

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT
The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.

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 the 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.

ERRATUM: Kindly note that the post of Assistant Director: Forest Resource Protection (X2 Posts) with Ref No: Western Cape: FOM23/2026 and Limpopo / Mpumalanga: Ref No: FOM24/2026 advertised in the Public Service Vacancy Circular 15 dated 08 May 2026 with the closing date of 25 March 2026 has been withdrawn.

OTHER POSTS

POST 16/43 : **DEPUTY DIRECTOR: FOREST BASED ENTERPRISES REF NO: FOM40/2026**

Re-Advertisement and those who have previously applied for Ref No: FOM/CT01/2026, need to re-apply

SALARY
CENTRE
REQUIREMENTS

: R1 101 468 per annum, (all-inclusive salary package)
: Nelspruit (Mpumalanga)
: National Diploma (NQF6) in Forestry or relevant qualification within the related field recognized by SAQA. A minimum of five (5) 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. 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 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 regulations and develop appropriate policies. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.

DUTIES

: 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.

ENQUIRIES
APPLICATIONS

: Ms. Onica Zikhali at 060 973 4232
: 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: FOM40-2026@dffe.gov.za

CLOSING DATE

: 01 June 2026, 16:00. No late applications will be accepted

POST 16/44

: **DEPUTY DIRECTOR: ADMINISTRATION AND COORDINATION SUPPORT REF NO: CCAQ06/2026**

SALARY
CENTRE
REQUIREMENTS

: R932 292 per annum
: Pretoria
: Degree/National Diploma (NQF6) in Public Administration/Management or relevant qualification within the related field as 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). Knowledge of strategic coordination and planning and professional report writing. Understanding of Project management. Risk management and business planning. Knowledge of policy development and organization performance management. Good understanding of administrative procedures and quality control of documents. Knowledge of Government Policies and legislations such as PAJA, PAIA, PFMA and other Financial Management and associated prescripts. Skills required: Planning, Organizing, Facilitation,

- Communication and technical writing skills. Advance office application such as Ms Package. Ability to collaborate effectively with stakeholders at various levels. Good interpersonal relations. Ability to work independently and in a team. Proactive approach to meeting deadlines and delivering results with limited supervision. Sense of responsibility and loyalty.
- DUTIES** : Manage the budget and procurement administration process of the Branch. Ensure financial control including petty cash and procurement in office of DDG. Monitor and compile monthly branch reports (expenditure, procurement and contract management). Provide strategic planning and reporting support to the Branch Chief Directorates. Coordinate and consolidate Branch inputs into Strategic Plans and APPs. Monitor and report on the implementation of Strategic and Operational Plans. Provide document management support. Implement management decisions. Quality assures all documents before submitting to DDG. Ensure provision of secretariat support. Coordinate Parliamentary questions and queries, as well as stakeholder engagements. Manage and monitor referrals of the Branch. Provide office management services to the DDG. Ensure compliance and manage reporting for office of the DDG. Ensure logistical support to office of the DDG. Ensure provision of administration support services. Liaise and develop relationship within internal and external stakeholder. Develop stakeholder database. Ensure the preparation of stakeholder communications material, including presentations, documents, profiles etc.
- ENQUIRIES APPLICATIONS** : Ms P Diphaha Tel No: (012) 399 9602
: 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. Email: CCAQ06-2026@dffe.gov.za
- CLOSING DATE** : 01 June 2026, 16:00. No late application will be accepted
- POST 16/45** : **DEPUTY DIRECTOR: OPERATIONS AND LOGISTICS REF NO: OC08/2026**
Re-Advertisement and those who have previously applied for Ref No. OC07/2026, need to re-apply
- SALARY CENTRE REQUIREMENTS** : R932 292 per annum
: Cape Town
: National Diploma /Degree in Shipping & Logistics/Maritime Studies/Operations & Logistics or equivalent relevant qualification. A minimum of 5 years' experience of which three (3) of them should be at an entry/junior managerial 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. The incumbent must have knowledge of Logistics management and business practices. Knowledge of Maritime/Shipping Logistics including clearing and forwarding. Working knowledge of customs rules relating to cargo. Ability to implement logistics management systems and controls. 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. The following skills & competencies are required; Policy development, computer literate, management and project management, good interpersonal relations, Relationship Management, Stakeholder engagement, Research, writing and presentation, change management, knowledge management, service delivery innovation (SDI), problem solving and analysis. People Management and Empowerment, Client Orientation and Customer Focus. 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.
- DUTIES** : The candidate will be responsible to provide inputs to NRF/DSI with regards to the logistics required by relevant principal investigators. Obtain all approved research projects to ensure the necessary support is provided before each voyage. Organise and facilitate planning meetings before departure. Receive orders from bases and facilitate approvals in accordance to the available budget. Ensure all supplies are procured and packed timeously. Ensure

effective and efficient warehouse management including clearing and forwarding of cargo. Ensure that the Department meets the environmental requirements. Manage and co-ordinate the recruitment process of expedition members in collaboration with HCM. Ensure that the expedition members receive the necessary training. Ensure effective operations of the base stations for science support. Receive all the reports from the three research bases. Convene meetings with management to discuss reports. Analyse reports and give recommendations and compile feedback for the bases. Follow-up with the key personnel about matters arising from the reports. Ensure assets are managed responsibly according to the government asset management policy. Ensure Southern Oceans and Antarctic activities are conducted safely and risk managed. Draft policy documents outlining the operations and other aspects related to the management of bases. Develop, review and benchmark policies with other National Antarctic Programs. Consult relevant stakeholders on related matters. Ensure the implementation of policies and procedures. Develop a template for the relief voyage reports. Provide inputs to science and logistic integration annually including updating of the SANAP website. Ensure implementation of the collaboration agreement. Add support to management of search and rescue operations in liaison with vessel management and relevant stakeholders. Attend local and international meetings as and when required to improve SANAP operations.

- ENQUIRIES** : Mr R Hlophe Tel No: (021) 493 7067
- APPLICATIONS** : 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: OC08-2026@dffe.gov.za
- CLOSING DATE** : 01 June 2026, 16:00. No late applications will be accepted
- POST 16/46** : **CONTROL SCIENTIFIC TECHNICIAN GRADE A: CRUSTACEANS (SOUTH COAST ROCK LOBSTER AND KZN CRUSTACEAN TRAWL FISHERIES)**
REF NO: FIM17/2026
- SALARY** : R573 552 per annum, (OSD)
- CENTRE** : Cape Town (Foretrust Building)
- REQUIREMENTS** : A Diploma in Natural Science or a relevant qualification; Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Certificated Natural Scientist. A minimum of six (6) years of post-qualification technical scientific experience in marine living resources or fisheries research. 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. Sound knowledge of scientific methodologies applicable to fisheries research; Knowledge of crustacean fisheries, particularly the South Coast Rock Lobster and KZN crustacean trawl fisheries; Knowledge and experience in data collection, data management and data analysis of scientific datasets; Experience in the development, operation and maintenance of scientific and technical equipment; Sea-going and fieldwork experience; Knowledge of relevant legislative and compliance requirements applicable to fisheries research and monitoring; Computer literacy, including the use of standard data management and office software; Good communication, planning and organisational skills; Ability to work independently and as part of a multidisciplinary team; Willingness to work extended hours, undertake field deployments, and conduct work at sea as required; Valid South African driving license.
- DUTIES** : The successful candidate will provide technical and operational support to the crustacean research programme, with specific focus on the South Coast Rock Lobster and KZN Crustacean Trawl fisheries. Key responsibilities include: Provide technical leadership in the collection, verification, management and analysis of fisheries-dependent and fisheries-independent data to support scientific assessments and management advice; Develop, maintain and update fisheries databases and data systems in support of monitoring and research programmes; Coordinate and support field surveys, sampling programmes and monitoring activities, including logistical arrangements, equipment preparation and quality control of collected data; Participate in sea-going and field trips as required; Participate in Scientific and Management Working Group meetings and contribute technical inputs, data updates and progress reports; Compile and disseminate technical reports, summaries and

data products for management, stakeholders and scientific forums; Liaise with research institutions, universities, industry partners and regulatory bodies on matters relating to crustacean research and monitoring; Support the administration of research and monitoring projects, including planning, scheduling, documentation and record-keeping; Assist with the management and monitoring of project and operational budgets in line with departmental financial procedures; Supervise and coordinate technical and scientific work processes and support the mentoring and development of staff, interns and students

ENQUIRIES : Mr. Qayiso Mketsu at 082 782 9674
APPLICATIONS : 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: FIM17-2026@dffe.gov.za

CLOSING DATE : 15 June 2026, 16:00. No late applications will be accepted

POST 16/47 : **SENIOR ADMINISTRATIVE OFFICER REF NO: OC04/2026**

SALARY : R413 001 per annum
CENTRE : Cape Town
REQUIREMENTS : National Diploma (NQF6) in Public Management / Office management or relevant qualification in the relevant field. A minimum of 2 years' experience in an office environment. 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 Administrative procedures, financial management and Personnel management. Knowledge of Public Service procedures and prescripts, Procurement policies and procedures as well Departmental procedures and prescripts. Knowledge of Logis, BAS and Financial procedures. Knowledge of Administration field: emails, Internet, Word Processing, Document management. Skills: Sound organising and planning skills in terms of own work, good communication skills (written & verbal), compiling spreadsheets and preparation of budget and compile reports. Computer proficiency e.g., Excel, Access, PowerPoint and Word. Ability to communicate with people at different levels, to gather and analyse information. Be able to work individually and in team, good interpersonal relations skills. Ability to work under extreme pressure. Ability to work with difficult people and to resolve conflict, sense of responsibility, and loyalty.

DUTIES : Provide administrative and secretariat services for the Oceans Economy programme and its subprograms and projects. Schedule and convene stakeholder meetings, workshop and compile meeting reports and action plans Render chief user services. Provide procurement services for the acquisition of goods and services to the Chief Directorate Ocean Economy with adherence to procurement policies, supply chain, and financial instructions. Provide logistical support services to the Chief Directorate for convening meetings, workshops or events. Undertake travel arrangements for meetings and events, including domestic and international travel, and administer subsistence allowances, travel advances, and travel claims for officials. Provide financial support services including compiling budget spreadsheet monitoring, recording, reconciling and reporting on the budget expenditure of the Chief Directorate. Provide inventory support services including keeping record, life history and movement of the assets within the Chief Directorate.

ENQUIRIES : Ms C Mangcu at (083) 652 5142; e-mail: cmangcu@dffe.gov.za
APPLICATIONS : 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: C04-2026@dffe.gov.za

CLOSING DATE : 01 June 2026, 16:00. No late applications will be accepted