

ANNEXURE A

DEPARTMENT OF AGRICULTURE (DOA)

CLOSING DATE
NOTE

: 04 September 2026 at 16:00

: 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. Note 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

POST 30/01

: **SCIENTIFIC PRODUCTION REF NO: 3/3/1/73/2026**

: Directorate: Agricultural Inputs Control

: These are re-advertisements and all applicants who applied previously are encouraged re-apply.

SALARY

: R791 604 per annum, (OSD), (all-inclusive package to be structured in accordance with OSD)

CENTRE
REQUIREMENTS

: Gauteng: Pretoria

: 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 reading 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 SPrecruit40@nda.gov.za

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

POST 30/02 : **SCIENTIST PRODUCTION 2: REF NO:3/3/1/74/2026 (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.
<u>DUTIES</u>	: 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 characterization 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.
<u>ENQUIRIES</u>	: Mr SJ Ndlazi Tel No: (012) 319 6086
<u>APPLICATIONS</u>	: Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email SPrecruit41@nda.gov.za .
<u>NOTE</u>	: EE Target: African, Indian, White Males and African, Indian Females and Persons with disability.
<u>POST 30/03</u>	: <u>ASSISTANT DIRECTOR: COMPLIANCE MANAGEMENT REF NO: 3/3/1/75/2026</u> Directorate: Compliance Management Services
<u>SALARY</u>	: R487 197 per annum (Level 09)
<u>CENTRE</u>	: Gauteng (Pretoria)
<u>REQUIREMENTS</u>	: Applicants must be in possession of a Grade 12 Certificate and National Diploma in Compliance Management / Law / Risk Management (NQF 6). Minimum of 3 years' supervisory experience in compliance management environment. Job related knowledge: knowledge of corporate governance issues, Compliance management, Public service environment, Public Financial Management Act (PFMA) and National Treasury Regulations. Relevant legislation and regulations, norms and standards. Job related skills: Dynamic leadership skills, Computer literacy in Microsoft Office Suite, Project management skills, Communications skills (verbal and written), Presentation and Facilitation skills. Problem solving and analysis. Extended working hours and ability to work under pressure. A valid driver's license.
<u>DUTIES</u>	: Implement a compliance management strategy. Implement compliance management process which includes compliance identification, compliance risk assessment, compliance risk management and reporting. Develop a training strategy and train employees in the Department on compliance awareness. Update the Departmental Compliance universe on an on-going basis. Provide assistance in compiling the annual compliance management implementation plan. Participate in committees that serve as advisory bodies in the area of compliance risk management. Provide assistance in all compliance report coordination and assist in any compliance related information required by Risk and Compliance Committee. Align compliance checklist with strategic and operational plans on an on-going basis. Identify strategic and operational plans of the Department in order to understand the Departmental business for the purpose of identifying regulatory requirements.

		Conduct compliance assessments in the department according to procedure. Conduct compliance monitoring in accordance with developed compliance monitoring tools and techniques. Communicate best practice methodologies and standards for compliance functionality. Research on what are the best compliance practice methodologies and contribute in improving the Departmental compliance management methodology.
<u>ENQUIRIES</u>	:	Mr M Setati at 071 878 9179
<u>APPLICATIONS</u>	:	Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email ASDCMrecruit75@nda.gov.za
<u>NOTE</u>	:	EE Target: African Male and Persons with disability.
<u>POST 30/04</u>	:	<u>SCIENTIFIC TECHNICIAN PRODCUTION GRADE A REF NO: 3/3/1/76/2026</u> Directorate: Genetic Resources
<u>SALARY</u>	:	R407 337 per annum, (OSD)
<u>CENTRE</u>	:	Gauteng: Pretoria: (Roodeplaat: Genebank)
<u>REQUIREMENTS</u>	:	Applicant must be in possession of a Grade 12 certificate and National Diploma in Science or relevant qualification. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a Certified Natural Scientist. Job Related Work Experience: Minimum of 3 years post qualification in the field of botany, horticulture, agronomy, agriculture or conservation of plant genetic resources. Job Related Knowledge: Programme and project management. Scientific methodologies. Research and development. Computer-aided scientific applications. Knowledge of legal compliance. Technical report writing. Creating high-performance culture. Professional judgment. Data analysis. Mentoring. Job Related Skills: Creativity. Self-management. Financial management. Customer focus and responsiveness. Communication. Computer literacy. Networking. People management. Planning and organising. Conflict management. Change management. Problem solving and analysis. Working extended working hours. Handling of hazardous chemicals. Valid Driver's license.
<u>DUTIES</u>	:	Develop and implement methodologies, policies, systems and procedures relevant to conservation and sustainable use of Plant Genetic Resources for Food and Agriculture (PGRFA). Perform technical scientific functions and tasks that require interpretation in the presence of an established framework. Apply operational standards and consolidate methodologies, policies, systems and procedures. Identify gaps and develop appropriate interventions. Preparation for and participation in research activities. Data collection through field surveys. Maintenance, calibration and operation of scientific equipment. Provide technical support and advise relevant to conservation and sustainable use of Plant Genetic Resources for Food and Agriculture (PGRFA). Develop working relations with client base. Promote public awareness of scientific activities. Provide technical / scientific data, information and advice. Perform technical scientific analysis and regulatory functions relevant to conservation and sustainable use of Plant Genetic Resources for Food and Agriculture (PGRFA). Preparation of data and routine interpretation. Database and data management. Analysis of technical scientific data. Dissemination of information. Apply the appropriate scientific and technical procedures/skills to generate information and knowledge. Formulate proposals and compile reports. Develop and customize operational procedures. Research and Development relevant to conservation and sustainable use of Plant Genetic Resources for Food and Agriculture (PGRFA). Continuous professional development to keep up with new technologies and procedures. Conceptualise and development of scientific equipment. Equipment review. Research/literature studies to improve expertise. Publish and present technical reports and research findings. Liaise with relevant bodies/councils on technology-related matters. Human Capital and Development relevant to conservation and sustainable use of Plant Genetic Resources for Food and Agriculture (PGRFA). Mentor, train and develop candidate research technicians and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice. Supervise technical support and processes. Manage the performance management and development of staff.
<u>ENQUIRIES</u>	:	Ms ML Mokoena at (060) 972 9702

- APPLICATIONS** : Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email STPrecruit76@nda.gov.za.
- NOTE** : EE Target: Coloured and White Males and Persons with disability.