

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

MANAGEMENT ECHELON

<u>POST 28/14</u>	:	<u>DIRECTOR: STATE FOREST MANAGEMENT REF NO: FOM71/2026</u>
<u>SALARY</u>	:	R1 317 384 per annum, (all-inclusive annual salary package)
<u>CENTRE</u>	:	Limpopo / Mpumalanga
<u>REQUIREMENTS</u>	:	An undergraduate qualification in Forestry or Natural Resource Management (NQF 7) or relevant qualification within the related field recognized by SAQA. A minimum of Five (5) years of experience in Commercial Forestry or related field at middle / senior managerial level within the related field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Furthermore, 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. Knowledge of relevant policies, legislations and frameworks relating to Forestry e.g. National Forests Act, 1998 (Act No 84 of 1998) (NFA) and the National Veld and Forest Fire Act, 1998 (Act No 101 of 1998) (NVFFA). Knowledge and understanding of all relevant legislation and regulations that govern the Public Service including Public Finance Management Act (PFMA) and treasury regulations, Public Service Act, Labour Relations Act etc. Knowledge and understanding of National Priorities of government e.g. National Development Plan 2030, Commercial Forestry Sector Master Plan, Accelerated and shared growth Initiative South Africa. Knowledge and understanding of Silviculture and Harvesting practices in relation to sustainable management of biological assets. Skills: Programme and Project Management, Financial Management, Change Management, Knowledge Management and People Management and Empowerment. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.
<u>DUTIES</u>	:	Manage the state-owned plantations and implement the annual plan of operations for the plantations. Manage State Forests, personnel and associated assets. Develop and implement Fire Management Plans. Ensure the implementation of Sustainable Forest Management in line with the National Forest Act and National Veld and Forest Fire Act. Proactive mitigation of audit risks, develop and implement audit interventions. Stakeholder Liaison. Provide post settlement support and support state forest Land administration and State Forest Land transfer programmes. Plan and initiate EPWP to serve as force multiplier for commercial forestry operations.
<u>ENQUIRIES</u>	:	Ms M Leseke at 072 199 1291
<u>APPLICATIONS</u>	:	FOM71-2026@dffe.gov.za Cape Town, North West (Forestry), Eastern Cape, Free State, Mpumalanga and Limpopo: 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 63 Strand Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email.
<u>NOTE</u>	:	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. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

CLOSING DATE : 24 August 2026

OTHER POSTS

POST 28/15 : **PRODUCTION ENGINEER GRADE A: GEOTECHNICAL ENGINEER REF NO: CWM05/2026**

SALARY : R914 517 per annum
CENTRE : Pretoria

REQUIREMENTS : Bachelor's degree in Engineering or relevant qualification as recognised by SAQA, plus three (3) years' post qualification experience in a related field. Compulsory registration with ECSA as a professional Engineering. Must understand the policy and legislative framework governing pollution and waste management. Sound analytical and research skills. Ability to manage and plan for activities, including projects and policy matters. Knowledge of National Waste Management Strategy. Ability to develop, interpret and apply policies, strategies and legislation. Knowledge and experience in water use, waste management, water resource infrastructure design and mining facilities design, operation and reviews procedures. Knowledge of Waste Classification and Management Regulations. Knowledge of National Norms and Standards for the Assessment of Waste for Landfill Disposal. Knowledge of Norms and Standard for Disposal of Waste to Landfill. Good interpersonal relations skills, Stakeholder engagement, Strategic Capability and Leadership skills. Knowledge of relevant engineering Standards. The incumbent must be able to work independently and efficiently under pressure as well as part of a multidisciplinary team. A valid Driver's license and willingness to travel.

DUTIES : Review and analyse geotechnical information to support the approval of engineering drawings and designs submitted for waste management licence applications, variations and 24G application. Develop and implement methodologies, policies, systems and procedures for geotechnical information products and applications to be utilise in the review and analysis of

geotechnical studies. Gather, analyse and disseminate geotechnical information to support the Directorate in reviewing applications and assessing the performance of licensed sites. Develop and implement screening tool for drawing and designs that accompanies waste applications. Screening engineering drawings and designs submitted to department with waste applications. Develop and implement case management system for engineering drawings submitted with waste applications. Process registrations in terms of National Norms and Standards for Waste. Provide support in the development of guidelines to ensure that engineering designs and drawings meet engineering standards. Process registration for National Norms and Standards and exclusion authorisation. Review of Geotech Studies and climate change studies for submitted waste applications. Develop guidelines for climate change studies in connection with waste activities.

**ENQUIRIES
APPLICATIONS**

: Mr M Phaladi Tel No: (012) 399 9852
: All applications to be submitted online on the following link:
<https://erecruitment.environment.gov.za/>

NOTE

: Interested applicants must submit their applications via the above link. Applicant must ensure that they complete all sections on the online Z83 and attached a detailed CV with at least three (3) contactable references. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

CLOSING DATE

: 24 August 2026

<u>POST 28/16</u>	:	<u>PRODUCTION ENGINEER GRADE A: CIVIL ENGINEER REF NO: CWM06/2026</u>
<u>SALARY</u>	:	R914 517 per annum
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	Bachelor's degree in Engineering or relevant qualification as recognised by SAQA, plus three (3) years' post qualification experience in hydraulic, environmental engineering and geotechnical engineering. Compulsory registration with ECSA as a professional Engineering. Knowledge and experience in water use, waste management, water resource infrastructure design and mining facilities design, operation and reviews procedures. Knowledge of Waste Classification and Management Regulations. Knowledge of National Norms and Standards for the Assessment of Waste for Landfill Disposal. Knowledge of Norms and Standard for Disposal of Waste to Landfill. Must understand the policy and legislative framework governing pollution and waste management. Sound analytical and research skills. Ability to manage and plan for activities, including projects and policy matters. Knowledge of National Waste Management Strategy. Ability to develop, interpret and apply policies, strategies and legislation. Good interpersonal relations skills, Stakeholder engagement, Strategic Capability and Leadership skills. Knowledge of relevant engineering standards. The incumbent must be able to work independently and efficiently under pressure as well as part of a multidisciplinary team. A valid Driver's license and willingness to travel.
<u>DUTIES</u>	:	Manage and evaluate engineering drawings and designs submitted for new waste management license applications, variations and sections 24G waste management applications. Screen, review and approve design reports and drawings for new waste license applications, variation, 24G applications and registration in terms National Norms and Standards established in terms of Waste Act. Manage approval process for construction quality assurance and construction completion reports of waste facilities being licensed. Screen, review and approve construction quality assurance and construction completion report. Manage approval of alternative material to geosynthetic materials for the purpose of beneficial use in terms of exclusion regulations. Manage and develop case management system to support the Directorate in managing Engineering drawings and designs. Provide technical and research support. Conduct research of alternative waste material which will perform equivalent to geosynthetic material. Develop guidelines for engineering designs and drawings to ensure that relevant engineering standards are met. Develop guidelines for climate change studies in relation to waste activities.
<u>ENQUIRIES</u>	:	Mr M Phaladi Tel No: (012) 399 9852
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.environment.gov.za/
<u>NOTE</u>	:	Interested applicants must submit their applications via the above link. Applicant must ensure that they complete all sections on the online Z83 and attached a detailed CV with at least three (3) contactable references. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

<u>CLOSING DATE</u>	:	24 August 2026
<u>POST 28/17</u>	:	<u>PRODUCTION ENGINEER GRADE A: RISK ASSESSMENT REF NO: CWM04/2026</u>
<u>SALARY</u>	:	R914 517 per annum
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	Bachelor's degree in chemical engineering or relevant qualification as recognised by SAQA, plus three (3) years' post qualification experience in hydraulic, environmental engineering and geotechnical engineering. Compulsory registration with ECSA as a professional Engineering. Knowledge of beneficial use of waste and National Waste Management Strategy. Knowledge and understanding of quantitative and qualitative risk assessment. Knowledge of waste characterization and risk profiling. Must understand the policy and legislative framework governing pollution and waste management. Sound analytical and research skills. Ability to manage and plan for activities, including projects and policy matters. Knowledge and experience in contract management. Ability to develop, interpret and apply policies, strategies and legislation. Good interpersonal relations skills, Stakeholder engagement, Strategic Capability and Leadership skills. Knowledge of relevant engineering standards. The incumbent must be able to work independently and efficiently under pressure as well as part of a multidisciplinary team. A valid Driver's license and willingness to travel.
<u>DUTIES</u>	:	Review risk assessment report and risk management plan in accordance with exclusion regulations. Develop National Threshold Inventory to inform quality of waste to be excluded for beneficial use. Develop methodology and procedures to determine the threshold and risk of waste material to be excluded. Develop database of beneficial use of different waste streams. Process registration for National Norms and Standards for Waste. Develop and implement quantitative and qualitative assessment tool for exclusion application. Provide technical and research support to licensing Directorate on development of inventory for products derived waste. Develop quality standards for safe compost and organic waste. Research on products from wastes and parameters that need to be maintained to ensure that environment is not compromised. Develop housekeeping Standards for the storage of storage and handling of hazardous waste. Develop and implement SOP for exclusion applications.
<u>ENQUIRIES</u>	:	Mr M Phaladi Tel No: (012) 399 9852
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.environment.gov.za/
<u>NOTE</u>	:	Interested applicants must submit their applications via the above link. Applicant must ensure that they complete all sections on the online Z83 and attached a detailed CV with at least three (3) contactable references. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be

required to submit certified copies of qualifications, 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

<u>CLOSING DATE</u>	:	24 August 2026
<u>POST 28/18</u>	:	<u>SCIENTIST PRODUCTION GRADE A: GEOHYDROLOGY REF NO: CWM07/2026</u>
<u>SALARY</u>	:	R791 604 per annum
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	Bachelor's of Science Honours degree as recognised by SAQA, plus three (3) years' post qualification experience in natural science. Compulsory registration with SACNASP as a professional Natural Science. Knowledge of Climate Change adaptation and mitigation. Must understand the policy and legislative framework governing pollution and waste management. Sound analytical and research skills. Ability to manage and plan for activities, including projects and policy matters. Knowledge and experience in contract management. Ability to develop, interpret and apply policies, strategies and legislation. Good interpersonal relations skills, Stakeholder engagement, Strategic Capability and Leadership skills. Knowledge of National Waste Management Strategy. The incumbent must be able to work independently and efficiently under pressure as well as part of a multidisciplinary team. A valid Driver's license and willingness to travel.
<u>DUTIES</u>	:	Review and analyse geohydrological information to support the approval of engineering drawing and designs submitted for new waste management license applications, variations and 24G applications. Develop and implement methodologies, policies, system and procedures for geohydrological information products and applications to be utilised in the review and analysis

of geohydrological studies. Gather, analyse and disseminate geohydrological information to support the Directorate in reviewing applications and assessing the performance of licensed sites. Provide support in approving design drawings and engineering for expansion of listed waste activity or any modification on licensed facilities. Process registration in terms of National Norms and Standards and the exclusion authorisation. Reviews climate change geohydrology and climate change studies that accompanies waste licence applications.

**ENQUIRIES
APPLICATIONS**

: Mr M Phaladi Tel No: (012) 399 9852
: All applications to be submitted online on the following link:
<https://erecruitment.environment.gov.za/>

NOTE

: Interested applicants must submit their applications via the above link. Applicant must ensure that they complete all sections on the online Z83 and attached a detailed CV with at least three (3) contactable references. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

CLOSING DATE

: 24 August 2026

POST 28/19

: **NON-SPATIAL INFORMATION SPECIALIST REF NO: FOM70/2026**
Re-Advertisement and those who have previously applied, need to reapply

**SALARY
CENTRE
REQUIREMENTS**

: R605 742 per annum
: Pretoria
: National Diploma (NQF Level 6) in Information Technology or relevant qualification within the related field as recognized by SAQA. A minimum of

three (3) years' experience in the in application and systems development or related experience. 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. Proficiency in Spatial Data Analysis Techniques. Knowledge of IT Systems support services, ICT management legislative frameworks, and the Systems Development Life Cycle (SDLC). Knowledge of Data visualisation tools, office automation and database management. Knowledge of project management. Sound knowledge of business process analysis, and business requirements analysis. Problem-solving and analytical methodologies. Excellent organizational and planning skills. Communication abilities with strong verbal and writing skills. Ability to gather, analyse, and interpret information effectively. Ability to develop, implement, and apply policies and procedures. Capable of working independently as well as collaboratively within a team.

DUTIES

: Design, develop, and maintain technical specifications for business applications. Conduct business requirements analysis and translate requirements into functional and technical specifications. Draft, review, and finalize system integration requirements and application functionality. Develop, maintain, and enhance application system interfaces to ensure seamless integration between systems. Perform preventative maintenance on existing applications to improve system stability and prevent future issues. Initiate, develop, and maintain automated statistical reporting solutions to support business decision-making. Provide innovative IT solutions to address business challenges and improve operational efficiency. Monitor and evaluate the implementation of change requests to ensure successful deployment and compliance with business requirements. Monitor, investigate, and resolve system faults and fault reports to maintain system availability and performance. Administer user access, security permissions, and system controls in accordance with organizational security policies. Assess system strengths, weaknesses, risks, and integration capabilities to identify opportunities for continuous improvement. Evaluate the advantages and disadvantages of custom-developed solutions versus commercial off-the-shelf (COTS) products and provide recommendations. Design and implement database strategies, monitor database health, optimize performance, and plan for future capacity and scalability requirements. Collaborate with GIS team to integrate spatial and non-spatial data. Manage database migrations, upgrades, and data integrity throughout the migration process. Develop, test, and maintain database backup and disaster recovery plans to ensure business continuity. Provide staff supervision, technical guidance, and support while promoting knowledge sharing and adherence to best practices.

ENQUIRIES APPLICATIONS

: Dr Andile Churchill Mkwalo at 067 422 3702
: FOM70-2026@dffe.gov.za

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.

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. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

<u>CLOSING DATE</u>	:	24 August 2026
<u>POST 28/20</u>	:	<u>ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION: LICENSING</u> <u>REF NO: CWM03/2026</u>
<u>SALARY</u>	:	R518 769 per annum
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	Appropriate Honours degree (NQF8) in Natural/Environmental Sciences or relevant qualification as recognised by SAQA coupled with a minimum of three (3) years' experience in the relevant field. Knowledge of environmental policies, legislation and regulation development, including waste and pollution policies. Understanding of licensing processes and National Waste Management Strategy. Understanding of registration processes in terms National Norms and Standards for Waste. Ability to apply environmental policies. Understanding of EIA regulations and Waste Information Regulations. Ability to work independently and in a team. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution. Ability to organize and plan under pressure. Ability to collect and interpret information and reports.
<u>DUTIES</u>	:	Process/ manage waste management licences and associated applications; registrations and exclusion authorisation. Ensure that licences and associated decisions, exclusion authorisations and registrations are loaded on the EDMS, SAWIC and any platform made available. Report on performance of directorate. Screening of licence applications, registration request in terms of National Norms and Standards and exclusions applications. Maintain and Keep record of all registration request, exclusions and licence application and associated reports. Maintain and keep all the records of decisions and correspondence that relate to licensing system. To support directorate in the implementation of Standard Operating Procedure for managing applications. Manage schedule for reviews, site visits, Monitoring Committee Meeting; preapplication meeting, PAIA request and 24G Fine Committee meetings. Develop and implement tracking tool for waste applications.
<u>ENQUIRIES</u>	:	Mr. P Matjelele Tel No: (012) 399 9852
<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.environment.gov.za/

NOTE

: Interested applicants must submit their applications via the above link. Applicant must ensure that they complete all sections on the online Z83 and attached a detailed CV with at least three (3) contactable references. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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 Qualifications 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

CLOSING DATE

: 24 August 2026

POST 28/21

: **LEGAL ADMINISTRATION OFFICER (MR3): FISHERIES POLICY AND RIGHTS ADMINISTRATION REF NO FIM21/2026 (X2 POSTS)**

**SALARY
CENTRE
REQUIREMENTS**

: R337 563 per annum, (OSD)
: Cape Town (Foretrust Building)
: LLB Degree or relevant equivalent qualification as recognized by SAQA. Two (2) years appropriate post qualification legal experience. Knowledge of the Marine Living Resources Act, Promotion of Access to Information Act, Protection of Personal Information Act, Promotion of Administrative Justice Act, Administrative Law and Constitution and constitutional law. Knowledge and experience in drafting legal documents. Applicant must have knowledge of laws of contract and delict, principles of interpretation of statutes. Skills in dispute resolution, case flow management and innovative and analytical thinking.

DUTIES

: Process transfer of Fishing Rights or Rights applications in terms of section 21 of the MLRA. Receive, examine and validate applications for the transfer of fishing rights. Conduct legal research to gather relevant information and case laws. Draft reports as provided for in terms of Regulation 5(3) of the

Regulations promulgated under the Marine Living Resources Act, 1998 (Act No. 18 of 1998). Draft requests for legal opinions and liaise with Legal Services. Provide legal guidance to stakeholders on the fisheries legal framework and respond to enquiries. Provide legal advice and legal administrative support to review and develop Fisheries Policies. Conduct legal research and analysis to inform the review and the drafting of fisheries policies. Provide legal guidance in drafting of fisheries policies for public comments and participate in stakeholders' consultation processes. Provide legal guidance during the drafting of Socio-Economic Impact Analysis (SEIAS). Provide legal guidance in consideration of comments and responses on the draft fisheries policies and compile final fisheries policies for approval. Provide legal coordination and legal administrative support on Fishing Rights Allocation process. Provide legal guidance during the review and drafting of application forms for fishing rights in accordance with applicable legislation and legal principles. Provide legal support on performance of reviews of fisheries post the allocation of fishing rights. Provide legal guidance in drafting briefing notes and presentations for Minister, Portfolio Committee and Senior Management. Provide legal administrative support to Consultative Advisory Forum (CAF) and/or Fisheries Transformation Council (FTC). Render legal support to implement recommendations of the CAF and/or FTC.

ENQUIRIES APPLICATIONS

: Mr. M Mdledle at (066) 471 1473 / e-Mail: MMdledle@dffe.gov.za
: FIM21-2026@dffe.gov.za

Cape Town, North West (Forestry), Eastern Cape, Free State, Mpumalanga And Limpopo: 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 63 Strand Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email.

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. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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 Qualifications 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. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Persons appointed will be

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<u>CLOSING DATE</u>	:	24 August 2026
<u>POST 28/22</u>	:	<u>RECORDS CLERK: FACILITIES & ADMINISTRATION SERVICES (X3 POSTS)</u>
<u>SALARY CENTRE</u>	:	R237 453 per annum
	:	Pretoria Ref No: CMS22/2026
	:	Nelspruit Ref No: CMS23/2026
	:	Makhado Ref No: CMS24/2026
<u>REQUIREMENTS</u>	:	Grade 12 Certificate. Post-matric qualification and experience in records clerk will be an added advantage. Knowledge of document management, Registry processes, Filing administration and Computer packages. Ability to work individually and in a team. Good interpersonal relations skills. Ability to work with difficult persons sense of responsibility and loyalty and Ability to work under pressure.
<u>DUTIES</u>	:	Provide effective administration of incoming files and opening of files. Close employee file when an employee is transferred, deceased or resigns. Update control sheet and put documents numerically. Efficient and timeous administration of the incoming and outgoing mail. Stamp all mails and face value forms before distribution. Weigh the mail to determine the pricing using the post office guideline prices. Record courier items in the register and send to reception for collection. Administer outgoing files. Register outgoing files in the recording book and ensure that they are signed by clients. Administration of disposal and transfer of files. Receive ephemeral documents from branches. Compile list of archival value files to be transferred to National Archive.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms K Kubai Tel No: (012) 399 9727
	:	All applications to be submitted online on the following link: https://erecruitment.environment.gov.za/
<u>NOTE</u>	:	Interested applicants must submit their applications via the above link. Applicant must ensure that they complete all sections on the online Z83 and attached a detailed CV with at least three (3) contactable references. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be required to submit certified copies of qualifications, 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

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CLOSING DATE

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24 August 2026