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	:	07 December 2026, 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. 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. 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. 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.

MANAGEMENT ECHELON

POST 42/17	:	**DIRECTOR: CABINET AND CLUSTER SECRETARIAT REF NO: ODG08 /2026**
SALARY	:	R1 317 384 per annum, (all-inclusive salary package)
CENTRE	:	Pretoria
REQUIREMENTS	:	An undergraduate qualification (NQF Level 7) Public Management, Public Administration, Business Administration, Governance, Policy Studies, Political Science or relevant qualification within the related field as recognised by SAQA. A postgraduate qualification in a related field as recognised by SAQA,

Honours, Master's in a related discipline would be an advantage. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG). A minimum of five (5) years' experience at middle/senior managerial level. Proven experience in strategic coordination, governance structures, policy implementation, secretariat functions, and inter-departmental engagement. Ability to gather and analyse information. Ability to work individually and in team, Good interpersonal relations skills, Ability to work under pressure, Ability to work with difficult persons and to resolve conflict, Sense of responsibility and loyalty, Ability to develop and apply policies, Integrity, Objectiveness, Self-supervision, Honesty, Confidentiality, Creativity, Articulate. HR practices and procedures, Administrative procedures, Project management, Public Finance Management Act and Treasury Regulations, Departmental policies and procedures, EDMS training, Change Management, Knowledge Management, Service Delivery Innovation (SDI). Negotiation skills, Public Relations, Research, Strategic Capability and Leadership, Problem Solving and Analysis, People Management and Empowerment, Communication (Verbal and Written), Report writing.

DUTIES : Coordination and management of Cabinet support functions. Coordinate and quality-assure the Department's Cabinet submissions in line with the Presidency's guidelines. Develop and maintain the departmental Cabinet Schedule aligned with the Presidency's Cabinet and Cluster programme. Coordination of the FOSAD Cluster system and cross-cutting governance structures. Coordinate the participation of the DG and appointed Cluster representatives in FOSAD meetings – and ensure preparation of high-quality briefing notes. Facilitate the timely preparation and circulation of Cluster documentation, including agendas and records of decisions: Strategic policy alignment and monitoring of government priorities. Review Cabinet minutes, Lekgotla outcomes, State of the Nation Address (SoNA) Commitments, and FOSAD resolutions to extract DFFE-relevant actions. Prepare analytical briefs and updates to management and the DG on government priority areas affecting the Department Directorate management and governance. Manage the Directorate's budget and ensure efficient and compliant expenditure in line with departmental financial controls. Supervise and assess staff performance to ensure effective service delivery. Compile quarterly and annual reports on Cabinet and Cluster coordination activities.

ENQUIRIES : Ms Z Maistry Tel No: (012) 399 9117

OTHER POSTS

POST 42/18 : **CONTROL ENVIRONEMNTAL OFFICER GRADE A: SUSTAINABLE AQUACULTURE MANAGEMENT REF NO: FIM38/2026**

SALARY : R638 978 per annum, (OSD)
CENTRE : Cape Town (Sea Point Marine Research Aquarium)
REQUIREMENTS : Honours Degree (NQF Level 8) in Natural/ Environmental Sciences/ Food Science or relevant qualification as recognised by SAQA. Six (6) years' experience in the marine environment, food science or related field. Knowledge of the Marine Living Resources Act (MLRA) and other legislations related to aquaculture, food safety, etc. Knowledge of the Public Financial Management Act and experience in the implementation thereof. Knowledge and understanding policy and legislature development. Knowledge and understanding of policy and legislative development. Knowledge and understanding of environmental management principles, laboratory procedures and data analysis. Understanding of aquatic animal health and welfare management. Knowledge and understanding of food safety requirements for aquaculture. Project and contract management skills. Communication, interpersonal and problem-solving skills.

DUTIES : Manage and coordinate the development and implementation of legislation, regulations and aquaculture management and monitoring programmes. Participate in the implementation of the Memoranda of Understanding (MoU). Provide support with the finalisation and subsequent implementation of the Health Procedure for Export for farmed fish products. Facilitate the renewal and management process of the Department and National Regulator for Compulsory Specifications (NRCS). Oversee and support technical contracts, develop Memoranda of Agreements related to sustainability of the aquaculture sector. Ensure listed contracts are implemented accordingly and managed responsibly. Oversee ongoing Environmental Control Officer outsourced services and specialist monitoring processes. Perform and manage

administrative and related functions of the Sub-directorate: Food Safety. Develop monthly reports for the technical units and for the necessary interventions to be made. Contribute to the annual procurement planning and budgeting process. Engage stakeholders and participate in various fora. Provide technical feedback at meetings and ensure fulfilment of assigned duties at all the relevant fora. Lead the undertaking of laboratory audits. Participate in the Project Management Committees for all active MoUs.

ENQUIRIES : Mr. A Njobeni at (082) 924 0101

POST 42/19 : **SCIENTIFIC TECHNICAN PRODUCTION GRADE A: AQUACULTURE INNOVATION AND TECHNOLOGY DEVELOPMENT REF NO: FIM30/2026**

SALARY : R407 337 per annum, (OSD)
CENTRE : Cape Town (Sea Point, Marine Aquaculture Research Facility)
REQUIREMENTS : National Diploma (NQF 6) in Science/ Aquaculture/ Oceanography/ Ichthyology or relevant qualification within the related field as recognised by SAQA. Compulsory registration with SACNASP as a Certificated Natural Scientist. Three (3) years' post qualification technical (scientific) in the related field (aquaculture, aquarium systems, etc). Knowledge of data analysis, scientific methodologies and models. Experience in aquarium/ aquaculture systems maintenance and operations. Knowledge of facilities management, technical repairs and maintenance understanding (Electrical, mechanical, plumbing, security). Knowledge of legal compliance, specifically biosecurity, animal welfare and Occupational Health and Safety (OHS). Skippers license an advantage. Skills in planning and organising and communication.
DUTIES : Develop and implement methodologies, policies, systems and procedures. Contribute to refinement of operational protocols for water quality systems, filtration systems, pumps and life-support. Identify operational gaps and recommend practical improvements to systems and procedures. Maintain, calibrate and operate scientific equipment's. Provide technical support and advice. Monitor aquaculture systems and report deviations, faults or risks timeously. Assist with operational troubleshooting and first line response to systems failures or irregularities. Perform technical scientific analysis and regulatory functions. Prepare, record and provide routine interpretation of operational and environmental data. Implement and monitor OHS policies and safety procedures within the facility. Promote awareness of biosafety, biosecurity, aquaculture safety standards and environmental compliance. Develop and customize SOPS related to system monitoring, maintenance and facility operations. Provide support in Research development. Provide technical inputs to internal reports, technical notes and operational presentations. Mentor, guide and train junior artisans, interns and technicians.
ENQUIRIES : Ms A Bernatzeder at (082) 687 5333

POST 42/20 : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A: SUSTAINABLE AQUACULTURE MANAGEMENT REF NO: FIM38/2026**
(36 Months Section 40 NEMA Contract)

SALARY : R357 597 per annum, (OSD)
CENTRE : Turfloop (University of Limpopo)
REQUIREMENTS : Bachelor's degree (NQF Level 7) or National Diploma (NQF Level 6) in Environmental Management/ Natural Science as recognized by SAQA. Must have a minimum of one (1) year experience in Natural Sciences. Knowledge of the National Environmental Management Act and associated environmental legislations, Public Service Regulations, Labour Relations Act and Basic Conditions of Employment Act. Knowledge and exposure in National Freshwater (Inland) Wild Capture Fisheries Policy. Experience and knowledge of policy and legislation development. Knowledge of project management. Skills in planning and execution.
DUTIES : Manage and facilitate the implementation, monitoring and review of inland fisheries policy, legislation and associated regulatory frameworks. Co-ordinate the completion of the Socio-Economic Impact Assessment Systems (SEIAS) during the development of inland fisheries legislation. Provide inputs into the development of an inland fisheries strategy and implementation framework. Conduct needs analysis of the sector to inform strategy. Coordinate and convene stakeholder engagement meetings. Provide advice to internal and external stakeholders in the field of inland fisheries. Conduct assessment of all current inland fisheries activities and compile reports. Advice on technical challenges identified in inland fisheries. Promote the national Freshwater (Inland) Wild Capture Fisheries policy to government departments as well as

		the public sectors. Develop and maintain database. Participate in Environmental Impact Assessment related to inland fisheries. Advice applicants on potential NEMA EIA listed activities and potential triggers. Refer applicants to the relevant competent authorities for NEMA EIA administration.
ENQUIRIES	:	Mr. T Sebake at (066) 471 1409
POST 42/21	:	**ARTISAN PRODUCTION GRADE A: AQUACULTURE INNOVATION AND TECHNOLOGY DEVELOPMENT REF NO: FIM31/2026**
SALARY	:	R253 341 per annum, (OSD)
CENTRE	:	Cape Town (Sea Point, Marine Aquaculture Research Facility)
REQUIREMENTS	:	Appropriate Trade Test Certificate in Electrical / Plumbing. Knowledge of legal compliance regarding electrical and plumbing. Technical knowledge of electronical systems and plumbing repairs. Knowledge and skills of aquaculture/ aquarium systems. Planning and organising and communication. A valid driver's licence.
DUTIES	:	Monitor the Marine Aquaculture Research Facility (MARF) production systems. Assemble minor components for aquaculture systems operations. Ensure all produced or adapted components meet operational and safety requirements. Perform routine backwashing of filtration systems and ensure correct functioning of seawater circulation systems. Perform maintenance and repairs of life support systems of the MARF. Undertake minor plumbing repairs including leaks, pipe replacement, fittings and valve adjustments. Perform minor electrical tasks. Test repaired or serviced systems to ensure functionality and compliance with operational standards. Perform administrative and related activities. Maintain accurate maintenance logs, repair record and systems inspection registers. Provide inputs into maintenance planning and operational scheduling. Provide inputs into aquarium systems and adaptations. Provide support in minor layout adaptations and modifications of plumbing, pipework and pump configurations within aquaculture systems.
ENQUIRIES	:	Ms A Bernatzeder at (082) 687 5333
POST 42/22	:	**ADMINISTRATION CLERK: AQUACULTURE INNOVATION AND TECHNOLOGY DEVELOPMENT REF NO: FIM32/2026**
SALARY	:	R237 453 per annum
CENTRE	:	Cape Town (Foretrust Building)
REQUIREMENTS	:	Grade 12 Certificate (NQF 4) / or relevant equivalent qualification. Basic knowledge of the Public Service Regulation, Procurement procedures and PFMA. Knowledge in planning and organising. Skills in communication, computer literacy and teamwork. Ability to communicate with people at different levels and an ability to apply policies.
DUTIES	:	Provide supply chain clerical support services within the component. Liaise with internal and external stakeholders in relation to procurement of goods and services. Stock control of office stationery. Keep and maintain the asset register of the component. Provide logistical support services. Render general clerical support services. Record, organise, store, capture and retrieve correspondence and data. Update registers and statics. Keep and maintain the filling system of the component. Provide administrative clerical support services within the component. Maintain leave register for the component. Provide support in meetings, minutes, arrange tea and coffee as required. Provide financial administration support services in the component. Capture and update expenditure in the component. Check correctness of subsistence and travel claims of officials and submit to manager for approval.
ENQUIRIES	:	Ms A Bernatzeder at (082) 687 5333