

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

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

CLOSING DATE : 25 May 2026, 16:00. No late application will be accepted

NOTE : Application must be submitted on a signed Z83 form obtainable from any Public Service Department accompanied by a recent detailed Curriculum Vitae only, to be considered. 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 Directive on Human Resources Management and Development for Public Service Professionalisation Volume 1 (the Directive), a requirement for all applicants for SMS posts 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 candidates shortlisted for the posts will undertake two pre-entry assessments (practical exercise, and integrity assessment) in accordance with the Directive. Following the interview and the pre-entry assessments of all SMS posts, the Selection Panel will recommend candidate(s) 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.

MANAGEMENT ECHELON

POST 15/23 : **DEPUTY DIRECTOR-GENERAL: FINANCIAL MANAGEMENT SERVICES**
REF NO: CFO22/2026

SALARY : R1 813 182 per annum, (an all-inclusive annual remuneration package)

CENTRE : Pretoria

REQUIREMENTS : A qualification at NQF level 8 in Financial Management/ Accounting Science or relevant equivalent qualification as recognized by SAQA. A minimum of 8 years of relevant experience at a senior managerial level or relevant field. Successful completion of the Public Service Senior Management Leadership Programme (Pre-entry Programme) as endorsed by the National School of Government (NSG). Knowledge of Financial management, cost accounting and business practices. Ability to establish and manage financial systems and controls. Knowledge of strategic planning and budgeting. Knowledge of strategic coordination and planning. Knowledge Management and Service Delivery Innovation. Understanding of risk management and audit procedures. Knowledge of policy development and business process management. Understanding of change management and financial management. Programme and Project Management skills. Sound organising, planning and leadership skills. Excellent communication, negotiation, stakeholder engagement, research, analytical, innovative, problem solving, and interpersonal skills. Ability to work under extreme pressure and to resolve conflict.

- DUTIES** : Ensure effective and efficient procurement of goods and services to the Department to ensure proper implementation of the Department's key focus areas, and in particular transformation in Supply Chain Management. Develop and provide PFMA, and Corporate Governance implementation frameworks including related reporting requirements and timeframes. Ensure development and implementation of approved policies and procedures for mitigating risks identified by the department. Ensure implementation of SCM Frameworks and other applicable Treasury Regulations and prescripts. Ensure efficient and effective bookkeeping systems, financial planning, budgeting and control services to the Department. Ensure proper control of departmental expenditure and implementation of PFMA, Corporate Governance Framework and Financial Management Requirements. Ensure financial resourcing of the department in line with National Treasury budget allocations. Manage an efficient and effective salary, revenue and debtor system within the department. Provide support in relation to goods and services, logistics and assets management in line with the PFMA requirements. Ensure proper inventory and warehouse management in line with inventory management policies. Manage logistics and reconcile travel services transactions. Control, manage and maintain reconciled departmental asset register. Oversee the provision of internal control and compliance services. Effective Audit coordination and the implementation of audit recommendations. Ensure effective monitoring of compliance with the Treasury Regulations, Modified Cash Standard, National Treasury Frameworks, and other Prescripts impacting on Finance and Supply Chain Management. Ensure adequate systems of control are in place across the department to minimize financial, operational, and compliance risks.
- ENQUIRIES** : Mr Gerald Ntshane Tel No: (012) 399 9602
- APPLICATIONS** : Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 or hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria. or can be emailed to the respective email address quoting the reference number on the subject email. Email: CFO22-2026@dffe.gov.za
- FOR ATTENTION** : Human Resource Management
- POST 15/24** : **DEPUTY DIRECTOR-GENERAL: FISHERIES MANAGEMENT REF NO: FIM16/2026**
- SALARY** : R1 813 182 per annum, (an all-inclusive annual remuneration package)
- CENTRE** : Cape Town
- REQUIREMENTS** : A qualification at NQF level 8 in Natural Sciences / Environmental Sciences/ Environmental Management / Fisheries Sciences / Public Administration/ Public Management/ Law or relevant equivalent qualification as recognized by SAQA. A minimum of 8 years of relevant experience at a senior managerial level or relevant field related to the fisheries management Successful completion of the Public Service Senior Management Leadership Programme (Pre-entry Programme) as endorsed by the National School of Government (NSG). Knowledge of the Marine Living Resources Act. Knowledge and understanding of the fishing industry, aquaculture and marine living resource management issues. Knowledge and understanding of international laws, agreements and commitments and their impact on fisheries. Knowledge and understanding of Government imperatives and priorities. Competencies and skills: Strategic Capability and Leadership, Programme and Project Management, People Management and Empowerment, Financial Management, Change Management, Knowledge Management, and Service Delivery Innovation. Sound organising and planning, Good communication, and Analytical skills. Ability to develop, interpret, implement policies, strategies and legislation. Ability to work under extreme pressure and to resolve conflict.
- DUTIES** : Provide strategic and policy leadership with regards to the development of the aquaculture industry, to enhance economic opportunities and growth, and sustainable management of inland fisheries. Guide and promote ongoing research into fisheries-related resources and ecosystems, to enable resource protection, management and development. Facilitate research with relevant research institutions with regards to sustainable aquaculture and production, to improve productivity and sustainable resource utilisation. Ensure that regular stock assessments, surveys, data collection and other forms of primary research are undertaken, to underpin policy development and review on an annual basis. Lead in the establishment of a research capability suitable to address all aspects of the fisheries management value chain (from environmental biodiversity and ecosystem issues to biological information, to

approaches regarding socioeconomic and environmental considerations (e.g. methods for extraction). Ensure strategic and operational management of South Africa's marine living resources, through sound allocation, permitting, and management of resources. Ensure monitoring, control and surveillance of living marine resources. Coordinate the Department's participation in national, regional and international structures for the purpose of promoting and managing inland fisheries, aquaculture and sustainable marine resources management, and ensuring sector transformation.

ENQUIRIES : Mr Gerald Ntshane Tel No: (012) 399 9602 / Mr Mpho Beta Tel No: (021) 402 3368

APPLICATIONS : Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 or hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria. or can be emailed to the respective email address quoting the reference number on the subject email. Email: FIM16-2026@dffe.gov.za

FOR ATTENTION : Human Resource Management

OTHER POSTS

POST 15/25 : **DEPUTY DIRECTOR: STRATEGIC REGIONAL ENFORCEMENT AND INVESTIGATION SUPPORT REF NO: RCSM04/2026**
(2 Years Contract)

Re-advertisement and those who have previously applied, need to reapply

SALARY : R932 292 per annum

CENTRE : Limpopo Province (to operate between Limpopo and Mpumalanga provinces)

REQUIREMENTS : National Diploma (NQF6) in Policing, Forensic Investigation, Law, Environmental Law or relevant qualification within the relevant field as recognized by SAQA. A minimum of five (5) years' experience in investigation or enforcement, forensic or crime investigation or prosecution or relevant of which three (3) years should be at entry/junior management level (Assistant Director level or equivalent). All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Knowledge of environmental policies and related legislations, international instruments, civil procedures, criminal procedure, constitutional law and administrative law. Extensive knowledge of criminal justice system. Knowledge of natural resource management specifically TOPS/CITES. Good legal drafting, investigative and evidence gathering skills. Strategic, analytical, problem solving and negotiation skills. Information management and computer literacy. Report writing, communication, facilitation, organising and good interpersonal skill. Ability to gather and analyse information, ability to develop and apply policies, conflict management and resolution. A service -oriented approach and the ability to work efficiently and effectively under pressure. Ability to work independently and within a team. The candidate must have a valid driving license and will be expected to travel extensively.

DUTIES : Co-ordinate joint initiatives to strengthen the anti-poaching and anti-trafficking capabilities in the Premier Integrated Wildlife Zone (IWZ). Manage case dockets and provide criminal investigation support for wildlife related crimes to ensure effective case management, prosecution support and compliance with legal procedures. Provide support in relation to court appearances. Liaise with stakeholders within the Premier IWZ. Attend Provincial Wildlife Crime Forums, IWZ meetings and other relevant meetings. Provide strategic support to national wildlife trafficking projects. Ensure the coordination of enforcement and investigation operations to promote effective compliance and law enforcement outcomes.

ENQUIRIES : Mr O Chauke Tel No: (012) 399 9317

APPLICATIONS : **Cape Town, Limpopo and Mpumalanga:** Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, The Director: Integrated Human Resource Management, Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email. Email: RCSM04-2026@dffe.gov.za

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 candidates shortlisted for the posts will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and the technical exercise of all SMS posts, the Selection Panel will recommend candidates to attend a generic managerial competency assessment in compliance with the DPSA Directive on the implementation of competency-based assessments. Persons appointed will be subjected to a security clearance, the signing of performance agreement and employment contract. The Department reserves the right not to make an appointment. If you have not been contacted within three 3 months after the closing date of the advertisement, please accept that your application was unsuccessful. By submitting the employment application form, you agree and consent in terms of Section 11(1) of the Protection of Personal Information Act (POPIA), 2013 (Act 4 of 2013), for your personal information which you provide to the DFFE to being processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013.

- POST 15/26** : **ASSISTANT DIRECTOR: FOREST RESOURCE PROTECTION (X2 POSTS)**
- SALARY** : R605 742 per annum
- CENTRE** : Western Cape Ref No: FOM23/2026
Limpopo / Mpumalanga Ref No: FOM24/2026
- REQUIREMENTS** : National Diploma (NQF6) in Forestry / Natural Science / Environmental Management or relevant qualification within the related field as recognised by SAQA. A minimum of three (3) years' experience in Forestry or related field. All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Knowledge, and evidence of the National Forest Act 1998 (Act 84 of 1998), National veld and Forest Fire Act (NVFFA) including Environmental Legislation and policies impacting on the forestry sector. Sound knowledge in the regulation of natural resources. Knowledge of government administrative procedures i.e. Public Finance Management Act (PFMA). Ability to collect and interpret information and reports. Good communication skills (verbal and written). Good presentation skills. Computer literacy. Ability to work under pressure and handle criticism. Ability to work independently and in a team. Ability to negotiate in difficult situations and to resolve conflict. Ability to work long hours. A Valid Driving License and willingness to travel.
- DUTIES** : Implement, monitor and review National Forest Act policy and strategies. Identify areas that can be dealt with through other mechanisms such as regulations, guidelines, or capacity building and awareness. Review and comment on Environmental Impact Assessment (EIA) and other specialist reports for development impacting forests and trees in accordance with the National Environmental Management Act, 1998 (NEMA) Promote compliance

and enforcement regarding the National Forests Act No. 84 of 1998. Liaise with Directorate of Legal Services and State Law Advisor regarding legal opinions and interpretation of provisions of the Act. Facilitate the appointment of Forest Officers as Peace Officers in terms of Criminal Procedure Act, 1977. Implement capacity building and communication programmes for stakeholders. Conducts NFA training course to various stakeholders such as SAPS, Judiciary, Magistrate and Prosecutors, State Organs. Provide technical advice in the issuing of licenses for protected trees, State and natural forests. Manage and maintain database of license statistics. Monitor the uniformity of licensing by evaluating the quality and assurance process and procedures in the Forestry Regions.

ENQUIRIES

: Western Cape Ms T Gwala at 066 374 7795
Limpopo / Mpumalanga Ms N Mudau at 066 566 0640

APPLICATIONS

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