

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

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

- APPLICATIONS** : **Gough Island, Kimberley and Cape Town:** 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 No 63 Strand Street, Cape Town
Pretoria: Must be hand delivered to the Director-General, Department of Forestry, Fisheries and the Environment, 185 Langalibalele street Old mutual building Pietermaritzburg 3200 or can be emailed to the respective email address quoting the reference number on the subject email.
- CLOSING DATE** : 06 July 2026, 16:00. No late applications 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; Creditworthiness; 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 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 a performance agreement and an 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 21/70 : **DEPUTY DIRECTOR: INTERGRATED FIRE MANAGEMENT REF NO: FOM22/2026**

SALARY : R1 101 468 per annum

CENTRE : Pretoria

REQUIREMENTS : National Diploma (NQF 6) in Forestry or relevant qualification. A minimum of 5 years of experience in a forestry-related field, of which three (3) years should be at the entry/ junior managerial level (Assistant Director or equivalent). Knowledge and understanding of National Forestry Act and Forest Fire Act, Disaster Management Act, Fire Brigade Service Act, Public Service Act and Public Service Regulations. Knowledge of the Public Finance Management Act (PFMA), and Labour Relations Act. Sound knowledge of policy development, Intergovernmental and stakeholder relations. Good communication skills, Computer literacy, General management and Presentation skills. Policy development and Regulatory analysis. Legal interpretation and Leadership skills. Ability to work under pressure, Project programme planning and management, Disaster risk reduction understanding, Veldfire Strategy planning and organizing. Facilitation and negotiation skills, Analytical skills, planning and execution. Report writing skills and Financial Management.

DUTIES : Manage the development and amendment of the NVFFA and relevant policy instruments. Oversee and manage the development of policies, legislation, strategies, action plans, guidelines, norms and standards. Manage veldfire risk profile of the NVFFA, and Fire Protection Associations (FPAs) institutions. Manage the assignment of powers and duties to provinces and other organs of state to promote co-operative governance, manage consultative process with provinces to administer delegated provisions of the NVFFA. Develop protocols and procedures for co-ordination and collaboration with institutions of integrated veldfires management. Manage compliance promotion and awareness of the NVFFA. Provide technical assistance during law enforcement operations such as role players, patrols, seizing assets and arrest of perpetrators. Collect and collate veldfire-related statistics.

ENQUIRIES : Mr TC Ndou at (066) 019 1221

APPLICATIONS : FOM22-2026@dffe.gov.za

POST 21/71 : **COMMUNICATIONS/ELECTRONICS ENGINEER: GOUGH ISLAND REF NO: OC10/2026**

(Approximately Fifteen Months Contract)

SALARY : R932 292 per annum, (all-inclusive package)

CENTRE : Gough Island

REQUIREMENTS : A National Diploma or Degree in Electronic or Electrical (light current) or IT, Engineering or equivalent qualification in related field, with a minimum of three years post qualification experience. Competency in electronic maintenance, diagnostics and repairs with proven fault-finding capabilities. Preferably have experience in V-Sat Satellite Systems, IT (managing a computer network with LINUX servers and routers), HF and VHF 2-way radio equipment and operation, Telephone systems (PABX's and VOIP), PC's, Fire Detection Systems, GPS's, general electronic equipment repair. The incumbent must be competent in the use of an Oscilloscope, Spectrum Analyser, etc., and be familiar with good workshop practices, correct use of basic workshop tools and an understanding of current work, health and safety policies. The incumbent must be able to work independently with minimal support under extreme pressure and without supervision. The incumbent must be computer literate, have good verbal and written communication skills and the ability to work in a team.

DUTIES : The incumbent will be responsible for the operation, maintenance, fault-finding on and repairs of all the communication services and equipment of our Antarctic Base including the satellite, radio, IT, GPS, alarm and telephone systems. Operate cargo handling equipment. The incumbent will report to the base engineer and will be part of the technical team, led by the base engineer that must perform any additional base related technical functions. Prepare monthly and annual reports, do stock-takes to order spares and equipment and do other common "non-technical" duties performed by expedition members.

ENQUIRIES : Mr Willem Boshoff Tel No: (021) 493 7379

APPLICATIONS : Recruitmentcoastal@dffe.gov.za

NOTE : The incumbent will execute duties at a Sub/Antarctic Base and adhere to the health, safety and environmental requirements. The successful applicant will spend a full year (September 2026 to October 2027) at Gough Island. There is no option to return to South Africa before October 2027. The ability to work and live with small groups of people is thus essential. Although the base is well-equipped with e-mail, fax and satellite telephone facilities, the applicant must be self-sufficient and self-motivated. The location may affect both the physical and mental well-being of the incumbent, their family and close relationships. Candidates must be physically fit, mentally strong and prepared for physically challenging and satisfying work. In addition, the successful candidates may often be called upon to work long hours in extreme conditions on duties unrelated to their function. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment. Appointment to these positions is subject to a rigorous medical examination as well as psychometric assessment, which will be arranged for at no cost to the applicants.

POST 21/72 : **DIESEL MECHANIC: GOUGH ISLAND REF NO: OC11/2026**
(Approximately Fifteen Months Contract)

SALARY : R487 197 per annum, (plus 37% in lieu of Service Benefits)
CENTRE : Gough Island
REQUIREMENTS : A National NTC 3 certificate or equivalent qualification in related field, with a minimum of three years post trade experience. Competency in diesel engine and generator maintenance, diagnostics, repairs and overhaul, with knowledge of engine management systems, experience in operating electronic diagnostic tools as well as the ability to interpret results. The candidate must be familiar with good workshop practices, correct use of basic workshop tools and an understanding of current work, health and safety policies. The incumbent must be computer literate, have good verbal and written communication skills and the ability to work in a team. It would be an advantage if there is experience on earthmoving and material handling equipment.

DUTIES : The incumbent will be responsible for maintenance and operation of the power generators and related equipment. Maintenance and repairs of air-conditioning, refrigeration, water reticulation and wastewater systems. Replacement and repair of mechanical pumps and valves as well as pipe fitting. Maintenance and all repairs of forklift, telescopic cranes, portable generators and transfer pumps. Operate forklift and cargo handling equipment. Maintenance of field huts and field equipment. The incumbent will report to the base engineer and will be part of the technical team, led by the base engineer, which must perform any additional base-related technical functions. Prepare monthly and annual reports, do stock-takes to order spares and equipment and do other common "non-technical" duties performed by expedition members.

ENQUIRIES : Mr Willem Boshoff Tel No: (021) 493 7379
APPLICATIONS : Recruitmentcoastal@dffe.gov.za

NOTE : The incumbent will execute duties at a Sub/Antarctic Base and adhere to the health, safety and environmental requirements. The successful applicant will spend a full year (September 2026 to October 2027) at Gough Island. There is no option to return to South Africa before October 2027. The ability to work and live with small groups of people is thus essential. Although the base is well-equipped with e-mail, fax and satellite telephone facilities, the applicant must be self-sufficient and self-motivated. The location may affect both the physical and mental well-being of the incumbent, their family and close relationships. Candidates must be physically fit, mentally strong and prepared for physically challenging and satisfying work. In addition, the successful candidates may often be called upon to work long hours in extreme conditions on duties unrelated to their function. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment. Appointment to these positions is subject to a rigorous medical examination as well as psychometric assessment, which will be arranged for at no cost to the applicants.

POST 21/73 : **ELECTRICIAN: GOUGH ISLAND REF NO: OC12/2026**
(Approximately Fifteen Months Contract)

SALARY : R487 197 per annum, (plus 37% in lieu of service benefits)
CENTRE : Gough Island

- REQUIREMENTS** : An Electrician with a passed trade test or equivalent qualification in related field with a minimum of three years post trade experience. A wireman's license, at least as 3-phase tester, would be beneficial. The incumbent must be competent in low voltage and 3-phase electrical plant maintenance, diagnostics and repairs with proven fault-finding capabilities. Preferably have experience in a facility or plant environment. The incumbent must be familiar with good workshop practices, correct use of basic workshop tools and an understanding of current work, health and safety policies. Extensive knowledge of general domestic wiring, new electrical cable installations and control wiring, PLC installation and programming, fire detection installations would be an advantage. The incumbent must be computer literate, have good verbal and written communication skills and the ability to work in a team.
- DUTIES** : The incumbent will be responsible for the maintenance, fault-finding on and repairs of the electrical services and equipment of our GOUGH Island base including the electrical systems of the power generators, air-conditioning, refrigeration, water reticulation and waste water systems and cargo handling equipment. The incumbent will be part of a technical team, led by a technical team manager that must perform any additional base related technical functions. Prepare monthly and annual reports, do stock-takes to order spares and equipment and do other common "non-technical" duties performed by expedition members. The incumbent could be tasked to lead and manage the whole technical group at the base.
- ENQUIRIES** : Mr Willem Boshoff Tel No: (021) 493 7379
APPLICATIONS : Recruitmentcoastal@dffe.gov.za
NOTE : The incumbent will execute duties at a Sub/Antarctic Base and adhere to the health, safety and environmental requirements. The successful applicant will spend a full year (September 2026 to October 2027 at Gough Island. There is no option to return to South Africa before October 2027. The ability to work and live with small groups of people is thus essential. Although the base is well-equipped with e-mail, fax and satellite telephone facilities, the applicant has to be self-sufficient and self-motivated. The location may affect both the physical and mental well-being of the incumbent, their family and close relationships. Candidates must be physically fit, mentally strong and prepared for physically challenging and satisfying work. In addition, the successful candidates may often be called upon to work long hours in extreme conditions on duties unrelated to their function. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment. Appointment to these positions is subject to a rigorous medical examination as well as psychometric assessment, which will be arranged for at no cost to the applicants.
- POST 21/74** : **MEDICAL ORDERLY: GOUGH ISLAND REF NO: OC13/2026**
(Approximately Fifteen Months Contract)
- SALARY** : R487 197 per annum, (plus 37% in lieu of service benefits)
CENTRE : Gough Island
REQUIREMENTS : National Diploma/ Degree in Nursing/ Certificate in Operational Emergency Care Practitioner or relevant qualification. Applicants must be registered with the HPCSA (Health Professions Council of South Africa) or SANC (South African Nursing Council.) 3-5 years relevant experience required. Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal framework such as the Nursing Act, Health Act, Occupational Health & Safety Act, Patient Rights Charter Act, Public Service Regulations Act and Labour Relations Act. Must have leadership skills, decision making, problem solving, interpersonal skills and computer skills in basic programmes. The incumbent must be able to work independently with minimal support under extreme pressure and without supervision. The incumbent must have good verbal and written communication skills and the ability to work in a team.
- DUTIES** : The incumbent will be responsible for providing medical treatment to all team members during the expedition and ensure the work is according to the scope of practise regulations. Undertake minor dental and x-rays when needed. Prepare reports, do stock-takes of food and medicines. Order spares and equipment and do other common non-technical duties performed by expedition members. Ensure the food is stored according to the medical acts by maintaining high standards of food/ hygiene/ housekeeper/ linen and tailoring roles. Provide support to team leader for coordinating and training for the

		rescue and evacuation/ emergency procedures for the island as well as in a social role to motivate and encourage fellow team members.
<u>ENQUIRIES</u>	:	Mr R Hlophe Tel No: (021) 493 7067
<u>APPLICATIONS</u>	:	Recruitmentcoastal@dffe.gov.za
<u>NOTE</u>	:	The incumbent will execute duties at a Sub/Antarctic Base and adhere to the health, safety and environmental requirements. The successful applicant will spend a full year (September 2026 to October 2027) at Gough Island. There is no option to return to South Africa before October 2027. The ability to work and live with small groups of people is thus essential. Although the base is well-equipped with e-mail, fax and satellite telephone facilities, the applicant has to be self-sufficient and self-motivated. The location may affect both the physical and mental well-being of the incumbent, their family and close relationships. Candidates must be physically fit, mentally strong and prepared for physically challenging and satisfying work. In addition, the successful candidates may often be called upon to work long hours in extreme conditions on duties unrelated to their function. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment. Appointment to these positions is subject to a rigorous medical examination as well as psychometric assessment, which will be arranged for at no cost to the applicants.
<u>POST 21/75</u>	:	<u>ASSISTANT DIRECTOR: LINE NET, INVERTEBRATES & SEAWEED MANAGEMENT REF NO: FIM18/2026</u>
<u>SALARY</u>	:	R487 197 per annum
<u>CENTRE</u>	:	Cape Town (Foretrust Building)
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) or Higher in Fisheries Management/Natural/ Environmental Science/ or relevant qualification as recognized by SAQA. Three (3) years' experience in Natural Resources Management or relevant field. Knowledge of the Marine Living Resource Act, 1998, Promotion of Access to Information Act, 2000, Promotion of Administrative Justice Act, 2000 and PFMA. Knowledge and experience in policy development and review. Knowledge of Project and Fisheries Management. Communication and administration skills. Numerical skills. A valid driver's licence.
<u>DUTIES</u>	:	Regulate processes necessary for management of the commercial inshore fishing sectors (Abalone, Oyster, White Mussels, Seaweed, Traditional Linefish, Netfish, and Squid) and related fisheries management activities. Initiate draft submissions on determination of total allowable catch, total allowable effort or combination thereof for the applicable fishing sectors. Reconcile fishers catch data against their allocations to determine over-catches. Review permit conditions for the applicable fishing sectors and related activities. Review and approve permits to undertake commercial fishing and to operate fish processing establishment. Verify and support approval of permits to export, import and transport fish and fish products. Manage the collection, collation and dissemination of data and information for the sector. Load quantum (allocations) for the applicable fishing sectors on the Marine Administration System (MAST). Participate in institution of section 28 legal proceedings against the right holders that fail to comply with the MLRA and its regulations, the applicable policies, the conditions of their rights and permits. Manage the sustainable utilization of the applicable fishing resources. Participate in the process of allocation of commercial fishing rights and rights for related activities. Compile authorizations submissions and records of decisions in response to requests. Compile the reports in terms of Regulation 5(3) of the MLRA in response to appeals. Coordinate and manage stakeholder liaison and communication. Participate in convening the management working group meetings and /or roadshows for the applicable fishing sectors and in engagements thereof. Attend to enquiries and/ or referrals. Initiate budget compilation and participate in procurement of goods and services.
<u>ENQUIRIES</u>	:	Mr. O Dubula at (066) 471 1611
<u>APPLICATIONS</u>	:	FIM18-2026@dffe.gov.za
<u>POST 21/76</u>	:	<u>LEGAL ADMINISTRATION OFFICER MR5: APPEALS & LEGAL REVIEW REF NO: RCSM-CPT03/2026</u>
<u>SALARY</u>	:	R483 219 per annum, (OSD)
<u>CENTRE</u>	:	Cape Town

- REQUIREMENTS** : LLB/ Legal Administration 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 Legislative administration, Environmental Law, Administrative Law. Knowledge. Understanding of Public Service and Departmental procedures and prescripts relevant to the post and Legislation. Knowledge of strategic coordination/planning, Business planning and Policy development. Applicant must have a comprehensive knowledge of facilitation of project management, research methodologies and presentation, audit procedures and risk management. Have good reporting / professional writing, policy formulation and negotiation skills. Advanced skills in policy formulation and stakeholder engagement. Ability to gather and analyse information and develop and apply policies. Ability to work with difficult persons and work under extreme pressure and to resolve conflict.
- DUTIES** : Coordinate and administer appeals submitted to the Department relating to the Marine Living Resources Act; National Forestry Act, 2008; and the Promotion of Access to Information Act, 2000, in terms of the relevant legislation and guidelines and any other relevant legislation. Initiate the appeal process within the time frames provided for in the appeals protocol and Regulations. Draft ministerial submissions and appeal decisions in respect of appeals relating to the MLRA. Ensure adherence to timeframes as per legislation and regulatory framework. Prepare briefing notes for the Minister on appeals. Manage the drafting of ministerial submissions and recommendations on appeals in respect of decisions taken by delegated officials under the NFA and PAIA. Draft presentations and briefing notes to Minister and/or Parliament. Draft submissions, briefing documents, responses to the public, media statements etc in relation to appeals.
- ENQUIRIES APPLICATIONS** : Ms S Rawat Tel No: (021) 402 3349 or email: srawat@dffe.gov.za
: RSCMCPT03-2026@dffe.gov.za
- POST 21/77** : **SAFETY, HEALTH, ENVIRONMENT & QUALITY MANAGEMENT OFFICER REF NO: EP-CT/04/2026**
- SALARY CENTRE REQUIREMENTS** : R397 116 per annum
: Kimberley
: National Diploma (NQF 6) in Occupational Health and Safety or relevant qualification. A minimum of 2 years' experience in relevant field. Knowledge in applicable legislation, (e.g.,Public Service Act, Departmental procedures and prescripts, Public Finance Management Act, Health and Safety Act, Compensation for Occupational Injuries and Diseases Act, Environmental Management Act). Knowledge of strategic planning, budgeting and ability to establish and manage relevant systems and controls. Knowledge and background in scientific processes and ability to develop, interpret and apply policies, strategies and legislation. Skills: Communications skills (written & verbal), Planning and organising skills, Adequate skills in computer use, Advanced skills in project management. Ability to be honest, work long hours voluntarily and with limited supervision. Ability to work individually and in team, good interpersonal relations skills and creativity. Ability to work under pressure and work with difficult people and to resolve conflicts. Valid driver's license and willingness to travel. Registration with SACPCMP and experience in ISO 45001 (previously OHSAS 18001) will be an added advantage.
- DUTIES** : The incumbent will be expected to conduct compliance assessments within the Environmental Programmes to ensure compliance with the Occupational Health & Safety Act. Undertake regular inspection and audits of EP projects within legislative framework. Conduct Provincial major incidents investigations and determine mitigation measures needed for OHS interventions; write up incident reports and engage with operations around the implementation of recommendations. Identify occupational health and safety interventions to address compliance shortcomings. Ensure compliance to implementation of all relevant ISO's standards (ISO14001 / ISO 45001 / ISO 31000 standards) and best management practice. Coordination and facilitation of occupational health & safety capacity building to all provincial EP projects. Assist provincial line functions in identifying and ensuring applicable occupational health and safety training needs are met. Introduce relevant intervention to correct sub-standard conditions. Provide and coordinate relevant OH&S induction training to all provincial operational EP staff. Assist in the management of a COIDA System & Administrative procedure.
- ENQUIRIES** : Mr M Talip at 072 632 5382, e-mail: mtalip@dffe.gov.za

APPLICATIONS : EPCT04-2026@dfpe.gov