ANNEXURE D

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	:	23 November 2026, 16:00. No late applications will be accepted.
FOR ATTENTION	:	Human Resource Management
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. 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 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 the post of Groundsman: Greening and Livelihood Implementation Support with Ref No: FOM75/2026 advertised in the Public Service Vacancy Circular 39 dated 30 October 2026 with the closing date of 16 November 2026 has been withdrawn.

MANAGEMENT ECHELON

POST 40/13 : **DIRECTOR: SECTOR PERFORMANCE MONITORING AND REPORTING REF NO: CMS57/2026**

SALARY : R1 317 384 per annum, (all-inclusive salary package)
CENTRE : Pretoria
REQUIREMENTS : An undergraduate qualification (NQF7) in Business Management / Public Management or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience at a middle or senior managerial level in 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. Extensive knowledge of strategic management. Good understanding of monitoring and evaluation process. Project and financial management (PFMA and Treasury regulations). Ability to develop and apply policies. Knowledge of government planning process. Strategic capability and leadership. People management and empowerment. Ability to gather and analyse information. Knowledge of administrative and human resource procedures. Good coordination, organisational and planning. Excellent communication (verbal and written), report writing and presentation skills. Sense of responsibility and loyalty. Ability to work long hours.
DUTIES : Manage and provide strategic planning support on environment sector priorities. Manage the development of environmental priorities. Manage the development and review of the 5-year and annual environment sector plans and Medium-Term Development Plan priorities. Provide leadership on planning support to intergovernmental working groups and sector partners. Monitor and report on the implementation of sector priorities. Manage the development of the 5-year, bi-annual, annual and quarterly performance reports on the implementation of environment sector priorities. Conduct quality review of performance reports. Lead and manage the portfolio of evidence. Conduct assessment/evaluation of environment sector performance. Manage and provide oversight support for provincial planning and reporting. Manage the development and review of the Provincial Uniform Budget Structure on standardised performance measures. Manage the development and review of standardised indicators. Manage the assessment of provincial Annual Performance Plans. Manage the analysis and verification of provincial quarterly performance reports. Manage the assessment/evaluation of the implementation of the Provincial Uniform Budget Structure. Manage the development and implementation of the Environmental Sector Transformation Programme. Manage the development of the Environment Sector Transformation Strategy and annual implementation plan. Manage the development of performance reports on the implementation of Environment Sector Transformation Strategy and annual implementation plan. Manage the coordination of the Gender Forum meetings. Lead and support events to support the Environment Sector Transformation Programmme. Manage the assessment/evaluation of the Environment Sector Transformation Strategy. Manage the coordination of Working Group 3. Manage secretarial function for Working Group 3 meetings. Manage the development of annual Working Group 3 Workplan. Manage the compilation of Working Group 3 performance reports. Conduct quality review of performance reports. Manage the database of Working Group 3 members. Manage the development of monitoring and evaluation systems. Manage the development and implementation of the Environment Sector Standard Operating Procedures. Manage the development and maintenance of reporting systems.
ENQUIRIES : Ms T Msindo-Nkuna Tel No: (012) 399 9020

OTHER POSTS

POST 40/14 : **DEPUTY DIRECTOR: MONITORING & SURVEILLANCE REF NO: FIM36/2026**

SALARY : R1 101 468 per annum, (all-inclusive package)
CENTRE : Cape Town
REQUIREMENTS : National Diploma (NQF6) in Natural Science, Law Enforcement or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience in Law Enforcement, administration and management or

relevant field of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge of the National Constitution, MLRA and Regulations (Act 18/98), South African Maritime Safety Authority Act: Act 5 of 1998, Environmental Management Act. Knowledge of International Agreements and Conventions UNCLOS, SADC and Regional Fisheries Management Organisations CCAMLR, IOTC, ICCAT, CCSBT. Skills: Project Management, Conflict resolution and Communication skills (written and verbal). Leadership skills (visionary/ operational), Planning and Execution skills and Delegations and empowerment. Ability to work long hours voluntarily. Be able to gather and analyse information, Ability to develop and apply policies. Ability to work under extreme pressure. Ability to work with difficult persons and resolve conflict. Ability to work independently and in a team. Supervisory experience. Must have a valid driving license.

DUTIES : Manage, plan, coordinate and execute compliance and enforcement measures. Ensure the selection of targeted right holders to be investigated in the 6 key fisheries sectors. Ensure proper reporting on complete investigations to the Chief Directorate. Manage land, sea and air boarder inspections to promote awareness and compliance with the Marine Living Resources Act (MLRA). Identify priority sea, land and ports of entry and exits. Create awareness and sensitize stakeholders and role-players toward the protection and sustainable use of marine living resources. Manage, plan, coordinate and execute compliance and enforcement measures through the execution of anti-poaching operations. Also consult with relevant role-players and stakeholders to facilitate proper planning of operations. Ensure and facilitate logistical arrangements, submissions and approvals. Ensure proper reporting. Manage enforcement efforts and reporting. Ensure that cases and J534 fines in terms of infringements of the Marine Living Resources Act (MLRA) and other relevant marine related legislations are documented correctly. Intervene in matters/ cases of National and International importance by providing enforcement expertise and support.

ENQUIRIES : Mr M Dlulane at 071 605 2201

POST 40/15 : **ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION LAND-BASED SOURCES REF NO: OC38/2026 (X2 POSTS)**
Re-advertisement and those who previously applied need to re-apply.

SALARY : R518 769 per annum, (OSD)
CENTRE : Cape Town
REQUIREMENTS : Honours Degree (NQF Level 8) in Natural or Environmental Management/Sciences or relevant qualification within the related as recognised by SAQA. A minimum of three (3) years' experience in a related field. Extensive knowledge of the South African coast, marine and coastal pollution management, integrated coastal management, coastal processes, coastal management principles and national and international coastal policies and legislation. Knowledge of marine water quality and environmental monitoring techniques and management. Knowledge and understanding of data and information management. The ability to interpret and apply coastal and related legislation and policies, including the NEM: ICMA, NEMA, NEM: WA and NEM: BA Regulations, National Water Act, Minerals Act, international treaties and conventions, national and provincial laws, and departmental protocols. Functioning of coastal ecosystems and the impacts of human activity on those systems. Integrated Environmental Management and Environmental Impact Assessment. UNEP commitments, GPA programme, Regional Seas Conventions and related projects. Government administration and financial procedures. Project management. Public Service Regulation and Departmental procedures and prescripts. Background in Physical Sciences, Natural Sciences or Environmental Sciences. Sound organising and planning skills. Project management. Effective communicator. Analytical thinking. Scientific writing & reporting. Computer literacy. Multitasking. Networking and stakeholder engagement. Ability to work under pressure. Ability to meet tight deadlines, while maintaining good work quality. Good communication skills (written, oral and graphic).). Ability to draft, interpret and apply policy and legislation. Ability to formulate solutions through analytical and innovative thinking. Ability to deal tactfully and efficiently with telephonic enquiries from members of the public. Ability to work within a team and individually. Ability to collect and analyse data and information. Good interpersonal skills. Proactive & honest. Conflict resolution. A driving license. Willingness and ability to travel.

DUTIES : The incumbent will be responsible to regulate the discharge of effluent into estuaries and coastal waters. Provide support to Departmental coastal pollution initiatives and other related projects. Represent the Directorate's interests in EIA processes, relevant consultative forums, and other relevant structures to ensure good governance. Provide technical support to compliance and enforcement processes with specific focus on land-based sources of marine pollution.

ENQUIRIES : Mr R Molale at 072 493 7071 or Ms S Arabi at 082 741 2385

POST 40/16 : **ASSISTANT DIRECTOR: NURSERY MANAGEMENT (GREENING AND LIVELIHOODS IMPLEMENTATION SUPPORT REF NO: FOM79/2026**

SALARY : R487 197 per annum
CENTRE : Free State, Qwaqwa
REQUIREMENTS : National Diploma (NQF Level 6) in Forestry / Environmental Science or Natural Resources Management or relevant qualification within the related field as recognized by SAQA. A minimum of three (3) years' experience in Forestry or related field. Knowledge of the 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 of Housing Management, and Operations Management. Knowledge of the function of different departments and levels of government. Government business practices and policies. Project Management and strategic planning. Stakeholder Engagement. Strategic Capability and Leadership. Financial Management. Client Orientation and Customer Focus. Good interpersonal relations skills. Good Communication skills. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to negotiate in difficult situations and to resolve conflict. A valid Driving license and willingness to travel.

DUTIES : Manage plant production activities. Develop and implement annual plan of operation. Ensure seed collection, treatment and storage. Ensure propagation of good quality seedlings. Ensure tendering and watering of plants. Oversee continuous production and maintenance of the Nursery. Ensure maintenance of the infrastructure, transplanting of seedlings and fertilising and watering plants. Manage the implementation of control programs for weeds, insects, pests and diseases. Render support on the implementation of greening programme. Provide support for the coordination of activities on Forestry Awareness Campaign and Empowerment. Conduct awareness campaigns and greening information sessions. Distribute trees and promotional materials. Coordinate and monitor tree planting and monitor survival of trees. Provide general administration support services. Name, tag and count all the plants. Ensure revenue collection in line with Standard Operating Procedures. Provide support during stocktaking at the Nurseries. Provide information to the Public. Ensure that production materials are procured. Compile reports as required. Develop and maintain database for trees inventory.

ENQUIRIES : Ms. A Tshaka, Cell No: 060 974 3305

POST 40/17 : **SENIOR FORESTRY DEVELOPMENT OFFICER REF NO: FOM82/2026**

SALARY : R413 001 annum per annum
CENTRE : Eastern Cape
REQUIREMENTS : National Diploma (NQF Level 6) in Forestry/ Development Studies or relevant qualification within the related field as recognized by SAQA. A minimum of two (2) years' experience in Forestry or related field. Knowledge and understanding of the 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 of the function of different departments and levels of government. Knowledge of Reporting systems and processes. Knowledge of Performance Management Systems. Knowledge of Government business practices and policies. Project Management and strategic planning. Relationship Management. Stakeholder engagement. Public Relation Research. Strategic Capability and Leadership. Financial Management. Change Management. Knowledge Management Service Delivery. Ability to negotiate in difficult situations and to resolve conflict. Ability to work under pressure and handle criticism. Good interpersonal relations and communication skills. Proficiency in Microsoft programmes. A valid Driving Licence and Willingness to travel.

DUTIES : Ensure mitigation of threats on environmental quality and human health through implementation of greening programme in the district. Develop and

		implement greening plans and ensure compliance. Facilitate and support local municipalities with National Arbor City Awards Competition. Compile monthly reporting. Promote a transformed forestry sector through job creation as per EPWP guidelines and approved SOP. Promote forestry profile by participating in major departmental campaigns, Arbor month, International Day of Forest and support other collaborating departments' events. Provide technical support and extension services to existing and new livelihoods projects. Ensure forestry programmes are incorporated into Provincial Local Government.
ENQUIRIES	:	Mr TM Paqula, Cell No: 066 398 2132
POST 40/18	:	**SENIOR FORESTRY DEVELOPMENT OFFICER REF NO: FOM73/2026**
SALARY	:	R413 001 annum per annum
CENTRE	:	Mpumalanga
REQUIREMENTS	:	National Diploma (NQF Level 6) in Forestry/ Development Studies or relevant qualification within the related field as recognized by SAQA. A minimum of two (2) years' experience in Forestry or related field. Knowledge and understanding of the 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 of the function of different departments and levels of government. Knowledge of Reporting systems and processes. Knowledge of Performance Management Systems. Knowledge of Government business practices and policies. Project Management and strategic planning. Relationship Management. Stakeholder engagement. Public Relation Research. Strategic Capability and Leadership. Financial Management. Change Management. Knowledge Management Service Delivery. Ability to negotiate in difficult situations and to resolve conflict. Ability to work under pressure and handle criticism. Good interpersonal relations and communication skills. Proficiency in Microsoft programmes. A valid Driving Licence and Willingness to travel.
DUTIES	:	Ensure mitigation of threats on environmental quality and human health through implementation of greening programme in the district. Develop and implement greening plans and ensure compliance. Facilitate and support local municipalities with National Arbor City Awards Competition. Compile monthly reporting. Promote a transformed forestry sector through job creation as per EPWP guidelines and approved SOP. Promote forestry profile by participating in major departmental campaigns, Arbor month, International Day of Forest and support other collaborating departments' events. Provide technical support and extension services to existing and new livelihoods projects. Ensure forestry programmes are incorporated into Provincial Local Government.
ENQUIRIES	:	Ms S.T. Lithole, Cell No: 072 211 7272
POST 40/19	:	**SENIOR OCCUPATIONAL HEALTH AND SAFETY OFFICER REF NO: CMS56/2026**
SALARY	:	R413 001 per annum
CENTRE	:	Bisho, Eastern Cape
REQUIREMENTS	:	National Diploma (NQF6) in Occupational Health and Safety or relevant qualification within the related field as recognized by SAQA. A minimum of two (2) years' experience in Occupational Health and Safety. Registration with a relevant OHS body with a certificate from SAIOSH/SACPCMP and must have SAMTRAC. Knowledge and understanding of Occupational Health and Safety Act 85 of 1993 and Regulations; Code of Practice of South African National Standard and related prescripts and National Building Regulations. Understanding of project management, financial management, supply Chain Management legislation. Good communication (verbal and written), problem solving skills, report writing skills, organising and planning skills. Good analytical thinking. Good computer literacy and use of standard packages. Ability to gather and analyse information. Ability to work under pressure. Ability to work independently and in a team. Willingness to travel long distances and spend time away from home.
DUTIES	:	Conduct safety inspections to enforce health and safety regulations within the Departmental facilities. Compile reports to provide recommendations for injury/illness prevention and corrective actions to ensure compliance at the sites. Compile health and safety files and ensure that they updated accordingly. Conduct incidents investigations and determine mitigation measures needed for OHS interventions. Compile and maintain safety-related records. Conduct workplace risk assessments, incident registers, monthly registers, and OHS

		related statistics. Coordinate emergency evacuation drills and assist in emergency preparedness for the workplace. Coordinate Regional OHS quarterly committee meetings. Develop, coordinate and implement Occupational Health and Safety education and training to enable preparedness for hazards and risks. Develop and review applicable Occupational Health and Safety applicable Statutory Standards, Policies and Procedures for the Departmental facilities.
ENQUIRIES	:	Mr H Rapelego Tel No: (012) 399 8532
POST 40/20	:	**ADMINISTRATION CLERK GREENING AND LIVELIHOODS IMPLEMENTATION SUPPORT REF NO: FOM74/2026**
SALARY	:	R237 453 annum per annum
CENTRE	:	Limpopo
REQUIREMENTS	:	Grade 12 certificate or equivalent qualification as recognized by SAQA. A post-matric qualification and relevant experience in Administration will be an added advantage. Knowledge of Public Services Regulation, Procurement processes and PFMA Planning. Organizational skills. Computer skills and communication skills. Good interpersonal relations skills. Ability to communicate with people at different levels, Ability to apply policies. Ability to work individually and in a team. Ability to work under extreme pressure. Ability to work with difficult people and ability to resolve conflicts. Be initiative and creative. Be responsible and have sound work ethics.
DUTIES	:	Record, organize, store, capture and retrieve correspondence and information. Update registers and render administrative services. Handle routine enquiries, make photocopies, receive, or send emails. Distribute documents / packages to different stakeholders as a need arises. Maintain the filing system for the office. Type documents and / or other correspondence when required. Keep and maintain the incoming and outgoing document register of the office. Keep and maintain leave registers, personnel records and attendance register for the office. Facilitate bookings for travelling and accommodation. Capture and update expenditure. Verify correctness of subsistence and travel claims of officials, vehicle documents and submit to managers for approval. Handle telephone accounts and petty cash for the estate and regional office. Facilitate procurement of goods and services.
ENQUIRIES	:	Ms ST Lithole, Cell No: 072 211 7272
POST 40/21	:	**ADMINISTRATION CLERKS: STATE FOREST MANAGEMENT REF NO: FOM52/2026**
SALARY	:	R237 453 annum per annum
CENTRE	:	Western Cape
REQUIREMENTS	:	Grade 12 certificate or equivalent qualification as recognized by SAQA. A post-matric qualification and relevant experience in Administration will be an added advantage. Basic Knowledge of Public Services Regulation and PFMA. Knowledge of procurement processes, organizing and planning. Computer skills and communication skills. Ability to communicate with people at different levels, Ability to apply policies, Ability to work individually and in a team. Good interpersonal relations skills. Ability to work under extreme pressure. Ability to work with difficult people and ability to resolve conflicts. Be initiative and creative. Be responsible and have sound work ethics.
DUTIES	:	Render general Clerical support services; Record, organize, store, capture and retrieve correspondence and information. Update registers and render administrative services. Handle routine enquiries, make photocopies, receive, or send emails. Distribute documents / packages to different stakeholders as a need arises. Maintain the filing system for the office. Type documents and / or other correspondence when required. Keep and maintain the incoming and outgoing document register of the office. Provide supply Chain Clerical support services within the component; Liaise with internal and external stakeholders in relation to procurement of goods and services. Obtain quotation, complete procurement forms for the purchasing of standard office items. Keep and maintain asset register of the component. Provide logistical support services. Keep and maintain leave registers, personnel records and attendance register for the office. Facilitate bookings for travelling and accommodation. Provide financial administration support services in the component, Capture and update expenditure. Verify correctness of Facilitate procurement of goods and services. Subsistence and travel claims of officials, vehicle documents and

submit to managers for approval. Handle telephone accounts and petty cash for the estate and regional office.

ENQUIRIES : Ms Nomusa Mncwango, Cell: 060 793 4076
Ms ST Lithole, Cell No: 072 211 7272

POST 40/22 : **MARINE RESEARCH ASSISTANT REF NO: FIM33/2026**

SALARY : R237 453 per annum
CENTRE : Cape Town (Foretrust Building)
REQUIREMENTS : National Diploma (NQF level 6), in Natural Science or relevant qualification within the related field as recognised by SAQA and one (1) year experience in biological sampling, data collection and capturing in relevant field. Applicant will be expected to undergo and pass a medical for seafarers in line with section 101 of the SAMSA Act 57 of 1951. Knowledge of the Marine Living Resource Act and other relevant acts. Knowledge of data capturing procedures and record management principles. Planning and execution skills. Computer literacy. Good communication (verbal and written) and interpersonal skills. Ability and willingness to work outdoors in adverse weather conditions and spend extensive periods away from home while on sea/field trips. A valid driving license.
DUTIES : To deliver a support service to the Technical and Research staff in the collection of data for research programmes directed at the sustainable utilisation of Inshore Resources. Participate in the collection and processing of fisheries and observer data and the population of data systems towards South Africa's reporting to International Fisheries Management Organisations. Participate in fisheries and environmental monitoring activities, including sampling of catches at harbours and factories for size and species composition. Assist with biological sampling of fish and sharks and research related processes. Participate in ship and field based fisheries and marine ecological research. Assist with preparation, operation and maintenance of research equipment. Assist in the procurement of equipment and consumable items. General administrative activities and office routines
ENQUIRIES : Ms Wendy West at 076 128 2245

POST 40/23 : **GROUNDSMAN: GREENING AND LIVELIHOODS IMPLEMENTATION SUPPORT REF NO: FOM75/2026**

SALARY : R144 024 per annum
CENTRE : Northern Cape
REQUIREMENTS : Grade 9 (NQF level 1) equivalent qualification. Knowledge of plants and gardening. Ability to operate elementary machines and equipment. Knowledge of operating computer. Sound organising and planning skills. Good communication skills. Good interpersonal relations skills. Ability to work long hours voluntarily. Ability to work with limited supervision. Ability to work under extreme pressure. Ability to work with difficult persons and to resolve conflict.
DUTIES : Perform routine activities in respect of grounds, irrigate and water plants lawns. Conduct weeding and weed control. Prune and trim plants, performance cutting, seeding and transplanting of plants. Mow lawns, dispose of organic waste, dig compost, dig, spray and maintain flower beds and edges. Perform general routine activities in respect of infrastructure support. Seeds collection. Cleaning of seeds. Seed pre-sowing treatment. Preparation of seedling trays. Sowing of seed. Preparation and sowing of cuttings. Ensure planting and transplanting of seedlings and trees. Filling of planting bags with soil. Prepare space in beds for transplanting. Transplanting of seedling from trays to bags. Transplanting of trees from small to bigger bags. Packing of transplanted trees. Provide general labour in the nursery. Mixing of sand and compost. Manual and chemical weed control. Irrigation of seedlings and trees. Assist with stocktaking. Tagging of plants correctly. Check seedlings and plants for pests and diseases. Assist the customers coming to buy trees. Responsible for the tools allocated. Report any damage in the nursery to the Foreman. Ensure the use, cleaning and basic maintenance of tractor and dumper. Move sand and compost to the tables or beds. Move seedlings, crates and tree. Keep equipment and machinery clean after use.
ENQUIRIES : Ms. S. Lubanga at 060 973 1792