

## DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

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

- APPLICATIONS** : **Pretoria:** 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.
- Cape Town, North West (Forestry), Cape, Eastern Cape, Free State, Mpumalanga and Limpopo.** Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, The Director: Integrated Human Resource Management, Private Bag X4390, Cape Town, 8000 or hand-deliver to 63 Strand Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email.
- CLOSING DATE** : 23 February 2026, 16:00 Late Applications will not be accepted.
- 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 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, 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 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.

**ERRATUM:** Kindly note that the following post Regional with Ref No: WB01/2026 advertised in the Public Service Vacancy Circular 03 dated 30 January 2026 with the closing date of 16 February 2026 is amended. The correct post name is Regional Coordinator.

#### **MANAGEMENT ECHELON**

**POST 04/62** : **CHIEF DIRECTOR OCEANS AND COASTAL RESEARCH REF NO: OC/CT01/2026**

**SALARY** : R1 494 900 per annum, (all-inclusive salary package)  
**CENTRE** : Cape Town  
**REQUIREMENTS** : An undergraduate qualification in Natural Sciences or relevant qualification on (NQF level 7) within the related field recognized by SAQA. A minimum of five (5) years' experience at senior management level within 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. A thorough understanding and experience of project management. Knowledge and understanding of policies and relevant legislation pertaining to the various aspects of the Oceans and Coasts Environment. Knowledge of an inter-governmental system. Knowledge of government Administration and financial procedures. People Management; Financial Management; Public Finance Management Act. Good communication skills; Good formal presentation skills and public speaking skills. Ability to work long hours voluntarily. Ability to gather and analyse information. Ability to develop and apply policies. Good interpersonal relations and diplomatic skills; ability to work under pressure.

**DUTIES** : Plan, coordinate and implement oceanographic process research. Develop appropriate technology base for research. Investigate ocean processes and conduct long-term monitoring to enhance forecasting and scenario planning. Plan, coordinate and implement coastal research, including research in support of enhancing community resilience against ocean, weather, climate and pollutions threats. Conduct research and long-term monitoring of coastal biodiversity and coastal ecosystems. Investigate the vulnerability of, and develop scenarios for, coastal use areas and communities. Coordinate and lead the development and management of national oceans and coastal Information Management System (OCIMS). Provide technical advice to the Department officials during key meetings and knowledge sharing sessions and commenting on/ reviewing of existing and new policies, legislation, Programmes, strategies, plans and key documents in order to share information, improve quality and promote better integration and alignment between integrated coastal management and oceans management. To advise and integrate, coordinate, facilitate and implement effective integrated oceans and coastal management in South Africa and the region.

**ENQUIRIES** : Ms S Nzwane Tel No: (021) 491 7223  
**APPLICATIONS** : [OCCT01-2025@dffe.gov.za](mailto:OCCT01-2025@dffe.gov.za)

**POST 04/63** : **DIRECTOR: LEGAL SUPPORT NEMA REF NO: RCSM13/2026**

**SALARY** : R1 266 714 per annum, (all-inclusive salary package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : An undergraduate qualification (NQF level 7) in Law or relevant qualification as recognised by SAQA. A minimum of five (5) years' experience at middle or senior managerial level. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Experience in the legislation and policy development process. Knowledge: public service and departmental policies, legislation and procedures; environmental, administrative and mining legislation; research methodologies and presentation skills; legal administration; strategic coordination/ planning; business planning; report/professional writing; business process management; organisation performance management; risk management; audit procedures; project management; planning and performance management legislation. Skills & Competencies required: Advanced skills in policy formulation; advanced skills in legislative drafting; advanced negotiation skills; advanced statutory interpretation skills, adequate skills in computer use; advanced skills in financial and project management; advanced skills in respect of formal

	presentation and public speaking; good interpersonal relations and diplomatic skills; relationship management; stakeholder engagement; public relations; research; strategic capability and leadership; programme and project management; change management; knowledge management; service delivery innovation (SDI); problem solving and analysis; people management and empowerment; client orientation and customer focus; ability to work under pressure and long hours; ability to work individually and in a team; good interpersonal relations, ability to work with difficult persons and to resolve conflict; sense of responsibility and loyalty; objectiveness; integrity; service orientated; self-supervision; highly developed sense of honesty and protect the confidentiality of documents. Must have a valid driver's licence.
<b><u>DUTIES</u></b>	: Provide legislative support to the department (drafting, vetting and commenting on Bills, policies and subordinate legislation); provide general legal support relating to the National Environmental Management Act (NEMA) and its subordinate legislation (Legal opinions/ advice/ research on legislation administered by the Department, submissions, briefing documents, responses to the public, media queries, parliamentary questions, support to interpretation queries in terms of NEMA and subordinate legislation); provide legal support in relation to NEMA/ Specific environmental management Acts and mining alignment support; taking Bills through and assisting in the Cabinet and Parliamentary processes; responsible for ensuring that the work produced by the Directorate is legally defensible and of good quality, and that the timelines and prescripts set by the legislation and departmental service standards are adhered to; provide legislative and policy coordination support to Working Groups and subordinate structures dealing with NEMA and subordinate legislation; and participate in law reform fora of other Departments and inputs on draft Bills, subordinate legislation, policies and guidelines with specific focus areas.
<b><u>ENQUIRIES</u></b>	: Mr S Kobese Tel No: (012) 399 9351
<b><u>APPLICATIONS</u></b>	: <a href="mailto:RCSM13-2026@dffe.gov.za">RCSM13-2026@dffe.gov.za</a>
<b><u>POST 04/64</u></b>	: <b><u>DIRECTOR: BIODIVERSITY ENFORCEMENT REF NO: RCSM14/2026</u></b>
<b><u>SALARY</u></b>	: R1 266 714 per annum, (all-inclusive salary package)
<b><u>CENTRE</u></b>	: Pretoria
<b><u>REQUIREMENTS</u></b>	: An Undergraduate qualification (NQF level 7) in Natural Science or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience at middle or senior managerial level. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Experience specifically in environmental / biodiversity compliance and enforcement will be an added advantage. Knowledge: Environmental/biodiversity policies, legislation, relevant international instruments, civil procedure, criminal procedure, constitutional law and administrative law; together with practical experience in the application thereof to cases of non-compliance. Audit procedures and risk management, Public Service and Departmental procedures and prescripts, Planning and performance management legislation, Skills & Competencies: Good written and verbal communication skills. Ability to interact with and provide assistance to a wide range of stakeholders as well as an understanding of intergovernmental relations and co-operative governance. Adequate skills in computer use, Adequate skills in respect of formal presentation and public speaking; Good interpersonal relations and diplomatic skills, Relationship Management, Stakeholder engagement, Public Relations, Strategic Capability and Leadership, Performance Management, Programme and Project Management, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation (SDI), Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus, Ability to work individually and in a team, Ability to work with difficult persons and to resolve conflict, Sense of responsibility and loyalty, Objectiveness, Integrity, Service orientated, Self supervision, Highly developed sense of honesty, Protect the confidentiality of documents. Must have a valid driver's licence and willingness to travel.
<b><u>DUTIES</u></b>	: Provide Strategic Enforcement Projects and Support related to Wildlife Trafficking. Enforcement with Biodiversity-related legislation and management of a team of Environmental Management Inspectors (EMIs), including responding to complaints and Incidents relating to Biodiversity Enforcement

(Threatened or Protected Species Regulations, CITES Regulations; Alien & Invasive Species Regulations etc); undertaking administrative enforcement action and initiating and undertaking criminal investigations EMI / Stakeholder Capacity Input and assistance provided in relation to EMI Basic/Specialised Training courses, Prosecutor training, training to other law enforcement agencies and Border stakeholders on wildlife crime. . Stakeholder Engagement and International Liaison, co-operate with and liaise with enforcement stakeholders on matters relating to biodiversity enforcement activities at a national level, programmes and projects including national joint strategic partners, namely: Border stakeholders (SARS, BMA), National Prosecuting Authority, SAPS, Departments of Agriculture and Water & Sanitation, Provincial Conservation Authorities and SANParks. Co-operate with and liaise with enforcement stakeholders on matters relating to biodiversity enforcement activities, programmes and projects at an international level, namely: SADC, African Union, INTERPOL, CITES, UNODC. Co-ordinate operations and gather information to support investigations, operations and work undertaken to meet international commitments including co-ordination of and participation in national and international enforcement operations.

**ENQUIRIES  
APPLICATIONS**

: Ms F Craige Tel No: (012) 399 9460  
: [RCSM14-2026@dffe.gov.za](mailto:RCSM14-2026@dffe.gov.za)

**POST 04/65**

: **DIRECTOR: STATE FOREST MANAGEMENT REF NO: FOM/CT02/2026**

**SALARY  
CENTRE  
REQUIREMENTS**

: R1 266 714 per annum, (all-inclusive annual salary package)  
: Limpopo / Mpumalanga  
: An undergraduate qualification in Forestry or Natural Resource Management (NQF level 7) or relevant qualification within the related field recognized by SAQA. A minimum of Five (5) years of experience in Commercial Forestry or related field at middle / senior managerial level within 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. Knowledge of relevant policies, legislations and frameworks relating to Forestry e.g. National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA). Knowledge and understanding of all relevant legislation and regulations that govern the Public Service including Public Finance Management Act (PFMA) and treasury regulations, Public Service Act, Labour Relations Act etc. Knowledge and understanding of National Priorities of government e.g. National Development Plan 2030, Commercial Forestry Sector Master Plan, Accelerated and shared growth Initiative South Africa Knowledge and understanding of Silviculture and Harvesting practices in relation to sustainable management of biological assets. Project Management and strategic planning. Stakeholder Engagement. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.

**DUTIES**

: Manage the state-owned plantations and implement the annual plan of operations for the plantations. Manage State Forests, personnel and associated assets. Develop and implement Fire Management Plans, Ensure the implementation of Sustainable Forest Management in line with the National Forest Act and National Veld and Forest Fire Act. Proactive mitigation of audit risks, develop and implement audit interventions. Stakeholder Liaison. Provide post settlement support and support state forest Land administration and State Forest Land transfer programmes. Plan and initiate EPWP to serve as force multiplier for commercial forestry operations.

**ENQUIRIES  
APPLICATIONS**

: Ms M Leseke at 072 199 1291  
: [FOMCT02-2026@dffe.gov.za](mailto:FOMCT02-2026@dffe.gov.za)

**OTHER POSTS**

**POST 04/66**

: **SCIENTIFIC MANAGER: MARINE BIODIVERSITY RESEARCH REF NO: OC/CT03/2026**

**SALARY  
CENTRE  
REQUIREMENTS**

: R1 099 488 per annum  
: Cape Town  
: MSc degree (NQF level 9) or in Natural Science or relevant qualification recognised by SAQA. 6 years post qualification experience in natural scientific environment or related field. Compulsory registration with SACNASP as a

	professional Natural Scientist. Knowledge of the Marine Living Resources Act, National Environmental Management Biodiversity Act and related legislation; Biodiversity and Conservation Sector; Science to policy development and analysis; Scientific methodologies and models; Research and development; National and International co-operation; Computer-aided scientific applications; Technical report writing; Data analysis; Scientific presentation. Job related Skills: Analytical; Communication; Strategic capability and leadership; Networking; Planning and organizing; Decision making; Customer focus and responsiveness; Financial management; Conflict management; Change management; Programme and project management; People management; Mentoring. A valid, unendorsed Code B driving license.
<b><u>DUTIES</u></b>	: The candidate will be responsible to Facilitate the translation of scientific knowledge into policies, systems and procedures through: Communicating scientific knowledge to policy makers; Review and recommend / approve scientific research and policy related projects; Facilitate the setting of scientific standards, specifications and service levels according to organizational objectives; Monitor scientific efficiencies according to organizational goals; Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. While science to policy recommendations will more focus on top marine predators, biodiversity and coastal the incumbent will be expected to perform across all related marine science to policy aspects. Provide strategic leadership and direction by: Alignment of research projects to organizational strategies; Provide support and advice on policy to the industry and stakeholders; Develop and maintain relationships / collaborations and review scientific documents.
<b><u>ENQUIRIES</u></b>	: Dr. G. Cilliers at (064) 908 6574; Tel No: (021) 463 7294, e-mail: GCilliers@dffe.gov.za
<b><u>APPLICATIONS</u></b>	: <a href="mailto:OCCT03-2026@dffe.gov.za">OCCT03-2026@dffe.gov.za</a>
<b><u>POST 04/67</u></b>	: <b><u>DEPUTY DIRECTOR: STATE FOREST MANAGEMENT REF NO: FOM/CT03/2026</u></b>
<b><u>SALARY</u></b>	: R1 059 105 per annum, (all-inclusive salary package)
<b><u>CENTRE</u></b>	: Western Cape
<b><u>REQUIREMENTS</u></b>	: National Diploma (NQ 6) in Forestry or Natural Resource Management or relevant qualification within the related field recognized by SAQA. A minimum of five (5) years' experience in Commercial Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge and experience on the application of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA), including other relevant Acts such as NEMA, NEMBA, and Protected Areas. Knowledge and understanding of Forestry Management. Knowledge in the enumeration and management of biological assets for data collection purposes. Financial Management. Project Management and strategic planning. Proven expertise in stakeholder engagement, including the ability to build and maintain productive relationships, facilitate effective communication, and ensure stakeholder needs and concerns are addressed appropriately. Ability to work under pressure and handle criticism. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.
<b><u>DUTIES</u></b>	: Manage and coordinate the implementation, maintenance, and improvement of the Sustainable Forest Management (SFM) business processes. Develop and implement Annual Plan of Operational APOs) that will facilitate the rehabilitation and restoration of timber within the forest plantations in the province. Ensure business processes for Sustainable Forest Management (SFM) are developed, implemented, reviewed, and disseminated to all forest managers within the plantations. Ensure development, review, and implementation of forest growth and yield model for commercial forest plantations. Maintain an inventory for biological asset register through stock enumeration, develop plan to ensure physical verification is conducted for all state forest plantations in the Region. Ensure and support monitoring and assessment of the performance of state forest plantations against the principles, criteria and indicators of sustainable forest management, including the implementation of policies and regulations. Ensure that revenue collection in the plantations is in line with finance policies and prescripts. Identify risks affecting biological assets and develop risk mitigation plan. Develop and

		implement Fire Management Plans for estates/plantations. Strengthening human resource development, technical capacity and cooperation at a regional level to ensure implementation of appropriate legislation for the management of forests. Participate in the Fire Protection Association activities in the region. Initiate EPWP to serve as force multiplier for commercial forestry operations. Facilitate the establishment of liaison Forums and manage stakeholder liaison. Participate in the forestry provincial development forums and development initiatives by other organisations.
<b><u>ENQUIRIES</u></b>	:	Ms M Leseke at 072 1991 291
<b><u>APPLICATIONS</u></b>	:	FOMCT03-2026@dffe.gov.za
<b><u>POST 04/68</u></b>	:	<b><u>DEPUTY DIRECTOR: FOREST BASED ENTERPRISES REF NO: FOM/CT01/2026</u></b>
<b><u>SALARY</u></b>	:	R1 059 105 per annum, (all-inclusive salary package)
<b><u>CENTRE</u></b>	:	Nelspruit (Mpumalanga)
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF 6) in Forestry or relevant qualification within the related field recognized by SAQA. A minimum of three (3) years' experience in the related field of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Experience in Forestry or related field. Experience in Forestry or related field. Knowledge and understanding in the application of National Forests Act, 1998 (Act No 84 of 1998) (NFA) and National Environmental management Act, 107 of 1998. Knowledge of Environmental Legislation and policies impacting on the forestry sector. Knowledge in the regulation of natural resources. Knowledge of government administrative procedures (PFMA and Treasury Regulations). Stakeholder Engagement. Strategic thinking and Leadership Management. Problem Solving skills. Expert Level of Computer Literacy. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to interpret regulation and develop appropriate policy. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.
<b><u>DUTIES</u></b>	:	Manage and implement programmes aimed at supporting and developing forestry small growers, timber production enterprises, Non-Timber Forest Product initiatives, and forestry-related SMMEs across the forestry value chain. Provide technical and business development support to timber growers, forestry SMMEs, community forestry projects, and post-settlement/transfer beneficiaries. Facilitate access to markets, funding, and certification for forestry enterprises. Coordinate the development/expansion of small-scale timber production enterprises, including implementation of the afforestation programme and facilitation of water trading processes. Develop and implement non-Timber Forest Products strategy framework. Establish and coordinate provincial structures and forums to support forestry SMMEs, timber growers, and the broader forestry value chain. Engage with communities, traditional authorities, government departments, and development partners to ensure effective coordination and implementation of Forestry Enterprise Support Programmes. Participate in the Implementation of the Forestry Blended Finance Scheme and Forestry Masterplan.
<b><u>ENQUIRIES</u></b>	:	Ms. Onica Zikhali at 060 973 4232
<b><u>APPLICATIONS</u></b>	:	FOMCT01-2026@dffe.gov.za
<b><u>POST 04/69</u></b>	:	<b><u>DEPUTY DIRECTOR: FORESTRY POLICY DEVELOPMENT REF NO: FOM/CT09/2026</u></b>
<b><u>SALARY</u></b>	:	R1 059 105 per annum, (all-inclusive salary package)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF level 6) or in Forestry or Natural Resources Management or Resource Economics or relevant equivalent qualification within the related field. A minimum of five (5) years' experience in Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). An in-depth knowledge in the application of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA), National Environmental Management Act, 1998 (NEMA), NEMBA, including other relevant Environmental Legislations. Knowledge of government administrative procedures (Public Service Act, Public Service Regulations, Labour Relations Act, PFMA and Treasury Regulations). Sound knowledge of

	Public Policy Development. Intergovernmental and stakeholder relations. Project Management and Strategic Planning. Stakeholder Engagement. Facilitation and coordination skills. Ability to gather and analyse information. Ability to lead multidisciplinary teams. Ability to work under pressure and handle criticism. Ability to negotiate in difficult situations and to resolve conflict. Excellent Communication skills. A valid Driving license and willingness to travel.
<b><u>DUTIES</u></b>	: Develop and review forestry policy framework, norms and standards for the sustainable development of forests. Work closely with other line function directorates to ensure that their strategies and implementation programmes are delivered in line with policy directives – as well as broader government's development imperatives. Ensure the development of protocols for cooperative governance. Facilitate the implementation of forestry policy. Develop and maintain systems for Monitoring & Evaluating policy. Identify the implementation challenges of forest sector policies and programmes. Provide support on the forest sector policy awareness at national, provincial and local government levels. Collaborate with other government departments to ensure that forestry issues are well represented in broader government policy development processes. Monitor compliance with regional and international forestry-related processes. Ensure that regional and international reporting requirements are met. Facilitate bilateral and multilateral collaboration on forestry matters.
<b><u>ENQUIRIES APPLICATIONS</u></b>	: Mr AR Madula at 072 199 1136 : FOMCT09-2026@dffe.gov.za
<b><u>POST 04/70</u></b>	: <b><u>DEPUTY DIRECTOR: ADMINISTRATION AND COORDINATION REF NO: CFO15/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	: R896 436 per annum, (all-inclusive salary package) : Pretoria : National Diploma (NQF 6) in Public Administration/Business Management or relevant qualification within the related field as recognised by SAQA. A minimum of 5 years' experience in Public Administration or relevant field of which three (3) years should be at an entry/junior managerial level (Assistant Director level). Good command of written and oral English and any other official languages. Good Strategic coordination/ planning and business planning; Good Report/professional writing; Business process management; Organisation performance management. Knowledge of Risk management; Audit procedures and Project management background. Good Knowledge of accessing and operating the computerized post tracking system; Formats and routes of documentation throughout the department; Quality Control of documents. Knowledge of Public Service and Departmental procedures and prescripts. Ability to communicate effectively with stakeholders/senior managers at various levels. Ability to work with difficult people and to resolve conflict. The candidates must be in possession of the following skills: Organising, Facilitation skills, Communication (Written and verbal); interpersonal relations and good computer skills. Ability to protect the confidentiality of documents. Ability to gather and analyse information; to work independently and in a team. A highly developed sense of honesty. Ability to work under pressure and to work long hours voluntarily.
<b><u>DUTIES</u></b>	: Provide Financial Management and Branch Administration Support. Compile and collate the Branch's budget breakdowns. Coordinate and compile the Branch's inputs on Procurement Plans. Coordination of the Budget review and preparation. Compile and collate Branch's expenditure. Coordination of PAIA, EDMS Referrals and Parliamentary Questions. Provide administrative support to the Chief Financial Officer. Provide Secretariat Support for the G&A Cluster Meeting. Provide Strategic Planning and Reporting. Provide strategic and annual performance planning support for the Branch. Coordinate of inputs to the Strategic Plan, APP and AOP. Mitigation of the Branch financial risk and audit exposure. Facilitate risk assessment for the Branch. Consolidate and analyse the Branch Risk Mitigation quarterly reports. Submission of the quarterly Forensic Recommendations report.
<b><u>ENQUIRIES APPLICATIONS</u></b>	: Ms S Zungu Tel No: (012) 399 8635 : CFO15-2026@dffe.gov.za

**POST 04/71** : **DEPUTY DIRECTOR: FINANCIAL REPORTING, REVENUE AND DEBT MANAGEMENT REF NO: CFO09/2026**

**SALARY** : R896 436 per annum, (all-inclusive remuneration salary package)  
**CENTRE** : Pretoria  
**REQUIREMENTS** : National Diploma (NQF 6) in Accounting / Financial Management or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience in Financial Management or relevant field of which three years should be at an entry /junior managerial level (Assistant Director level). Knowledge of financial management, accounting and business practices. Financial management, Accounting. Government budgeting processes. Costs accounting. Risk management. Public Service financial legislative frameworks. Ability to establish and manage financial management systems and controls. Knowledge of strategic planning and budgeting and Modified Cash Standards (MCS). 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 asset of the department. Sufficient knowledge of specific computer software packages and efficient use of associated hardware. Perform in-house training for subordinates. The candidates must be in possession of the following skills: Organising, Facilitation skills, Communication (Written and verbal); interpersonal relations and good computer skills. Advanced skills in respect of formal presentation and public speaking; negotiation skills. Stakeholder engagement and project management Ability to protect the confidentiality of documents. Ability to gather and analyse information; to work independently and in a team. A highly developed sense of honesty. Ability to work under pressure and to work long hours voluntarily.

**DUTIES** : Develop project plans for monthly, quarterly and Annual Financial Statements. Compile Financial Statements and Interim Financial Statements in accordance with Modified Cash Standards and the relevant guidelines issued by the National Treasury. Provide advice and guidance on MCS and accounting manuals for the departments. Attend to all audit queries in respect of the Financial Statements. Review inputs for preparation of financial statement and ensure proper audit trail and working papers. Compile inputs and proofreading Annual Reports. Manage the development and implementation of revenue enhancement initiatives to enhance revenue collection of the department. Manage the coordination and development of the departmental debt collection strategies and financial recovery plans. Manage Entity Control and ensure effective Public Entities Oversight. Supervise and authorise work that has been done in the section.

**ENQUERIES** : Mr N Leshabane Tel No: (012) 399 9115  
**APPLICATIONS** : [CFO09-2026@dffe.gov.za](mailto:CFO09-2026@dffe.gov.za)

**POST 04/72** : **DEPUTY DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: FIM/CT03/2026**

**SALARY** : R896 436 per annum  
**CENTRE** : Cape Town (Foretrust Building)  
**REQUIREMENTS** : National Diploma (NQF 6) or higher in Supply Chain Management or relevant equivalent qualification. A minimum of five (5) years' experience in Supply Chain Management or relevant field of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge of Marine Living Resources Act, GRAP, PFMA, Treasury Regulations, Public Service Act. Extensive experience in supply chain management, fixed asset management. Experience in Accrual Accounting principles (GRAP) and management reporting Exposure to computerised procurement systems Proper understanding of the ORACLE system. Computer literacy. A valid driver's license. Leadership skills, Peoples' management skills, Analytical thinking, Innovative and creativity, Communication (verbal, writing and other), Computer literacy and the ability to work under pressure.

**DUTIES** : Manage the Acquisition management function. Ensure that an effective bid/quotation process is implemented and maintained. Ensure that the bid committees are functional. Ensure that all acquisitions are evaluated in terms of the pre-approved and published evaluation criteria. Ensure that goods and services are provided to the cost centre managers at the right time, right quality



and right quantity. Ensure that all a complete and accurate supplier database is developed and effectively utilised. Ensure that an effective logistics function including ordering, receiving and distribution of goods, and accounts payable. Manage the demand management function. Procurement Plan is prepared for each cost centre and consolidated for the whole of the MLRF. Specifications for all transaction are precisely determined. The Procurement Plan is linked to the budget of each cost centre. Manage the Asset Management function. Ensure that all the assets of the MLRF are verified annually. Ensure that the asset register is maintained monthly. Ensure effective functioning of the loss committee. Ensure effective functioning of the disposal committee. Compile confiscated fish products report. Ensure that the stores for confiscated fish products is managed in terms of the pre-determined procedures. Provide GRAP compliant asset management reports. Manage the Contract Management function. Ensure that the SCM Directorate has all the MLRF's original contracts, MOU, MOA, SLA, single source approval, sole-service provider approvals etc. Ensure that performance information is provided for all the contracts by the relevant Project Manager. Promptly advise on the course of action where a supplier fails to perform as expected. Ensure that each supplier and project manager is notified in advance when the contract ends. Maintain discipline and quality control of work delivered by employees.

**ENQUIRIES  
APPLICATIONS**

: Ms Leticia Nel Tel No: (021) 402 3432 / 066 471 1287  
: [FIMCT03-2026@dffe.gov.za](mailto:FIMCT03-2026@dffe.gov.za)

**POST 04/73**

: **DEPUTY DIRECTOR: REVENUE MANAGEMENT REF NO: FIM/CT04/2026**

**SALARY  
CENTRE  
REQUIREMENTS**

: R896 436 per annum  
: Cape Town (Foretrust Building)  
: Undergraduate (NQF Level 6) in Accounting/ Financial Accounting or relevant equivalent qualification within the related field recognized by SAQA, with related field. A minimum of five (5) years' experience in financial management or related field of which three (3) should be at an entry/junior management level (Assistant Director or equivalent). Applicant must also have at least three (3) years' experience in a Revenue and Debt Collection environment. Knowledge of the PFMA and Treasury Regulations and other relevant legislation. Knowledge of the planning and budgeting framework for government (MTEF). Knowledge of government's financial policies, processes, including budgeting and reporting. Knowledge and experience of accounting standards and practices including International Financial Reporting Standard (IFRS) or Generally Recognized Accounting Practices (GRAP). Proven work experience/understanding of Oracle system or similar ERP system. Knowledge and understanding of the white paper on the transformation of public service delivery (Batho Pele Principles) and Marine Living Resource Act and all applicable legislations. Must be computer literate. A valid driving license.

**DUTIES**

: Ensure effective collection of monies due to the MLRF. Assist with developing and implementing an effective debtor's management system. Ensure effective management of debtor's book. Assist with establishing and managing effective processes to collect outstanding debt. Review of existing fees and tariffs relating to revenue accruing to the MLRF. Provide inputs for revenue enhancement. Prepare revenue management reports and reconciliations with accepted budgetary framework. Assist and prepare the annual budget. Assist with the preparation of Annual Financial Statement specifically account receivable components on the financial statement. Ensure that the MLRF complies with PFMA and Treasury Regulations. Manage the implementation of good corporate governance principles. Develop and manage the implementation of internal control procedures to ensure the effective functioning of the Directorate and management of risk. Respond to internal audit and Auditor General queries with regards to revenue management. Develop the operational plan for the Directorate.

**ENQUIRIES  
APPLICATIONS**

: Mr Zamuxolo Qhanqisa Tel No: (021) 402 3554 / 082 782 7173  
: [FIMCT04-2025@dffe.gov.za](mailto:FIMCT04-2025@dffe.gov.za)

**POST 04/74**

: **SCIENTIST PRODUCTION GRADE A REF NO: OC/CT02/2026**

**SALARY  
CENTRE  
REQUIREMENTS**

: R761 157 per annum  
: Cape Town  
: Bachelor's (BSc) Honours Degree (NQF level 8) in Physical Oceanography or equivalent qualification within the Science field recognised by SAQA.

		Compulsory registration with the SACNASP as a professional scientist. Relevant three (3) years post qualification experience, with a proven track record of relevant research and development output, including mentoring. Proven good knowledge of Physical Oceanography dynamics, processes and variability. Knowledge of Scientific methodologies and models and to analyse, interpret large datasets. Ability to conduct basic and applied oceanographic research. Skills: Decision making, analytical skills, customer focus and responsiveness, networking and mentoring. Must have good communication (both verbal and written), and report writing skill. Willingness and ability to go to sea and/or conduct field work regularly and for extended periods of time. Prior to commencement of duty, the successful candidate must pass a compulsory medical examination for seafarers (Section 101 of the SAMSA Act 57 of 1951) in order to undertake research at sea.
<b><u>DUTIES</u></b>	:	Develop and implement methodologies, systems, policies, procedures. Conduct basic and applied research required to develop and implement methodologies, policies, systems and procedures. Monitor and evaluate project performance. Provide scientific, data, advice and information when requested. Perform scientific analyses and sample processing. Gather and process in situ and satellite data and samples, and model output as required. Conduct basic and applied analysis of data and samples as required. Formulate proposals and compile reports. Conduct research and advance professional development. Conduct basic and applied physical oceanography research as required. Participate in research cruises and/or coastal field trips as required. Perform Environmental Monitoring and Assessment. Investigate variations and patterns of physical oceanographic dynamics, processes, and variability by using in situ and satellite data, and additional model outputs as required. Assess impacts of physical oceanographic dynamics, processes, and variability on the southern African marine ecosystem. Perform regulatory functions and administrative tasks. Participate in outreach events, including public talks, exhibitions, conferences, stakeholder meetings, etc.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Dr Tarron Lamont, tlamont@dffe.gov.za
	:	OCCT04-2026@dffe.gov.za
<b><u>POST 04/75</u></b>	:	<b><u>CONTROL ENVIRONMENTAL OFFICER GRADE A: SYSTEM MANAGEMENT REF NO: CWM02/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R612 480 per annum
	:	Pretoria
	:	A four (4) year degree in Natural Science or relevant qualification as recognised by SAQA, plus six (6) years' post qualification experience in a related field. Must understand the policy and legislative framework governing pollution and waste management. Sound analytical and research skills. Ability to manage and plan for activities, including projects and policy matters. Knowledge and experience in contract management. Ability to develop, interpret and apply policies, strategies and legislation. Good interpersonal relations skills, Stakeholder engagement, Strategic Capability and Leadership skills. Financial Management, work individually and in team. The incumbent must be able to work independently and efficiently under pressure as well as part of a multidisciplinary team. Ability to work with difficult persons and to resolve conflict. Good interpersonal relations skills. A valid Driver's license and willingness to travel.
<b><u>DUTIES</u></b>	:	Facilitate development and manage Web based online system that incorporates licensing of waste activities and associated applications; exclusions applications and registration in terms of National Norms Standards provided in National Environmental Management: Waste Act (Act No 59 of 2008). Responding to queries relating to licensing, exclusions and registration processes. Develop and maintain database of all licences, authorisations and registrations. Develop a system to manage record of decisions, designs drawings, 24G applications, Promotion of Access to Information Act (PAIA) request, external audit reports and other related documents. Develop information and record management system. Develop tools, guidelines and Standard Operating procedure for efficient administrations of Directorate. Develop and implement reporting system for directorate. Provide technical support in development of waste policy relating to directorate. Render support for license reviews. Organise and ensure successful delivery of waste licensing task team meetings. Manage schedules for preapplication and Environmental Committee Meetings and reviews.

<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr M Phaladi Tel No: (012) 399 9852 CWM02-2026@dffe.gov.za
<b><u>POST 04/76</u></b>	:	<b><u>CONTROL BIODIVERSITY OFFICER GRADE A: PROTECTED AREAS LEGISLATION AND MANAGEMENT EFFECTIVENESS REF NO: BC02/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R612 480 per annum Pretoria A four (4) year degree (NQF level 8) in Natural Science or relevant qualification as recognised by SAQA plus six (6) years' post qualification experience field. Knowledge of legislative frameworks regulating environmental management, biodiversity, and protected areas management. Knowledge and experience in protected area management; and in the development or implementation of protected areas performance monitoring systems. Knowledge of the PFMA and supply chain management processes. The incumbent must possess the following skills and abilities: Experience and knowledge of policy development, interpretation and implementation. Programme and project Management. Ability to conduct research, gather and analyse information. Problem solving/conflict management. Intermediate computing and applications, Good interpersonal relations skills. A valid driver's license and willingness to travel.
<b><u>DUTIES</u></b>	:	Development of policy and legislation for protected areas to ensure the protection of species and ecosystems. Monitor the implementation of NEMPAA and its sub-ordinate legislation. Review and monitor management plans for national protected areas. Ensure Oversight of SANParks for equitable and sound corporate governance. Provide support in strengthening and in the implementation of protected areas monitoring systems. Provide regulatory oversight of proposed mining related activities within protected areas.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms A Dana-Mfikili Tel No: (012) 399 9830 BC02-2026@dffe.gov.za
<b><u>POST 04/77</u></b>	:	<b><u>CONTROL ENVIRONMENTAL OFFICER GRADE A: MINING APPEALS REF NO: RCSM09/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R612 480 per annum, (OSD) Pretoria A four (4) years Degree in Natural Sciences or relevant qualification as recognized by SAQA plus six (6) years' post qualification experience within the relevant field. An extensive understanding of legal administration and environmental processes. Applicant must have an understanding and knowledge of Public Service and Departmental procedures, prescripts and audit procedures Knowledge of relevant legislations: MPRDA, NEMA and associated regulations. Possess expertise of strategic coordination, operational planning, policy development and risk management. Have good professional writing, negotiation, research, presentation initiative and creativity skills. Ability to gather and analyse information. Ability to work with difficult persons and to resolve conflict. The incumbent must have a valid driver's license.
<b><u>DUTIES</u></b>	:	Coordination and administer mining appeals and objectives in accordance with prescripts of NEMA and its associated regulations. Initiate the appeal process within the timeframes, provide appeals protocol and regulations. Convene Mining Appeal committee meetings to discuss the appeals depending on the complexity of the appeals. Manage and review EIA mining and mining related appeals and ensuring the adherence to timeframes as per appeal regulation. Draft appeal decisions and ministerial submission on mining and related appeals. Ensure that relevant maps and information, where possible, are attached to draft appeal decision. Provide general environmental management advisory support services. Liaise with the State Attorney on environmental matters arising from mining appeals. Provide technical support during consultation with counsel. Provide support to the Litigation unit within the department in the compilation of documents and court records.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms H Van Schalkwyk / Ms F Patal Tel No: (012) 399 8835 / (012) 399 9330 RCSM09-2026@dffe.gov.za
<b><u>POST 04/78</u></b>	:	<b><u>SENIOR LEGAL ADMINISTRATION OFFICER (MR6): MINING APPEALS</u></b>
<b><u>SALARY</u></b>	:	R586 956 per annum, (OSD)

<b><u>CENTRE REQUIREMENTS</u></b>	:	Pretoria Ref No: RCSM08/2026
	:	LLB Degree or relevant qualification as recognized by SAQA. A minimum of eight (8) years' experience post qualification in the relevant field. An extensive understanding of law, Public Services and Departmental procedures. Applicant must have a broad knowledge of strategic coordination, policy development, risk management and audit procedures. Understand the facilitation of project management, research methodologies and presentation. Have good reporting / professional writing, policy formulation and negotiation skills. Ability to gather and analyse information, and adherence to timelines is essential. Ability to work with difficult persons and to resolve conflict. The incumbent must have a valid driver's license.
<b><u>DUTIES</u></b>	:	Manage the coordination and administration of appeals in terms of NEMA and other applicable legislation with specific on mining related appeals. Receive and respond to all appeals related queries from stakeholders including the appellants and applicants using the CD service standards. Convene appeals committee meeting to discuss the appeals depending on the complexity of the appeal. Attend the filing of finalized appeals in terms of internal filing policies and guidelines. Manage the coordination and administration of waste management and enforcement appeals. Manage the drafting of ministerial submissions and appeal decisions in respect of environmental authorizations issued by the DMRE. All grounds of appeal, responding statements and line function comment to be captured in a logical sequence in appeal decision. Adherence to timeframes as per the 2014 National Appeal Regulations. Manage the provision of general legal support. Ensure the drafting of instructions to counsel requesting legal opinions. Provide support to litigation on appeals matters by attending consultations with counsel and compile record.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms H Van Schalkwyk / Ms F Patal Tel No: (012) 399 8835 / (012) 399 9330
	:	<a href="mailto:RCSM08-2026@dffe.gov.za">RCSM08-2026@dffe.gov.za</a>
<b><u>POST 04/79</u></b>	:	<b><u>ASSISTANT DIRECTOR: STATE FOREST MANAGEMENT REF NO: FOM/CT04/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R582 444 per annum
	:	Western Cape
	:	National Diploma (NQF level 6) in Forestry or Natural Resource Management or relevant qualification within the related field. Three (3) years' experience in Forestry Management / Commercial Forestry or related field. Knowledge and understanding in the application of the National Forest Act 1998 (Act 84 of 1998), National Veld and Forest Fire Act (NVFFA), National Environmental Management Act 1998 (Act 107 of 1998) and NEMBA, including regulations and policies regulating Natural Resources. Policies impacting on the forestry sector. Knowledge of Enumeration for data collection. Knowledge of Financial Management. Knowledge and understanding of stakeholder engagement. Good communication skills (verbal and written). Computer literacy. Ability to work under pressure and handle criticism. Ability to lead a team. Project management skills. Good interpersonal relations skills. Ability to negotiate in difficult situations and to resolve conflicts. Ability to work long hours. A Valid Driving License and Willingness to travel.
<b><u>DUTIES</u></b>	:	Facilitate and coordinate the implementation, maintenance and improvement of the Sustainable Forest Management (SFM) business processes. Facilitate and implement strategies for technical forest management support service in the province. Facilitate and provide support to the development, review and implementation of the forest growth and yield model for commercial forest plantations. Provide support in the monitoring and assessment of state forest plantations in the region against the principles, criteria and indicators of sustainable forest management, including the implementation of policy and regulations. Monitor the implementation of risk mitigation plans for the state forest plantations in the region. Provide support in the development and strengthening of human resource capacity, technical capacity and cooperation at a regional level to ensure implementation of appropriate legislation for the management of forests. Facilitate the creation of work opportunities through the EPWP. Provide support to the liaison Forums within the sector. Participate in the forestry provincial development forums and development initiatives by other sector organisations.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms M Leseke at 072 1991 291
	:	<a href="mailto:FOMCT04-2026@dffe.gov.za">FOMCT04-2026@dffe.gov.za</a>

<b><u>POST 04/80</u></b>	:	<b><u>ASSISTANT DIRECTOR: FORESTRY DEVELOPMENT (GREENING AND LIVELIHOODS IMPLEMENTATION SUPPORT) (X2 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	:	R582 444 per annum
	:	North West Ref No: FOM/CT10/2026)
	:	KwaZulu Natal Ref No: FOM/CT11/2026)
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQ6) in Forestry or Developmental Studies or equivalent qualification within the related field. A minimum of three (3) years' experience in Forestry or related field. Knowledge of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA). Knowledge of the function of different departments and levels of government. Government business practices and policies. Departmental service delivery. Reporting systems and processes. Project Management and strategic planning. Stakeholder Engagement. Strategic Capability and Leadership. Financial Management. People Management and Empowerment. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.
<b><u>DUTIES</u></b>	:	Provide technical advice and support in terms of greening programmes or initiatives. Promote partnerships between government, Non-Government Organisations (NGOs) and private individuals and communities to ensure long term commitment to land under forestry programmes. Promote sustainable use of natural resources on indigenous forest areas on both communal and privately owned land through partnerships with interested and affected parties. Coordinate and facilitate forestry greening and livelihood programmes and projects. Facilitate the implementation of greening initiatives (Ten Million Trees) programmes. Provide technical support in the development of business plans and source funding for enterprise and livelihoods projects. Facilitate the integration of Forestry Development into Local, Provincial and National Government Development spheres. Participate in the Comprehensive Rural Development and Urban Renewal Programmes. Render support in the coordination of forestry greening campaigns. Provide support for the Arbor Month and Arbor City Awards Programme.
<b><u>ENQUIRIES</u></b>	:	North West: Ms A Mbunge at 064 847 9530 KwaZulu Natal: Ms N Ndzimbomvu at 066 487 6993
<b><u>APPLICATIONS</u></b>	:	FOMCT10-2026@dffe.gov.za FOMCT11-2026@dffe.gov.za
<b><u>POST 04/81</u></b>	:	<b><u>ASSISTANT DIRECTOR: BUSINESS DEVELOPMENT REF NO: FOM/CT15/2026</u></b>
<b><u>SALARY CENTRE</u></b>	:	R468 459 per annum
	:	Mpumalanga, Ermelo
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF level 6) Forestry or a relevant equivalent qualification. A minimum of three (3) years' experience in Forestry or a relevant field. Knowledge in the regulation of natural resources. Knowledge of National Forests Act, 1998 and National Environmental management Act, 107 of 1998. Knowledge of Environmental Legislation and policies impacting on the forestry sector. Knowledge of Forestry /Agricultural Economics. Knowledge of Business Plan Development. Knowledge of government administrative procedures (PFMA and treasury regulations). Leadership and management. Strategic thinking. Analytical thinking. Conceptual. Problem solving. Process design. Expert level of computer literacy. Negotiation skills. Communication, especially in writing. Ability to gather and analyse information. Ability to work individually and in a team. Ability to interpret regulation and develop appropriate policy. Ability to work under extreme pressure. Articulate. Multi-tasking. Creativity. Service-oriented. Self-supervision. A Valid Driver's License and Willingness to travel.
<b><u>DUTIES</u></b>	:	Ensure provision of technical and business support of SMMEs. Conduct needs assessments to identify technical, operational, and business support requirements of SMMEs. Facilitate access to business development services, mentorship, incubation, and technical advisory support. Support SMMEs with business plans, market access initiatives, and compliance requirements. Facilitate the establishment and expansion of small grower timber production and afforestation initiatives in targeted areas. Coordinate technical support to

small growers on planting, silviculture practices, harvesting, and sustainability standards. Liaise with relevant stakeholders, including extension services, municipalities, and industry partners, to support small grower development. Facilitate afforestation licences and compliance with relevant legislations. Profiling of post settlement support project. Coordinate post-settlement support programmes for beneficiaries to ensure sustainability of supported enterprises. Identify challenges affecting post-settlement projects and recommend appropriate interventions. Compile and submit regular post-settlement support reports in line with departmental requirements. Identify and engage development agencies, funding institutions, and strategic partners that can support SMMEs. Coordinate joint programmes and initiatives aimed at enhancing SMMEs growth and sustainability. Facilitate and monitor implementation of MOUs and partnership agreements. Coordinate information sharing and reporting on partnership outcomes. Maintain a database of partners and support opportunities available to SMMEs. Contribute to the review of SMME strategies in line with departmental priorities. ii. Analyse projects performance, sector trends, and stakeholder inputs to inform strategy improvements. Provide inputs and recommendations to management on strategic risks, gaps, and opportunities. Support the development and implementation of the Blended Finance Scheme. Coordinate engagement with funding institutions, development finance institutions (DFIs), and private investors

**ENQUIRIES** : Ms Sibiya at 067 417 3696  
**APPLICATIONS** : FOMCT15-2026@dffe.gov.za

**POST 04/82** : **ASSISTANT DIRECTOR: NURSERY MANAGEMENT REF NO: FOM/CT12/2026**

**SALARY** : R468 459 per annum  
**CENTRE** : North West  
**REQUIREMENTS** : National Diploma (NQF level 6) in Forestry or Environmental Science or equivalent qualification within the related field. A minimum of three (3) years' experience in Forestry or related field. Knowledge of the National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA). Knowledge of Housing Management, and Operations Management. Knowledge of the function of different departments and levels of government. Government business practices and policies. Departmental service delivery. Reporting systems and processes. Project Management and strategic planning. Stakeholder Engagement. Strategic Capability and Leadership. Financial Management. Client Orientation and Customer Focus. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.

**DUTIES** : Provide technical advice and support in terms of greening programmes or initiatives for institutional development. Promote sustainable use of natural resources on woodland & indigenous forest areas on privately and communal owned land through partnerships with interested and affected party. Render support on the implementation of livelihood development programs or projects. Facilitate the implementation of projects such as mushroom, bee keeping, vegetable gardens and medical gardens etc. Render support on the implementation of forestry enterprise development initiatives. Assist the communities with regards to the licensing of legal entities. Develop Annual Plan of Operation for nursery activities and its implementation thereof. Ensure propagation of good quality seedlings. Provide general administration support services. Revenue collection. Facilitate the coordination of capacity building workshops on the public participation processes targeting communities. Compile monthly and quarterly progress reports.

**ENQUIRIES** : Ms A Mbunge at 064 847 9530  
**APPLICATIONS** : FOMCT12-2026@dffe.gov.za

**POST 04/83** : **ASSISTANT DIRECTOR: ADMINISTRATION AND COORDINATION REF NO: FOM/CT14/2026**

**SALARY** : R468 459 per annum  
**CENTRE** : Pretoria

<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF level 6) in Public Administration or relevant qualification within the related field. A minimum of three 3 years' experience in administration/management and coordination. Knowledge of Departmental or government policies, procedures and practices (Knowledge of PFMA and other Financial Management and associated prescripts). Understanding of Inter-governmental relations. Good command of written and oral English and any other official language. Strategic coordination/ planning. Business planning. Report/professional writing. Policy development. Organisation performance management. Risk management. Audit procedures. Research methodologies and presentation. Project management. Accessing and operating the computerized post tracking system. The hierarchy and management structure of the department. Different specialised fields of the branches and chief directorates expertise and responsibility. Sound organising and planning skills. Analytical thinking. Expert level of computer literacy- skilled and confident user in office applications such as MS Word, Excel, PowerPoint, Publisher. Excellent communication, interpersonal and writing skills. Ability to work individually and in a team. Ability to work effectively with stakeholders at various levels. Ability to work under extreme pressure. Proactive approach to meeting deadlines and delivering results with limited supervision. Articulate. Multi-tasking. Sense of responsibility and loyalty. Proactive approach to meeting deadlines and delivering results with limited supervision. Ability to analyse and verify data. Creativity. Innovation. Maturity and professionalism. A Valid Driver's License and willingness to travel.
<b><u>DUTIES</u></b>	:	Provide administration and coordination support services. Provide document management support quality control and tracking of documents. Develop, implement and maintain the filing system for the Branch administrative records. Management Branch EDMS processing of documents. Draft submissions / letters/ memos to line functionaries, Ds, CD, DG, and Minister. Develop, oversee and maintain office procedures for handling and distributing information and records. Oversee and monitor progress on correspondence referred to the CDs from the ODG, Ministry and Deputy Ministry and other stakeholders. Coordinate inputs. Provide support on the coordination of parliamentary questions, cabinet, media and other enquiries. Liaise and develop relationship with internal/external stakeholders and other government department. Coordinate stakeholder communications material, including presentations, documents, profiles, letters and database. Provide support on the consolidation of inputs from components into the Branch Business plan. Provide support on the coordination and verification of monthly, quarterly, bi-annual and annual performance reports. Manage Branch calendar. Organize meetings, workshops and briefing sessions and provide logistics support. Compile minutes and reports and provide support on the implementation of management decisions. Present submission status report to supervisor /management. Provide financial control support function and compile monthly reports (expenditure, procurement, etc.) Verify financial and non-financial information. Procure/ oversee the procurement of goods and services.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms N Sibiya at 067 417 3696
	:	<a href="mailto:FOMCT14-2026@dffe.gov.za">FOMCT14-2026@dffe.gov.za</a>
<b><u>POST 04/84</u></b>	:	<b><u>ASSISTANT DIRECTOR: CONTRACT ADMINISTRATION REF NO: CFO/CT10/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R468 459 per annum
	:	Cape Town
	:	National Diploma (NQF level 6) in Financial Management or relevant qualification within the related field recognised by SAQA. A minimum of three (3) years' experience in Financial Management or relevant field. Knowledge of financial management, and accounting. Government budgeting processes. Costs accounting. Risk management. Public Service financial legislative frameworks. Strategic planning and budgeting. HR management practices, legal issues, negotiations and dealing with conflict. Advanced skills in policy formulation. Adequate skills in computer use. Advanced skills in financial management. Project management. Stakeholder engagement. Research. Honesty. Ability to work long hours voluntarily. Ability to gather and analyse information. Ability to develop and apply policies. Ability to work individually and in team. Good interpersonal relations skills. Creativity. Ability to work under pressure. Ability to work with difficult persons and to resolve conflict. Sense of responsibility and loyalty. Initiative and creativity.

<b><u>DUTIES</u></b>	:	Facilitate the development and review of the annual and medium-term expenditure framework budgets. Support the development and review of financial plans in line with the operational plans. Provide all contract administration support. Facilitate contract generation and facilitate vetting of contracts by Legal Services. Develop systems and procedures for the management of contract amendment process. Provide support on the interpretation of contracts and provide guidance on contract management. Facilitate the review of NRMP contracts in consultation with all stakeholders. Maintain contract database. Facilitate effective partnerships that support the unlocking of natural resource restoration and management.
<b><u>ENQUIRIES</u></b>	:	Mr N Essack Tel No: (021) 493 7165
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:CFOCT10-2026@dffe.gov.za">CFOCT10-2026@dffe.gov.za</a>
<b><u>POST 04/85</u></b>	:	<b><u>ASSISTANT DIRECTOR: ACCOUNTING AND CASH MANAGEMENT REF NO: CFO/CT01/2026</u></b>
<b><u>SALARY</u></b>	:	R468 459 per annum
<b><u>CENTRE</u></b>	:	Cape Town
<b><u>REQUIREMENTS</u></b>	:	National Diploma (NQF level 6) in Financial Management or relevant qualification within the related field recognised by SAQA. A minimum of three (3) years' experience in Financial Management or relevant field. Knowledge of financial management, accounting and business practices. Knowledge of strategic planning and budgeting processes. Knowledge of the Public Finance Management Act (PFMA), Treasury Regulations, Financial Management, Cash and accrual accounting standards, planning and budget procedures in the public sector, as well as revenue and cash management experience. Must have extensive experience operating transversal financial systems (BAS and LOGIS). Proven planning and organising, communication, interpersonal, conflict resolution, supervisory and analytical skills. Must be computer literate and be able to work well individually and in a team as well as under extreme pressure. Must be able to maintain good inter-governmental relations and work effectively with stakeholders.
<b><u>DUTIES</u></b>	:	Co-ordinate budget capturing and monthly monitoring. Maintenance of budget policies and procedure. Capture budget on BAS. Monitoring and reporting on Expenditure. Monitor budget and expenditure daily. Prepare journals for incorrect allocations. Report on orders issued. Exercise control over filed payment documents. Download a monthly register of payment from BAS. Exercise control on Revenue and Petty Cash. Adequately account for all revenue received. Supervision of staff. Exercise control over Coastal regions filed payment documents. Ensure documents are filed as per payment number (Numerical order). Follow up with all queries from Head Office, line managers, Internal and External Auditors and other stakeholders.
<b><u>ENQUIRY</u></b>	:	Mr N Essack Tel No: (021) 4937165
<b><u>APPLICATIONS</u></b>	:	<a href="mailto:CFOCT01-2026@dffe.gov.za">CFOCT01-2026@dffe.gov.za</a>
<b><u>POST 04/86</u></b>	:	<b><u>LEGAL ADMINISTRATION OFFICER (MR5): MINING APPEALS REF NO: RCSM10/2026 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	R464 634 per annum, (OSD)
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	LLB Degree or relevant qualification as recognized by SAQA. A minimum of eight (8) years' experience post qualification within the relevant field. An extensive understanding of law administration, Public Services and Departmental procedures. Applicant must have a broad knowledge of strategic coordination, policy development, risk management and audit procedures. Understand the facilitation of project management, research methodologies and presentation. Have good reporting / professional writing, policy formulation and negotiation skills. Ability to gather and analyse information, and adherence to timelines is essential. Ability to work with difficult persons and to resolve conflict. The incumbent must have a valid driver's license.
<b><u>DUTIES</u></b>	:	Coordinate and administer appeals in terms of the relevant legislation and guidelines and specific focus on Oceans and Coasts related appeals. Receive and respond to all appeals related queries from stakeholders including the appellants and applicants. Convene appeals committee meeting to discuss the appeals depending on the complexity of the appeal. Attend the filing of finalised appeals in terms of internal filing policies and guidelines. Coordinate and administer permitting appeals. Draft ministerial submission and appeal



		decisions in respect of oceans and coastal appeals. Ensure that all grounds of appeal, responding statements and line function comment to be captured in a logical sequence in appeal decision. Prepare briefing notes for the Minister on appeals. Provide general legal support. Provide support to litigation on appeals matters by attending consultations with counsel and compile record.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms H Van Schalkwyk / Ms F Patal Tel No: (012) 399 8835 / (012) 399 9330
	:	<a href="mailto:RCSM10-2026@dffe.gov.za">RCSM10-2026@dffe.gov.za</a>
<b><u>POST 04/87</u></b>	:	<b><u>ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION GRADE A: MINING APPEALS REF NO: RCSM11/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R343 842 per annum, (OSD)
	:	Pretoria
	:	A four (4) year Degree in Natural Sciences or relevant qualification as recognized by SAQA. A minimum of three years' experience post qualification within the relevant field. An extensive understanding of legal administration and environmental processes. Applicant must have an understanding and knowledge of Public Service and Departmental procedures, prescripts and audit procedures Knowledge of relevant legislations: MPRDA, NEMA and associated regulations. Possess expertise of strategic coordination, operational planning, policy development and risk management. Have good professional writing, negotiation, research, presentation initiative and creativity skills. Ability to gather and analyse information. Ability to work with difficult persons and to resolve conflict. The incumbent must have a valid driver's license.
<b><u>DUTIES</u></b>	:	Administer mining appeals and objectives in accordance with prescripts of NEMA and its associated regulations. Coordinate the appeal process within the timeframes, provide appeals protocol and regulations. Participate in Mining Appeal committee meetings to discuss the appeals depending on the complexity of the appeals. Attend the filing of finalised appeals in terms of internal filing policies and guidelines. Review EIA mining and mining related appeals. Adhere to timeframes as per appeal regulation. Draft appeal decisions and ministerial submission on mining and mining related appeals. Ensure that relevant maps and information, where possible, are attached to draft appeal decision. Provide general environmental management advisory support services. Liaise with the State Attorney on environmental matters arising from mining appeals. Draft submission, briefing documents, responses to the public, media statements, etc. in relation to appeals.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Ms H Van Schalkwyk / Ms F Patal Tel No: (012) 399 8835 / (012) 399 9330
	:	<a href="mailto:RCSM11-2026@dffe.gov.za">RCSM11-2026@dffe.gov.za</a>
<b><u>POST 04/88</u></b>	:	<b><u>SENIOR HUMAN RESOURCE PRACTITIONER: SKILLS DEVELOPMENT (WSP&amp; BUSARIES) REF NO:CMS/CT01/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R397 116 per annum
	:	Cape Town
	:	National Diploma (NQF level 6) or higher in Human Resource Management/ Development or relevant qualification within the related field recognised by SAQA. A minimum of two (2) years of experience in Human Resources or relevant field. Knowledge of Administrative procedures, Project Management, Monitoring and control, Personnel Management and Financial Management. Knowledge of Skills Development Act, Skills Levies Act, Employment Equity Act, SAQA Act and knowledge of relevant policies. Knowledge of HR Practices Public Services, Department procedures. Must have ETDP, Mentoring, Coaching and Moderator and Assessor certificate and Skills Development Facilitator. Organisational, planning, supervising and communication skills (written and spoken). Must have Coordination skills, Report writing and decision -making skills. Ability to gather analyse information. Be Innovative and proactive, Good interpersonal relations skills. Ability to develop and apply policies Knowledge of Mentoring, Coaching and Moderator. Ability to work long hours voluntarily, work under extreme pressure and work independently and in a team.
<b><u>DUTIES</u></b>	:	Facilitate the process to compile the Workplace Skills Plans. Request Personal Development plans (PDP) from officials. Analyse the PDPs to prepare the WSP. Provide support on the compilation of the Departments WSP according to PSETA standards. Implement the WSP and ad hoc training requests. Draw a training calendar (generic courses). Conduct quality assurance (ensure

		accreditation of the course, service provider & NQF aligned). Compile a training logistics. Update the Skills development database. Ensure that training request is on the officials PDP. Implementation of the bursary programmes. Advertise bursaries. Capture the application forms and prepare bursary letters. Establish and coordinate internal and external stakeholders' relationships. Submit DDG assessment report per biannual. Coordinate the open day with the institutions of Higher Learning. Prepare and submit one expenditure report per quarter. Provide inputs to compilation of HRD implementation plans and progress report for the Department.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr M Beta, email: <a href="mailto:mbeta@dffe.gov.za">mbeta@dffe.gov.za</a>
	:	<a href="mailto:CMSCT01-2026@dffe.gov.za">CMSCT01-2026@dffe.gov.za</a>
<b><u>POST 04/89</u></b>	:	<b><u>SENIOR HUMAN RESOURCE PRACTITIONER: PERFORMANCE MANAGEMENT REF NO: CMS/CT02/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R397 116 per annum
	:	Cape Town
	:	National Diploma (NQF level 6) or higher in Human Resource Management or relevant qualification within the related field recognised by SAQA. A minimum of two (2) years' experience in Human Resource Management. Knowledge of Human Resource Management within specific reference to Performance Management. Knowledge of Departmental procedures and prescripts within the Public Service. Knowledge of Human Resource processes and practices. Knowledge of PERSAL system. Knowledge of Administration fields, Public Finance Management Act (PFMA), Treasury Regulations, Project Management and Personnel Management. Sound organising and planning skills. Good communication skills (verbal and written), be able to operate a computer and be able to compile performance reports. Must have leadership skills, facilitation and creativity. Ability to develop and apply policies, gather and analyse information. Ability to work with difficult persons and resolve conflict Ability to sense of responsibility and loyalty. Ability to work individually and in teams. Good interpersonal relations skills, sense of responsibility and loyalty. Be willing to travel. Ability to work under extreme pressure.
<b><u>DUTIES</u></b>	:	Facilitate the submission of Performance Agreement and work plans. Conduct training and empower line managers and non-SMS officials for proper facilitation of evaluations. Capture all performance agreements on database. Identify and capture poor performance on PERSAL and inform line manager. Conduct quality check of received PMDS documents. Facilitate the submission of first bi-annuals and final annual assessments. Prepare documents for committee members. Conduct the first and final performance appraisals of employee on level 4 to 12. Circulate the updated database to all branches. Maintain SMS & Non- SMS performance management database and filing system. Ensure quality assurance of received documents. Send updated database to branch administrator regarding compliance on their branches. Facilitate the management of probations. Oversee administration process of probations. Manage database and filling of probations.
<b><u>ENQUIRIES APPLICATIONS</u></b>	:	Mr M Beta email: <a href="mailto:mbeta@dffe.gov.za">mbeta@dffe.gov.za</a>
	:	<a href="mailto:CMSCT02-2026@dffe.gov.za">CMSCT02-2026@dffe.gov.za</a>
<b><u>POST 04/90</u></b>	:	<b><u>PROJECT COORDINATOR REF NO: EP/CT01/2026</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R397 116 per annum
	:	Kwa Zulu Natal
	:	National Diploma (NQF level 6) in Natural Science / Environmental Science or relevant qualification within the related field recognised by SAQA. A minimum two (2) years' experience in relevant field. Understanding of Project management. Knowledge of Alien vegetation control. Good communication skills and sound organisation and planning skills. Knowledge of Working for Water policies and procedures, knowledge of legislation relevant to alien vegetation control will serve as an added advantage. Knowledge of the Public Service and Departmental procedures and prescripts. Computer literacy, knowledge of the Public Finance Management Act (PFMA). People management, change management and empowerment skills. Valid driver's licence and willingness to travel and work long hours with limited supervision.
<b><u>DUTIES</u></b>	:	Provide project planning support services to the project by developing a strategic clearing plan and an Annual Plan of Operation (APO) for approval of budget allocation. Facilitate the implementation of project plans through the

establishment of stakeholder engagement. Monitor implementation of project plans by conducting site audits to ensure compliance with Working for Water policies/standards, health and safety prescripts and various environment and agriculture legislation which govern alien vegetation control. Render project close out services by conducting final site inspections and facilitating in the handing over of cleared land to the land user.

**ENQUIRIES**  
**APPLICATIONS**

: Mr R Brudvig, email address: [Rbrudvig@dffe.gov.za](mailto:Rbrudvig@dffe.gov.za)  
: [EPCT01-2026@dffe.gov.za](mailto:EPCT01-2026@dffe.gov.za)