

DEPARTMENT OF AGRICULTURE (DOA)

<u>CLOSING DATE</u>	:	29 June 2026 at 16:00
<u>NOTE</u>	:	To apply, submit a completed Z83 form and detailed Curriculum Vitae (PDF document to a maximum of 10 megabytes) via e-mail or hand delivery. The Department will not be held responsible for server delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) where necessary and service certificates to support senior management experience to Human Resources before the interviews, including South African Qualifications Authority (SAQA) evaluation reports for foreign qualifications. Failure to comply will result in disqualification. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. 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. Selection panels shall score both technical exercises as an additional criterion in the interview process. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and a criminal case shall be opened. Applications: Please submit your application before the closing date as late applications will not be considered. Do not submit duplicate applications. If applying for multiple posts, submit separate applications for each post. Due to high volumes, the Department will not acknowledge receipt of applications. Communication will be limited to shortlisted candidates only. If you have not heard from us within 3 months, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DOA is an equal opportunity employer committed to promoting representivity and affirmative action. We encourage applications from all qualified candidates. The Department reserves the right not to fill vacancies. By applying you consent to the collection and processing of your personal information for recruitment purposes. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, sign an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination.

OTHER POSTS

<u>POST 20/01</u>	:	<u>SCIENTIFIC PRODUCTION REF NO: 3/3/1/40/2026</u> Directorate: Agricultural Inputs Control
<u>SALARY</u>	:	R791 604 per annum, (OSD), (all-inclusive package to be structured in accordance with OSD)
<u>CENTRE</u>	:	Gauteng: Pretoria
<u>REQUIREMENTS</u>	:	Applicants must be in a possession of a Grade 12 Certificate and an appropriate 4-year BSc (Honours) or equivalent in Agriculture in Soil Science majoring in soil fertility and plant nutrition. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. Minimum of 3 years post-qualification regulatory experience. Job Related Knowledge: Expertise and experience in the interpretation of Fertilizer, Farm Feeds, Agriculture Remedies and stock

Remedies Act,1947 (Act No: 36 of 1947) together with its regulations and guidelines. Job Related Skills: Programme & project management. Scientific methodologies and models. Ability to research and develop independently. Legal compliance. Data analysis (high level analytical skills). Ms Office Software (Word, Excel and PowerPoint). Technical report writing (the ability to prepare and present complex reports). Customer service skills. Communication skills. (verbal and written). Ability to work under pressure. Extended working hours/overtime may be required. Travelling. A valid driver's license.

DUTIES

: Develop and implement methodologies, systems and procedures. identify and consolidate needs for methodologies, policies, systems and procedures by developing administrative and compliance regulations and SOPs. Identify gaps and develop appropriate interventions by developing guidelines and conducting training workshops. Monitor and evaluate programme performance and perform scientific functions that require interpretation in the absence of an established framework by writing technical reports. Provide scientific support and advice through client advisory meetings and via emails. Develop working relations with client base during liaison meetings with clients. Create public awareness of the science system through liaison with stakeholders. Provide scientific data, information and advice as requested by responding to technical enquiries. Perform scientific analysis and regulatory functions. Conduct analysis of scientific data during the evaluation of applications to register fertilizers. Gather and interpret data, evaluate results and disseminate information by publishing information packages. Formulate proposals and compile reports by writing technical submissions when required. Develop and customise scientific models and techniques by contributing to the technical aspects of regulations. Compile technical reports. Research and Development. Continuous professional development to keep up with new technologies and procedures by attending technical workshops and conferences. Research/literature studies to improve expertise by reading technical publications. Publish and present research findings; and liaise with relevant bodies /councils, industries, government departments and other stakeholders on science and regulatory related matters. Human Capital and Development. Mentor, train and develop candidate scientist and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice. Customer Service Management. Continuous professional development. To keep up with new technologies and procedures by attending technical workshops and conferences. Research /literature studies to improve expertise by residing publications. Liaise with relevant bodies/councils, industries, government departments and other stakeholders on science and regulatory related matters.

ENQUIRIES

: Mr G. Moncho Tel No: (012) 319 7169

APPLICATIONS

: Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email STrecruit40@nda.gov.za.

NOTE

: EE Targets: African Males and Females, and persons with disability.

POST 20/02

: **SCIENTIST PRODUCTION REF NO:3/3/1/41/2026 (X2 POSTS)**

Directorate: Genetic Resources (Variety Control)

SALARY

: R791 604 per annum, (OSD), (all-inclusive package to be structure in accordance the OSD rules)

CENTRE

: Western Cape: Stellenbosch

REQUIREMENTS

: Applicant must be in possession of a Grade 12 certificate and BSc (Hon) or M Tech with Botany, Agronomy, Horticulture, Genetics and / or Plant Biotechnology as a major subject. Compulsory registration with South African Council for Natural Scientific Professions (SACNSP) as a Professional Natural Scientist. Job Related Work Experience: A minimum of three (3) years' post qualification in the field of botany, plant taxonomy, plant breeding or administration of legislation related to Agriculture. Plant Breeders' Rights Act. Plant Improvement Act. UPOV Convention. Plant Morphology and Physiology. Statistics. Job Related Skills: Computer skills (MS Office). Problem skills, Communication skills. Conflict management oral and written communication skills. Planning and organization skills. Knowledge and operation of laboratory apparatus. Numeracy, mathematical and statistical skills. Problem-solving skills. Research, Plant variety evaluations, Analytical skills. Ability to work effectively and efficiently. Valid driver's license.

DUTIES

: Develop and implement relevant systems and procedures. Verifying applications and technical questionnaires submitted by applicants in terms of the Plant Breeding's Rights Act and the Plant Improvement Act. Establishment of trials in collaboration with the directorate's farm Manager, applicant or their appointed agent as applicable. Identify location of all candidates and comparative varieties/ liaise with farm manager on field identification. Engage with clients on matters related to their applications and do site visits. Perform technical scientific analysis. Collect data on candidates and standard varieties according to prescribed guidelines. Observation and evaluation of candidates to the International Union for the Protection of New Varieties of Plants (UPOV) or National Test guidelines as applicable. Variety characterisation and documentation. Data analysis on candidates and standard varieties. Compile variety descriptions and DUS reports for candidates' varieties. Confirm that candidates' varieties comply to prescribed DUS requirements in terms of the relevant legislation. Data processing. Provide technical support and advice. Collect and provide technical/scientific data, information and advice to Registrars and Plant Improvement organisations. Provide technical support and advice to applicants in relations to Technical Questionnaires submitted in terms of the Plant Breeder's Rights Act and the Plant Improvement Act. Research and development. Draft and/ or provide input to UPOV and / provide to UPOV and / or national test guidelines. Review and study scientific publications, including internet searches, relevant to received PBR/VL applications. Participate at national, regional and international for a. Liaise with relevant scientific bodies on technical /science related matters and exchange of knowledge thereof. Ensure management of reference collections. Ensure proper management of filling system and crop and seed registers. Conduct or participate in research pertaining to variety characters or ring tests as applicable.

ENQUIRIES

: Mr SJ Ndlazi Tel No: (012) 319 6086

APPLICATIONS

: Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email STrecruit41@nda.gov.za.

NOTE

: EE Target: African, Indian, White Males and African, Indian Females and Persons with disability.