

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

- APPLICATIONS** : All applications to be submitted online on the following link:
<https://erecruitment.environment.gov.za/>
- CLOSING DATE** : 02 November 2026 at 16:00. No late applications will be accepted
- 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>. 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. Following the interview and technical assessment for all SMS posts, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity 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 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.
- ERRATUM:** Kindly note that closing date for the post of Deputy Director-General: Oceans and Coasts with Ref No: OC28/2026 advertised in the Public Service Vacancy Circular 36 dated 09 October 2026 with the closing date of 26 October 2026 has been extended to 09 November 2026.
- Kindly note that the salary post for the Administration Clerk: Accommodation & Auxiliary (Bisho) with Ref No: CMS-CT14/2026 advertised in the Public Service Vacancy Circular 36 dated 09 October 2026 with the closing date of 26 October 2026. The salary for the post is R237 453 per annum.

MANAGEMENT ECHELON

POST 37/27 : **DIRECTOR: OCEANS AND COASTS ENFORCEMENT REF NO: RCSM22/2026**

SALARY : R1 317 384 per annum, (all-inclusive salary package)
CENTRE : Cape Town
REQUIREMENTS : An Undergraduate qualification (NQF7) in natural science/conservation / environmental science / environmental management or law or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience at middle/senior managerial level within the environmental management space, primarily focusing on coordinating national enforcement activities and coordinating enforcement operations. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Functional experience and knowledge of enforcement processes and criminal justice system. Knowledge: Environmental/biodiversity policies, legislation, relevant international instruments, civil procedure, criminal procedure and processes, constitutional law and administrative law. Audit procedures and risk management, Public Service and Departmental procedures and prescripts, Planning and performance management legislation, Skills & Competencies: Good written and verbal communication skills. Ability to interact with and provide assistance to a wide range of stakeholders as well as an understanding of intergovernmental relations and co-operative governance. Adequate skills in computer use, Adequate skills in respect of formal presentation and public speaking; Good interpersonal relations and diplomatic skills, Relationship Management, Stakeholder engagement, Public Relations, Strategic Capability and Leadership, Performance Management, Programme and Project Management, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation (SDI), Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus, Ability to work individually and in a team, Ability to work with difficult persons and to resolve conflict, Sense of responsibility and loyalty, Objectiveness, Integrity, Service orientated, Self supervision, Highly developed sense of honesty, Protect the confidentiality of documents. Must have a valid driver's licence and willingness to travel.

DUTIES : Coordinate criminal investigations in relation to environmental transgression related to oceans and coasts. Enforce environmental legislation related to oceans and coasts through facilitation of inspections and investigations to verify environmental transgressions. Coordinate joint operations and national projects. Facilitate and undertake awareness and capacity development focused on compliance and enforcement of the Integrated Coastal Management Act and other legislation that applies within the ocean and coastal environment. Plan and execute training for Prosecuting Authority, Justice and other Law Enforcement agencies. Stakeholder Engagement and Co-operate with and liaise with enforcement stakeholders on matters relating to oceans and coasts enforcement activities at a national level, programmes and projects.

ENQUIRIES : Ms F Craige Tel No: (012) 399 9460

OTHER POSTS

POST 37/28 : **SCIENTIST PRODUCTION GRADE A: SMALL PELAGIC FISH AND FISHERIES REF NO: FIM26/2026**

SALARY : R791 604 per annum, (OSD)
CENTRE : Cape Town (Foretrust Building)
REQUIREMENTS : BSc (Hons) Natural Science (NQF Level 8) or relevant qualification as recognized by SAQA. Three (3) years relevant scientific experience post BSc qualification and compulsory registration with SACNASP as a Professional Natural Scientist. Theoretical and/ or practical knowledge of fisheries and biological research activities. Small pelagic fish and fisheries resources and sustainable management thereof. Scientific methodologies and models. Scientific research and development. Data analysis and statistics with a strong quantitative focus. Familiarity with software applications for the storage and manipulation of large datasets and statistical analysis of data, in particular the MS Access database environment and the statistical programming language

		'R'. Proven ability to carry out quantitative analyses. Research and development; Programme and project management; Decision making; Team leadership; Communication; Planning and organising; and Computer literacy. Ability to formulate and write reports and peer-reviewed scientific papers and scientific reviews. Ability to develop and apply policies. Ability to identify research gaps and develop an appropriate research programme. Ability to gather and analyse information. Ability to work under pressure and submit documents to local and international fora within required timeframes. Ability to work individually and in a team. Ability to work under extreme pressure. Ability and willingness to work at sea.
<u>DUTIES</u>	:	Conduct research on pelagic fish and fish species, conduct research surveys, contribute to stock assessments, and provide scientific advice for optimal resource utilisation and sustainable fisheries management. Develop and implement methodologies, policies, systems and procedures. Conduct research and development. Identify research gaps and contribute to the development of appropriate scientific interventions. Participate in Scientific Working Groups and provide scientific inputs into fisheries management and policy development. Engage with fisheries managers, industry, research institutions and other stakeholders. Perform scientific analysis and regulatory functions. Manage human capital development.
<u>ENQUIRIES</u>	:	Ms Zimasa Jika at (082) 332 7943
<u>POST 37/29</u>	:	<u>ASSISTANT DIRECTOR: MEDIA AND EDITORIAL SERVICES REF NO: CMS-CT16/2026</u>
<u>SALARY</u>	:	R487 197 per annum
<u>CENTRE</u>	:	Cape Town
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Journalism, Media Studies, Communication, Marketing, Digital Marketing or Public Relations qualification recognised by SAQA. A minimum of three years (3) experience in Media Relations, Editorial, Corporate Communication, Social Media or relevant field. Knowledge Desktop publishing and production, printing process/production, Marketing and campaigns. Knowledge of administration fields, Public Service prescripts and procedures as well as Departmental procedures, policies. Skills: Good communication (verbal and written), organising, planning skills, effective customer relationships management and personnel skills. Good interpersonal relations, Effective analytical skills, be able to engage with senior managers and work under pressure and extra hours. Ability to develop and apply policies. Ability to work individually and in to lead multidisciplinary team. Ability to work under extreme pressure and organise and plan under pressure. Good interpersonal relations skills. Ability to take initiatives and provide creative solutions. Ability to work with difficult persons and resolve conflict. Willingness to travel and work extended hours. Must have a valid driver's license.
<u>DUTIES</u>	:	Provide Media Relation Support. Coordinate responses to media queries from branches daily. Draft and implement media plans for departmental events, draft and distribute media invitations and monthly media reports. Draft and implement social media plans for Departmental events and awareness programmes. Provide photography and video services. Provide writing and content development function. Provide exhibition and branding support. Provide Corporate Identity Management support. Provide internal communications support. Contribute to the monthly internal newsletter, Lekgotla.
<u>ENQUIRIES</u>	:	Mr K Letsebe Tel No: (021) 493 7138
<u>POST 37/30</u>	:	<u>PRINCIPAL COMMUNICATION OFFICER: STAKEHOLDER COOPERATION AND AWARENESS REF NO: CMS-CT18/2026</u>
<u>SALARY</u>	:	R413 001 per annum
<u>CENTRE</u>	:	Cape Town
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Communications, Public Relations, Event Management, Marketing, Journalism or relevant equivalent qualification. A minimum of two years (2) relevant experience in relevant field. Knowledge of project management. Knowledge of Marketing and stakeholder management, event management, campaigns management, Administration fields, Public Service and Departmental procedure. Skills. Sound, organising and planning skills, good communication skills. Ability to engage senior managers, good interpersonal relations. Ability to work long hours voluntarily, be able to gather

		and analyse information. Ability to apply policies, be able to work individually and in teams and ability to be able to work under extreme pressure and organise and plan under pressure. Sense of responsibility and ability to lead multidisciplinary team and to resolve conflicts.
<u>DUTIES</u>	:	Provide event management support for environmental calendar days activities and ministerial and non-ministerial events and conferences. Assist in updating the departmental calendar for events and stakeholder engagement database. Provide support on learner environmental awareness programmes, career expos and community outreach programmes. Provide support in the development and implementation of departmental campaigns. Provide support in the implementation of stakeholder engagement programmes. Assist with logistics and communication outputs for events, conferences and stakeholder engagement programmes.
<u>ENQUIRIES</u>	:	Mr P Sigutya Tel No: (021) 493 7136
<u>POST 37/31</u>	:	<u>SENIOR COMMUNICATION OFFICER: STAKEHOLDER COOPERATION & AWARENESS REF NO: CMS-CT17/2026</u>
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Cape Town
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Communications, Public Relations, Event Management, Marketing, Journalism or relevant equivalent qualification. A minimum of one year (1) relevant experience in relevant field. Knowledge of project management. Knowledge of Marketing and stakeholder management, event management, campaigns management, Administration fields, Public Service and Departmental procedure. Skills. Sound, organising and planning skills, good communication skills. Ability to engage senior managers, good interpersonal relations. Ability to work long hours voluntarily, be able to gather and analyse information. Ability to apply policies, be able to work individually and in teams and ability to be able to work under extreme pressure and organise and plan under pressure. Sense of responsibility and ability to lead multidisciplinary team and to resolve conflicts.
<u>DUTIES</u>	:	Provide event management support for environmental calendar days activities and ministerial and non-ministerial events and conferences. Provide support in updating the departmental calendar for events and stakeholder engagement database. Provide support in the implementation of learner environmental awareness programmes, career expos and community outreach programmes. Provide support in the development and implementation of departmental campaigns. Provide support in the implementation of stakeholder engagement programmes. Assist with logistics and communication outputs for events, conferences and stakeholder engagement programmes.
<u>ENQUIRIES</u>	:	Mr P Sigutya Tel No: (021) 4937136
<u>POST 37/32</u>	:	<u>ADMINISTRATIVE OFFICER: ACCOMMODATION AND AUXILIARY SERVICES</u>
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Cape Town Ref No: CMS-CT12/2026 Pietermaritzburg Ref No: CMS-CT13/2026
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Public Management/Administration or relevant equivalent qualification. A minimum of one years (1) relevant experience in relevant field. Knowledge of Administrative procedures. Financial Management, Project Management, HR Practices Extensive Administrative experience. Knowledge of Contract Management, monitoring and control, Public Service and Departmental procedures. Skills, Communicate skills (written and spoken), Leadership and management skills. Coordination, organising and planning skills, Administrative and report writing. Have planning and organising, problem solving and problem-solving skills. Ability to work long hours voluntarily, be able to gather and analyse information. Ability to apply policies, be able to work individually and in teams and ability to be able to work under extreme pressure and organise and plan under pressure. Sense of responsibility and ability to lead multidisciplinary team and to resolve conflicts. Be able to collect and interpret information and reports.
<u>DUTIES</u>	:	Provide administrative support for the sub-directorate. Administer Small Works Maintenance Projects and office space. Facilitate food aid services. Ensuring compliance with hygiene service standards in regional offices. Ensure that deep cleaning of carpets is done twice per year. Ensure that the appointed

ENQUIRIES

cleaners are always on site for daily cleaning services. Provide inventory support. Draft and issue request for quotations to service providers on the Departmental database. Ensure the appointment of service providers to conduct repairs and maintenance, maintain a stock register. Report redundant equipment and maintenance consumables for replenishment.

:

Ms Dumezweni- Sogayise at 071 507 0130