

DEPARTMENT OF AGRICULTURE (DOA)**CLOSING DATE**
NOTE

: 28 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. Applications: Please submit your application before the closing date as late applications will not be considered. Do not submit duplicate applications. If applying for multiple posts, submit separate applications for each post. Due to high volumes, the Department will not acknowledge receipt of applications. Communication will be limited to shortlisted candidates only. If you have not heard from us within 3 months, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DOA is an equal opportunity employer committed to promoting representivity and affirmative action. We encourage applications from all qualified candidates. The Department reserves the right not to fill vacancies. By applying you consent to the collection and processing of your personal information for recruitment purposes. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, sign an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination.

ERRATUM: Kindly note that the post of Deputy Director: Human Resource Policy with Ref No: 3/3/1/82/2026, which was advertised in the Public Service Vacancy Circular 32 dated 04 September 2026, the Employment Equity (EE) Targets has been amended as follows: Africans, Whites, Indians and Persons with disability.

OTHER POSTS**POST 33/01**

: **STATE VETERINARIAN REF NO: 3/3/1/83/2026**

: Directorate: Animal Health

SALARY
CENTRE
REQUIREMENTS

: R932 292 per annum (Level 11)

: Mpumalanga: Skukuza

: Applicant must be in possession of a Grade 12 Certificate and Bachelor of Veterinary Science (BVSc / BVMCh) Registration with the South African Veterinary Council as a Veterinarian Job related work experience: A minimum

of one (1) year of experience as a State Veterinarian or Compulsory Community Service veterinarian in a regulatory state veterinary area in South Africa. Job related knowledge: Applications for the Animal Diseases Act, 1984 (Act No. 35 of 1984). Practical working knowledge and experience in application of Meat Safety Act, 2000 (Act No. 40 of 2000). Knowledge and practical experience of laboratory international standards ISO-IEC 17025. Knowledge and practical experience of import and export facilitation. Job related skills: Analytical skills. Research skills. Ability to communicate clearly, both verbally and written. Administration and organisational skills. Ability to function efficiently under various types of pressure with professionalism and integrity. Complex problem-solving skills. Ability to think logically and adapt to change. Ability to maintain good interpersonal relationships and work in a team. Ability to work extended working hours. Valid weapons' competency certificate for handguns, shotguns and rifles. Relevant firearm license. Valid driver's license.

DUTIES

: Wildlife disease surveillance, monitoring, control and delivery of a clinical and diagnostic services. Plan, direct, supervise and co-ordinate wildlife disease surveillance, monitoring and control. Performing necropsies of various species, managing sample processing and disease diagnostic services in the laboratory. Provide a health plan for ECI dogs as well as clinical and emergency services for working dogs (ECI, SAPS, SANDF). Plan, supervise wildlife disease epidemiological investigations and expand into applied disease research. Collaboration on scientific papers with regards to various controlled diseases or novel wildlife emerging diseases. Perform procedures and functions relevant to Veterinary Public Health activities. Plan, provide and coordinate a wildlife veterinary public health service. Field inspections during culling operations and carcass inspections at abattoir. Sanitary and quality control of final products and abattoir compliance. Inspections assist with activities pertaining to plant collection missions. Disease risk assessment, extension and information services. Provide information services to the conservation agencies and wildlife industry and participate on Departmental Advisory Groups. Stray buffalo/livestock control and communication to relevant stakeholders. Lectures to HR's, visiting students, on controlled diseases, conservation and financial impacts. Contribute to risk analysis services with emphasis on wildlife translocations and wildlife associated diseases. Advise Provincial Veterinary Directors, State Veterinarians, Private Veterinarians and Farmers on buffalo diseases testing and movement. Assess the needs and status of Gene bank facilities and equipment. Develop policies, norms, standards and legislation for the prevention and control of animal disease. Assist in the process of developing, formulating, modifying and analysing policies, norms, standards and legislation for managing wildlife disease risks and disease control (including fences). Section 20 assistance and evaluation of projects. Assistance with wildlife related litigation involving the Department. Office and personnel administration. Compile monthly reports and update all relevant registers. Budgeting, procurement and financial planning (follow-up & control) and training. Attendance of relevant meetings/ workshops/ seminars.

ENQUIRIES

APPLICATIONS

: Dr M Swanepoel Tel No: (012) 319 7481
: Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email SVrecruit83@nda.gov.za

NOTE

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

POST 33/02

: **ASSISTANT DIRECTOR: EMPLOYEE RELATIONS REF NO: 3/3/1/84/2026 (X3 POSTS)**
Directorate: Diversity Management and Transformation Strategies
(12 Months Fixed Term Contract)

SALARY

CENTRE

REQUIREMENTS

: R487 197 per annum (Level 09), (plus 37% in lieu of benefits)
: Gauteng: Pretoria
: Applicant must be in possession of a Grade 12 Certificate and a National Diploma or Degree in Labour Relations/Labour Law/Human Resources Management/ Public Administration (NQF 6). Minimum of three (3) years supervisory experience in the field of Labour Law / Labour Relations. Job related knowledge: Experience and knowledge of the following legislations: Labour and Employment Legislation and Public Service Regulations. Job related skills: Investigation skills, Report writing skills, Computer Literacy,

Communication skills, (written and verbal) Negotiation skills, Conflict resolution skills, Problem solving skills, Interpersonal skills, Presentation and facilitation skills, Analytical skills. Must have a valid driver's license, work irregular hours and willing to travel.

DUTIES

: Facilitate the prompt finalisation of grievance: Monitor implementation and adherence of prescripts governing grievances. Facilitate grievance cases and ensure that they are dealt within 30 working days/agreed upon timeframes. Ensure effective advice towards the resolution of grievances. Ensure prompt referral of grievances to the Executive Authority (EA) and Public Service Commission (PSC) when necessary. Ensure and monitor the implementation of grievances. Effective application of labour relations policies, procedures, regulations and legislation: Provide advice to clients and ensure effective and efficient application of labour relations policies. Facilitate the effective finalisation of disputes: Identify cases that need to be dealt with by legal services or external service providers / counsel. Proper preparation and presentation of cases. Obtain mandate and/or negotiate settlement agreements to resolve disputes where applicable. Represent the Department at conciliation and arbitration. Manage an effective labour relations reporting system for allocated cases: Timely submission of monthly statistics. Assist in compilation of quarterly, annual and ad hoc reports. Monitor and capture all grievance cases in PERSAL. Facilitate capacity building programs: Provide and facilitate training to business unit on request. Advise employees daily. Assist in the implementation of misconduct guidelines and processes: Opening misconduct files and filing of misconduct documents. Facilitate finalisation of disciplinary cases and ensure that they are finalised within 90 calendar days. Ensure the implementation of the outcome of formal and informal disciplinary process. Supervise, monitor and ensure the implementation of the outcome of formal and informal disciplinary processes. Provide efficient and effective advice on disciplinary matters. Draft, Initiate and finalise all formal disciplinary processes. Monitor PERSAL on the outcome of the disciplinary process. Draft reports on misconduct matters.

ENQUIRIES APPLICATIONS

: Mr Leonard Makgato Tel No: (012) 319 7229
: Applications can be submitted by hand delivery during office hours to 20 Steve Biko Street, Agriculture Place, Arcadia, Pretoria, 0002 or by email ASDERrecruit84@nda.gov.za

NOTE

: EE Target: Africans, Indians, Coloureds, Whites and Persons with Disabilities.