the country. Co-ordinate the counting process and record data. Ensure timeous receipting of confiscated marine and aquaculture resources to ensure the requirements of the MLRA are met. Prepare confiscated marine and aquaculture resources for audit purposes or for disposal for processing and court attendance. Coordinate disposal of marine and aquaculture resources according to MLRA. Coordinate the release of confiscated abalone for control deliveries (252A). Coordinate the releasing of abalone to the abalone processors. Coordinate the selling of fish products other than abalone confiscated. Facilitate dumping of unfit fish and fish products. Facilitate disposal of MLRF assets and confiscated equipment. Compile a list of assets and confiscated equipment to be disposed. Co-ordinate the process to dispose of assets and confiscated equipment. Collect assets</p>

<b><u>ENQUIRIES</u></b>		and confiscated equipment for disposal. Implement disposal related outcome. Safekeeping of the relevant proof of disposal. Administer database for possible sales and/or donations of asset and confiscated equipment.
<b><u>APPLICATIONS</u></b>	:	Ms Leticia Nel Tel No: (021) 402 3432 / 066 471 1287 <a href="mailto:FIM09-2026@dff.e.gov.za">FIM09-2026@dff.e.gov.za</a>
<b><u>POST 03/28</u></b>	:	<b><u>ENVIRONMENTAL OFFICER PRODUCTION GRADE A: LAND REMEDIATION MANAGEMENT REF NO: CWM01/2026</u></b>
<b><u>SALARY</u></b>	:	R343 842 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF6) in Environmental Sciences / Natural Sciences or relevant qualification as recognized by SAQA. A minimum of one (1) year experience in environmental management or relevant field. Understanding and knowledge of environmental quality and protection related policies. Applicant must have a broad knowledge of environmental policy, legislation and regulation development, waste management planning and environmental issues relation to pollution and waste management. Policy and legislative framework governing pollution and waste management. Understanding of government standard administrative procedure. Applicant must have knowledge and understanding public service and departmental procedure. Have the following personal attributes: strategic, analytical and creative thinking, ability to collect and interpret information and reports, ability to apply policies, good interpersonal relations skills, conflict management and resolution, ability to organise and plan under pressure. Must have good report writing skills, communication skills, advanced computer skills and excellent time management. The incumbent must have a valid driver's license and be willing to travel.
<b><u>DUTIES</u></b>	:	Conduct Environmental Performance Assessments (EPA) and prepare the findings and recommendations report. Review and evaluate Site Assessment Reports, Remedial Action Plans, Monitoring Reports, Environmental Management Plans. Process Orders, Remediation Orders, remediation Closures and section 36(6) notices within timeframes. Monitor compliance with the Orders or Remediation Orders. Assist other directorates with technical guidance and expertise related remediation of contaminated land. Assist and support industries to achieve compliance with the National Environmental Management: Waste Act, 2008 and any other environmental legislation. Formulating, coordinating and monitoring the implementation of national environmental policies, programmes and legislation. Manage and monitor the Land Remediation and Industry Support online system. Assist in developing educational resources and training content for Environmental Assessment Practitioners' workshops, including materials for industry forums and general environmental awareness programs. Identifying and prioritizing the development of the required guidelines, norms and standards for planning and management of waste for various sectors of the industry.
<b><u>ENQUIRIES</u></b>	:	Ms XB Bango/Ms LC Rabonda Tel No: (012) 399 9798 / (012) 399 9797
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:CWM01-2026@dff.e.gov.za">CWM01-2026@dff.e.gov.za</a>
<b><u>POST 03/29</u></b>	:	<b><u>BIODIVERSITY OFFICER PRODUCTION GRADE A: BIODIVERSITY ECONOMY REF NO: BC03/2026</u></b>
<b><u>SALARY</u></b>	:	R343 842 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF Level 6) in Environmental Management/ Natural Sciences or qualification as recognised by SAQA. A minimum of one (1) years' experience required in a relevant environment. Knowledge of Biodiversity Sector; Knowledge of the marine and environmental legislation (MLRA, ICM Act & NEMA). Knowledge of the regulations promulgated there under and departmental policies with special reference to Biodiversity Enforcement. Understanding of social issues, and macro and micro-economic principles, and its application. Knowledge in general of government and administrative procedures and processes (PSA & PSR). Experience and knowledge of policy development and implementation. Knowledge of Financial and Procurement administrative procedures (PFMA & Treasury Regulations). Understanding of Environmental issues. Innovative and proactive. Ability to collect and interpret information and write reports. Ability to work long hours voluntarily. Ability to work under extreme pressure. Conflict management and resolution.

<b><u>DUTIES</u></b>	:	Assist with the development of the economic value of indigenous biological and genetic resources and associated traditional knowledge into actual sustainable income and economic development. Provide technical support in the coordination of the contribution of the biodiversity sector in the green economy activities. Provide technical support in cooperation and liaison with other departments and stakeholders in all matters relating to pro-poor pro-biodiversity activities, programmes and projects. Assist in identifying SMMEs/cooperatives for capacity development initiatives. Provide inputs in content development for capacity development areas. Provide technical support in the development and implementation of mechanisms to promote the biodiversity economy and the sectors contributors to the Green Economy, including transformation. Assist in finalizing weekly reports on BioProducts Advancement Network of South Africa (BioPANZA) related initiatives. Facilitate the uploading of weekly reports and related evidence for BioPANZA related initiatives.
<b><u>ENQUIRIES</u></b>	:	Ms N Feltman at (082) 653 2713
<b><u>APPLICATIONS</u></b>	:	<u>BC03-2026@dff.e.gov.za</u>
<b><u>POST 03/30</u></b>	:	<b><u>SENIOR COMMUNICATION OFFICER: MEDIA AND EDITORIAL SERVICES</u></b> <b><u>REF NO: CMS06/2026</u></b>
<b><u>SALARY</u></b>	:	R325 101 per annum
<b><u>CENTRE</u></b>	:	Cape Town
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF6) in Communication/Marketing/Journalism or relevant as qualification recognized by SAQA. A minimum of one (1) year experience in the field of Communications or relevant field. Knowledge Desktop publishing and production, printing process/production, Marketing and promotions. Knowledge of administration fields, Public Service prescripts and procedures as well as Departmental procedures, policies. Skills: Good communication (verbal and written), organising, planning skills, effective customer relationships management and personnel skills. Good interpersonal relations, Effective analytical skills, be able to engage with senior managers and work under pressure and extra hours. Ability to develop and apply policies. Ability to work individually and in to lead multidisciplinary team. Ability to work under extreme pressure and organise and plan under pressure. Good interpersonal relations skills. Ability to take initiatives and provide creative solutions. Ability to work with difficult persons and resolve conflict. Willingness to travel and work extended hours. Must have a valid driver's license.
<b><u>DUTIES</u></b>	:	Monitoring & sourcing news stories related to Environment from all media platforms; compiling and distributing daily media monitoring reports; utilising media clippings from the media monitoring & analysis Service Provider to compile reports that will be incorporated in the media liaison exit reports; sourcing content about departmental programmes from branches for the purpose of drafting editorial content; drafting social media content/ media advisories/ media statements; compiling and editing audio and video clips for Departmental online platforms; distributing approved editorial content to media and on the department's digital platforms; creating and maintaining a log and file of drafted and distributed editorial content; distributing media invites and confirming media attendance; arranging broadcast interviews and providing schedule; arranging media tours; accompanying media on departmental tours; conducting media registration at events and providing photography at events, coordinating branding arranging; facilitating and video recording interviews for placement on departmental external online platforms; liaising with mainstream and community media contacts and updating the media database.
<b><u>ENQUIRIES</u></b>	:	Mr K Letsebe Tel No: (021) 493 7137
<b><u>APPLICATIONS</u></b>	:	<u>CMS06-2026@dff.e.gov.za</u>