

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:** Private Bag X4390, Cape Town, 8000 or hand-deliver to No 63 Strand Street, Cape Town KZN: Must be hand-deliver to 185 Langalibalele Street, Old Mutual Building, Pietermaritzburg, 3200 5th floor
- CLOSING DATE** : 20 April 2026, 16:00. No late application will 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 all applicants for SMS posts from 1 April 2020 is a successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government (NSG) prior to appointment. The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme>. Furthermore, Shortlisted candidates must provide proof of successful completion of the course. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Following the interview and technical assessment for all SMS posts, the Selection Panel will recommend candidates to attend a generic managerial competency assessment in compliance with the DPSA Directive on the implementation of competency-based assessments. Persons appointed will be subjected to a security clearance, the signing of performance agreement and employment contract. The Department reserves the right not to make an appointment. If you have not been contacted within three 3 months after the closing date of the advertisement, please accept that your application was unsuccessful. By submitting the employment application form, you agree and consent in terms of Section 11(1) of the Protection of Personal Information Act (POPIA), 2013 (Act 4 of 2013), for your personal information which you provide to the DFFE to being processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013.

OTHER POSTS

POST 11/33 : **CONTROL ENGINEERING TECHNICIAN (TELECOMMUNICATIONS AND ELECTRONICS) GRADE A (REF NO: OC05/2026)**

SALARY : R522 741 per annum (OSD)

CENTRE : Cape Town

REQUIREMENTS : National Diploma (NQF6) in Engineering or relevant qualification as recognized by SAQA. Compulsory registration with the ECSA as an Engineering technician, 6 years' post qualification experience required. The incumbent must have knowledge of following; Project management, technical design and analysis research and development, legal compliance, technical report writing, technical consulting, South Africa Ocean research efforts, Knowledge and understanding of electronic maintenance and support. Understanding of science and knowledge of the technical support requirements to conduct rigorous scientific research. Knowledge of departmental policies and procedures. Knowledge of public service and Departmental policy and procedures. The incumbent must have the following skills & competencies; decision making, team leadership, analytical skills, self-management, financial management, customer focus and responsiveness, communication and computer literacy. Skills in Networking, people management, planning and organizing., conflict management, change management, problem solving and analysis. The following personal attributes are required; 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 and ability to work with difficult persons and to resolve conflict.

DUTIES : The candidate will be responsible to Monitor and report on the performance of the communication systems and associated peripherals. Monitor and report on the performance of contractors and service providers to ensure adherence to SLA's. Provide and consolidate inputs to the technical and /or engineering work plan. Document procedures, software updates and system configurations. Prepare Maintenance plans for equipment at the SANAP bases in accordance with the schedule of voyages. Updates of existing manuals, standards, drawings & procedures as applicable. Provide mentorship and supervision to the overwintering personal at the SANAP bases. Responsible for installing, repairing, maintaining, troubleshooting, testing and operation of Communication and IT systems; Ensure IT network usability and optimal performance. Ensure that all HF and VHF radios are properly tested and are functional before each voyage. Ensure the serviceability of all the recreational, audio-visual and appliances at the bases. Ensure the serviceability of medical equipment used at the bases. Ensure that the bases are equipped with the required technical tools to perform repairs in the constraints of the environment. Ensure the procurement of Communication, IT, Recreational, Audio-visual and Appliances for the SANAP bases. Compile and submit reports and other submissions as required. Compile and Manage an equipment inventory in accordance with Departmental asset management policies. Provide input to the maintenance budget and the capital budget. Manage and maintain contracts and Service Level Agreements with service providers. Plan and prepare for relief voyages, which include: meetings with all stakeholders, liaise with all orders, keep track with appointments, issuing of permits, etc. Provide support with the HR recruitment process for overwintering personal. Ensure training is provided to over-winterers on the operation of all radio and SAR equipment. Ensure the availability of PIN codes for all voyage participants and the recycling thereof. Liaise with scientific stakeholders regarding the instruments, equipment and website. Participate in annual relief voyages as required. Ensure continuous professional development to keep up with new technologies and procedures; Research/literature studies on technical engineering technology to improve expertise; Liaise with relevant bodies/councils on engineering-related matters; Keep track with various Scientific projects at the research bases, as well as ship-based research; Participate on meetings/workshop/forum to stay abreast with technologies. Evaluate existing network and communication systems and makes recommendations for new resources to expand service levels. Identify, evaluate, and recommend new installations after evaluating the impact on current systems.

ENQUIRIES : Mr W Boshoff, Tel: (021) 493 7379

APPLICATIONS : OC05-2026@dffe.gov.za

POST 11/34 : **ASSISTANT DIRECTOR: IT GOVERNANCE AND PLANNING SUPPORT (REF NO: CMS19/2026)**

SALARY : R468 459 per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Information Technology or relevant qualification recognized by SAQA. A minimum of 3 years' experience in ICT environment, IT governance, IT risk or relevant field, COBIT/ITIL will be an added advantage. Knowledge of IT corporate governance frameworks, Public Service Regulatory framework, DPSA directives and determinations, Public Finance Management Act and Treasury Regulations, IT practice & procedures, administrative procedures, project management, IT Planning, Strategic Planning Management, Audit processes. Knowledge of people management, change management, financial management, coordination and stakeholder liaison. Good communication skills (verbal and written). Policy development and implementation. Sound research, analytical, organizing, planning, presentation and interpersonal skills. Ability to gather and analyze information. Ability to develop and implement policies. Ability to work individually and in team.

DUTIES : Coordinate GITO compliance and reporting. Participate in the implementation of the Corporate Governance of ICT policy. Provide secretarial services to ICT governance structures. Participate in the development and review of ICT related policies. Provide stakeholder engagement support. Coordinate various GITO Reporting queries and facilitate for appropriate response. Draft and consolidate ICT plans. Facilitate the implementation of ICT Plans. Coordinate the development of the annual ICT risk plan/register. Coordinate the implementation of Audit and Risk plans. Participate in the implementation of ICT related DPSA determinations and directives.

ENQUIRIES APPLICATIONS : Ms N Chaka, Tel (012) 399 9955
: CMS19-2026@dffe.gov.za

POST 11/35 : **ASSISTANT DIRECTOR: LABOUR RELATIONS REF NO: CMS20/2026 (X3 POSTS)**

SALARY : R468 459 per annum
CENTRE : Pretoria
REQUIREMENTS : Provide support, advice and facilitate the implementation of labour relations framework in the Department through the following key performance areas: Ensure misconduct and dispute cases are handled promptly and effectively. Investigate cases and compile investigation reports. Draft sound charges of misconduct. Prepare witnesses for disciplinary hearing. Represent the department in disciplinary hearings. Represent the department in arbitrations. Ensure the facilitation of grievance resolution. Provide advice and development on labour relations matters. Prepare reports.

DUTIES : The successful candidate will be responsible to ensure misconduct cases are handled promptly and effectively, Scrutinize investigation reports from investigation officers and determine grounds for misconduct., Conduct supplementary investigation on reports which do not cover all aspects of the allegations to be pursued, Ensure sanctions are implemented and HR informed of outcomes that require Persal implementation, Facilitate the referring of appeals to the appeal authority by providing advice on merits of the case, Ensure the facilitation of grievance procedures, Investigate grievances received and identify findings and recommendations on conclusion, Facilitate the appointment of Investigation officers, Facilitate conciliation and / or mediation meetings, Provide advice and development on labour relations matters, Identify gaps and facilitate information sessions for branches with challenges on employment relationship, Coordinate workshops on ER processes and ensure stakeholders are engaged on course content, Facilitate monthly code of conduct inductions, Reports compliance support, Ensure dispute cases are handled effectively, Monitor the receipt of referral forms and notices of conciliation and arbitration if they are properly served to the Department, Identify and advice on motivations to be done of services procured for dispute cases.

ENQUIRIES APPLICATION : Ms I Qaqane, Tel: (012) 399 8850
: CMS20-2026@dffe.gov.za

POST 11/36 : **SENIOR HUMAN RESOURCE PRACTITIONER: PERFORMANCE MANAGEMENT (REF NO CMS21/2026)**
(Re-advertisement – Candidates who previously applied must re-apply)

SALARY : R397 116 per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Human Resource Management/Development or relevant qualification as recognized by SASQA. A minimum of two (2) years' experience in performance management or relevant field and PERSAL Certificate, a valid Driver's license will serve as an advantage. Knowledge of Human Resource Management with specific reference to performance management. Knowledge of Departmental procedures and prescripts within the Public Service. Knowledge of Human Resource processes and practices. Knowledge of Public Finance Management Act, Incentive framework (OSD & Non-OSD), Public Service Regulation, Public Service Act, DPSA directives, Labour Relations Act, and Treasury Regulations. Batho Pele principles. Analytical thinking, problem-solving skills, planning & execution skills, time management, presentation skills, communication, practical Knowledge of Computer Skills, report Writing Skills and project Management.

DUTIES : Facilitate the PMDS processes of submission of Performance Agreements, Mid-term assessments, Annual assessments and probation reports for both members of Senior Management Service (SMS) and non-SMS. Quality assure SMS and non-SMS Performance Agreements, Mid-term assessments, Annual assessments, and probation reports. Administer SMS and non-SMS moderation processes. Maintain databases for Senior Management Service (SMS) and non-SMS members. Implementations of the incentive framework on PERSAL such pay progression, OSD & non-OSD transitions. Capturing of signed performance agreements, assessments, probation reviews and Compulsory Induction Programme (CIP) certificate. Conduct training and empower line managers and non-SMS officials on PMDS process. Monitor poor performance improvement plans, dispute resolution, and update databases. Provide technical advice to stakeholders, and management.

ENQUIRIES : Mr N Chauke Tel: 012 399 8651
APPLICATION : CMS21-2026@dffe.gov.za

POST 11/37 : **SENIOR FORESTER: STATE FORESTS MANAGEMENT REF NO: FOM28/2026 (X2 POSTS)**

SALARY : R397 116 per annum
CENTRE : Mbazwana (KZN)
Kwagubeshe (KZN)
REQUIREMENTS : National Diploma (NQF6) in Forestry or relevant qualification as recognized by SAQA. A Minimum of two (2) years' experience in Forestry or relevant field. Knowledge of the National Forests Act, 1998 (Act 84 of 1998) and the National Veld and Forest Fires Act, 1998 (Act 101 of 1998) including other relevant legislations such as NEMA, NEMBA, CARA, Protected Areas Act, Public Services Act, PFMA and Treasury Regulations. Knowledge of the forest and environmental management sector. Knowledge of PCI&S management Framework. People management and empowerment. Client orientation and customer focus. Financial Management. Project and Programme Management. Good communication skills (written and verbal). Facilitation and negotiation skills. Conflict management skills. Planning and organizing skills. Good interpersonal relations skills. Ability to work under pressure and work long hours. Ability to work individually and in a team. willingness to travel.

DUTIES : Render commercial activities in state forest plantations. Implement operational plans for the state forest plantations. Quality assure work rendered by services providers. Development of management plans. Assist in compiling and updating annual plans of operations. Plan and conduct physical verification for state forest plantations in the region. Monitor compliance with applicable business processes for management of state forest plantations. Prepare weekly and monthly reports. Implement the Audit Action Plan and keep record of evidence. Create jobs through Expanded Public Works Programme. Ensure protection of plantations from fires, livestock and pests. Assist with the implementation, enforcement and promotion of the National Forest Act (NFA), Conservation of Natural Resources Act (CARA) and National Veld Forest Fire Act (NVFFA). Administer forestry support services. Participate in stakeholder engagements. Conduct awareness campaigns.

ENQUIRIES : Eve Mkhwanazi, Cell: (082) 882 1317
APPLICATIONS : FOM28-2026@dfe.gov.za