

## DEPARTMENT OF, FORESTRY, FISHERIES AND THE ENVIRONMENT

*The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.*

- APPLICATIONS** : Pretoria: May be forwarded to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X447, Pretoria, 0001 or hand-delivered to: Environment House, Erf 1563 Arcadia Extension 6, Cnr Soutpansberg and Steve Biko Road, Arcadia, Pretoria, marked for the attention: Human Resources Management.  
Cape Town and Eastern Cape- Director-General, Department of Forestry, Fisheries and the Environment. Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town or hand-deliver to Bisho Office, ERF 5000 Building, Corner Independent Avenue and Circular Drive, office number 006, 3rd floor deliver.
- FOR ATTENTION** : The Director: Human Resource Management
- CLOSING DATE** : 28 August 2023
- NOTE** : Application must be submitted on a New signed Z83 form obtainable from any Public Service Department accompanied by a recent detailed Curriculum Vitae only, to be considered. Shortlisted candidates will be required to submit certified copies of qualifications, Senior Certificate, 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. The person appointed to this position 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.

## OTHER POSTS

- POST 28/27** : **SCIENTIST PRODUCTION GRADE A: LARGE PELAGICS REF NO: FIM 37 /2023**  
Three (3) Year SEC.40 NEMA Contract  
Re-advertisement (FIM14/2023), all applicants are encouraged to re-apply.
- SALARY** : R687 879 per annum, (all-inclusive remuneration package, conditions apply)
- CENTRE** : Cape Town (Foretrust Building)
- REQUIREMENTS** : Applicants should be in possession of a B.Sc. Honours degree in fisheries sciences with a strong quantitative focus plus a minimum of 3 years relevant post-qualification experience in the field marine research experience. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a professional scientist. Knowledge of biology, ecology, life history strategies and population dynamics of large pelagic predators. Experience in conducting biological dissections in a laboratory. Knowledge of the large pelagic longline and tuna pole-line fisheries. Computer literacy and the ability to utilize word processing, spreadsheet programmes. Proven ability to organise, manage, interpret and analyses large datasets within a relational database environment (e.g. MS Access). Proven ability to analyse data within the statistical software package R. Experience in biological assessments and interpretation of biological data and stock assessment results in the fisheries context. The ability and willingness to work at sea for extended periods, on inshore and offshore research- as well as commercial vessels and ski-boats. The ability to spend extensive periods away from home while on field trips, or while attending courses and scientific symposia and

meetings. The successful candidate must pass a medical for seafarers in terms of Section 101 of the SAMSA Act, 1951 (Act No. 57 of 1951). Good written and spoken command of the English language, as the successful candidate might be required to represent South Africa in international scientific forums. Research experience in line or longline fisheries and/or the life-history or population dynamics of large pelagic predators. Formal courses in advanced statistics, applied mathematics or stock assessment. Ability and willingness to conduct research diving surveys (class IV diving certificate would be an advantage). Valid unendorsed Code B driver's license.

**DUTIES**

: The incumbent's responsibility will be to work within the finfish research team to initiate and conduct applicable research in one or more fields of fisheries biology relevant to the line function of the Chief Directorate: Fisheries Research and Development, in order to provide information on the biology and dynamics of South Africa's Large Pelagic predators caught by longline and pole-line fisheries. Responsibility for the generation of routine data reports for submission to Forums of the Regional Fisheries Management Organisations (RFMOs). Provision of scientific advice pertaining to the sustainable harvest of Large Pelagic Predators such as tuna, swordfish and pelagic sharks. Compile research reports, scientific papers and data reports. Liaise and interact at all levels with individuals involved in harvesting of the relevant teleost and chondrichthyan species. Supervise and mentor technical support staff. Participate in field trips including working overtime as required. Attend scientific meetings/symposia nationally, regionally and internationally. The successful candidate will be required to be part of a team of scientists that represent South Africa at the scientific meetings of the Regional Fishery Management Organisations (ICCAT, CCSBT and IOTC).

**ENQUIRIES**

: Dr. S Kerwath Tel No: (021) 402 3017; email: [SKerwath@environment.gov.za](mailto:SKerwath@environment.gov.za)

**POST 28/28**

: **ENGINEERING TECHNICIAN CONTROL: GRADE A REF NO: FIM 38/2023**  
Re-advertisement (FIM35/2022), all applicants are encouraged to re-apply.

**SALARY**

: R499 275 per annum, (all-inclusive annual remuneration package, R694 939 per annum)

**CENTRE  
REQUIREMENTS**

: Cape Town (Foretrust Building)  
: Applicants must be in possession of bachelor's degree/National Diploma (NQF Level6) in Electrical Engineering (Light Current) or relevant qualification, coupled with a minimum of 6 years post qualification technical experience and compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician; Experience in working with electronic, mechanical equipment and systems. Experience on a range of electronic test and measurement equipment such as, multi-meters, voltmeters, current meters, oscilloscopes, thermometers, meggers. Ability to draft and interpret complex technical drawings and schematics. Applicant will be expected to undergo and pass a medical for seafarers in line with (section 101 of the SAMSA Act 57 Of 1951). Must be able and willing to spend extensive periods away from home on field trips and at sea on research vessels. Good knowledge of the marine environment. Skills: Computer- aided engineering application; Technical design and analytical skills; project management. Ability to work as a team member. Good communication skills (verbal & written). Valid driver license (Code B).

**DUTIES**

: Manage and Provide Technical and Research Support: Ensure the promotion of safety in line with statutory and regulatory requirements; Provide technical/scientific information and advice; Manage technical services and support in conjunction with Engineers, Scientists and associates in field, workshop and technical office activities; Manage technical services and support in conjunction with Engineers, Scientists and associates in field, workshop and technical office activities; Ensure the maintenance, calibration and operation of scientific equipment. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for approval by the relevant authority. Provide Strategic Leadership on Technical Matters: Develop relationships and collaborations at national, regional and international levels; Play a lead role in the presentation and exchange of technical knowledge and information; Research and Development: Liaise with relevant bodies/councils on engineering-related matters; Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Continuous professional development to keep up with new technologies. Manage Administrative and Related Functions: Provide inputs into the

		budgeting process; Provide and consolidate inputs to the technical/engineering operational plan; Human Capital Development: Mentor, train and develop junior personnel; Performance management and development of staff.
<b><u>ENQUIRIES</u></b>	:	Mr. Zahier Isaacs Tel No: (021) 402 3271
<b><u>POST 28/29</u></b>	:	<b><u>SCIENTIST PRODUCTION: GRADE A: STOCK ASSESSMENT REF NO: FIM 40 /2023</u></b>
		Re-advertisement (FIM24/2023), all applicants are encouraged to re-apply.
<b><u>SALARY</u></b>	:	R687 879 per annum, (an all-inclusive annual remuneration package)
<b><u>CENTRE</u></b>	:	Cape Town (Foretrust Building)
<b><u>REQUIREMENTS</u></b>	:	BSC Honours degree in Science /Natural or equivalent qualification in related field (NQF8) plus three years post qualification experience in natural science or relevant field and Compulsory registration with SACNASP as a Professional Natural Scientist. Knowledge: Practical knowledge of modeling and stock assessment techniques; Application of relevant software, including statistical and modeling software (e.g., R, ADMB. Programming skills relevant to building, improving, and running fisheries stock assessment models and related statistical and MathematicSkills: Data analysis and statistics; Computer-aided scientific applications. Strong quantitative focus; programme and project management. Ability to gather and analyse information. Ability to work individually and in a team. e. Ability and willingness to work at sea.
<b><u>DUTIES</u></b>	:	Perform scientific analysis and regulatory functions: Conduct analysis of scientific data (statistical analysis and modeling) fisheries stock assessment on a broad range of fisheries resources; (iv) Apply Operational Management Procedures to generate information and scientific advice for sustainable fisheries management. Develop and implement methodologies, policies, systems and procedures: Identify gaps and develop appropriate interventions; Develop working relations with fisheries industry, small scale fisheries, all fisheries right holders. Research and development: Conduct basic and applied research on fisheries stock assessment and management procedures; Perform research/literature studies to improve expertise; Publish and present research findings. Provide scientific support and advice: Provide scientific data, information and advice when required; Develop scientific advice and documentation for sustainable fisheries management. Human capital development: Train, mentor and develop junior personnel on data-analysis related queries; Supervise scientific work and processes. Supervise scientific data archiving and retrieval as appropriate.
<b><u>ENQUIRIES</u></b>	:	Ms L Nomxego e-mail: <a href="mailto:LNomxego@dffe.gov.za">LNomxego@dffe.gov.za</a>
<b><u>POST 28/30</u></b>	:	<b><u>ENGINEERING TECHNICIAN CONTROL: GRADE A REF NO: FIM 38/2023</u></b>
		Re-advertisement (FIM35/2022), all applicants are encouraged to re-apply.
<b><u>SALARY</u></b>	:	R499 275 per annum, (all-inclusive annual remuneration package, R694 939 per annum)
<b><u>CENTRE</u></b>	:	Cape Town (Foretrust Building)
<b><u>REQUIREMENTS</u></b>	:	Applicants must be in possession of bachelor's degree/National Diploma (NQF Level6) in Electrical Engineering (Light Current) or relevant qualification, coupled with a minimum of 6 years post qualification technical experience and compulsory registration with Engineering Council of South Africa (ECSA) as a Professional Engineering Technician; Experience in working with electronic, mechanical equipment and systems. Experience on a range of electronic test and measurement equipment such as, multi-meters, voltmeters, current meters, oscilloscopes, thermometers, meggars. Ability to draft and interpret complex technical drawings and schematics. Applicant will be expected to undergo and pass a medical for seafarers in line with (section 101 of the SAMSA Act 57 Of 1951). Must be able and willing to spend extensive periods away from home on field trips and at sea on research vessels. Good knowledge of the marine environment. Skills: Computer- aided engineering application; Technical design and analytical skills; project management. Ability to work as a team member. Good communication skills (verbal & written). Valid driver license (Code B).
<b><u>DUTIES</u></b>	:	Manage and Provide Technical and Research Support: Ensure the promotion of safety in line with statutory and regulatory requirements; Provide technical/scientific information and advice; Manage technical services and support in conjunction with Engineers, Scientists and associates in field, workshop and technical office activities; Manage technical services and

support in conjunction with Engineers, Scientists and associates in field, workshop and technical office activities; Ensure the maintenance, calibration and operation of scientific equipment. Ensure quality assurance of technical designs with specifications and authorize/make recommendations for approval by the relevant authority. Provide Strategic Leadership on Technical Matters: Develop relationships and collaborations at national, regional and international levels; Play a lead role in the presentation and exchange of technical knowledge and information; Research and Development: Liaise with relevant bodies/councils on engineering-related matters; Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Continuous professional development to keep up with new technologies. Manage Administrative and Related Functions: Provide inputs into the budgeting process; Provide and consolidate inputs to the technical/engineering operational plan; Human Capital Development: Mentor, train and develop junior personnel; Performance management and development of staff.

**ENQUIRIES**

: Mr. Zahier Isaacs Tel No: (021) 402 3271

**POST 28/31**

: **ASSISTANT DIRECTOR: PAYMENTS REF NO: CFO34/2023**

**SALARY CENTRE REQUIREMENTS**

: R424 104 per annum  
 : Pretoria  
 : A 3-year National Diploma (NQF6) in Financial Management or Accounting coupled with 3-5 years' experience in Financial Management or equivalent related field. Knowledge of financial management, accounting and business practices. Ability to establish and manage financial management systems and controls. Knowledge of strategic planning and budgeting. Ability to develop, interpret and apply policies, strategies and legislation. Knowledge of HR management practices, legal issues, negotiations and dealing with conflict. Assist in career planning and effective deployment of personnel. Ensure compliance with Treasury Regulations, PFMA and Departmental policies. Ability to control and manage the acquisition of services and assets of the department. Sufficient knowledge of specific computer software packages and efficient use of associated hardware. Perform in-house training for subordinates; Financial management; Accounting; Accounting. BAS; LOGIS; PERSAL; SAFETYNET and Public Service financial legislative frameworks Government budgeting processes; Costs accounting; Risk management; Public Service financial legislative frameworks. Skills & Competencies: Skills in policy formulation; Adequate skills in computer use; Advanced skills in financial; management and project management; Good interpersonal relations; Relationship Management; Stakeholder engagement; Research; Programme and Project Management; Financial Management and Change Management. Personal attributes: Honesty; Ability to work long hours voluntarily; Ability to gather and analyse information. Ability to develop and apply policies. Ability to work individually and in team. Good interpersonal relations skills. Creativity. Ability to work under pressure. Ability to work with difficult persons and to resolve conflict. Character beyond reproach. Articulate. Sense of responsibility and loyalty; Initiative and creativity.

**DUTIES**

: Management of travel and subsistence. Ensure that payments are processed on BAS and LOGIS. Management of 30 days reports. Ensure processing of creditor payments. Ensure compliance to financial prescripts and procedures. Verify Standard Chart of Accounts codes and authorize payments on BAS and Logis. Ensure monthly reconciliation between accounts. Request reports on BAS to verify against reconciliation submitted. Monitor account reconciliations. Reconciliation of suspense and general ledger accounts and the approval of related journals. Manage inflow and outflow of funds and authorise duly signed and supported telegraphic transfers. Review and authorise monthly bank reconciliation. Ensure capturing and verification of suppliers on safety net, BAS and Logis.

**ENQUIRIES**

: Mr N Leshabane Tel No: (012) 399 9115

**POST 28/32**

: **SENIOR FORESTRY REGULATION OFFICER REF NO: FOM40/2023 (X2 POSTS)**

Re-Advertisement FOM39/2023. Applicants who previously applied are encouraged to re-apply.

**SALARY CENTRE**

: R359 517 per annum  
 : Eastern Cape

<b><u>REQUIREMENTS</u></b>	:	National Diploma or Bachelor's Degree in Forestry/ Environmental Management/Sciences or relevant qualification. A minimum of 2 years' experience in Forestry or relevant field dealing with natural vegetation. Knowledge of National Forests Act, 1998 (Act 84 of 1998), National Veld and Forest Fires Act, 1998 (Act 101 of 1998), Environmental Management Legislation, and Disaster Management Act. Computer Literacy. Excellent communication skills (verbal, presentation and report writing). Interpersonal relations skills. Ability to apply policies. Ability to work independently and in a team. Ability to work under pressure, and conflict management and resolution. Ability to collect and interpret information and reports. Willingness to travel and a valid Driver's License.
<b><u>DUTIES</u></b>	:	Implementation of National Forests Act (NFA). Processing and administration of NFA licenses for all forms of forest resources and protected trees. Monitor compliance. Ensure enforcement of the Acts. Evaluation of Environmental Impact Assessments (EIA) affecting natural forests and protected trees. Implementation of National Veld and Forest Fires Act (NVFFA). Establish and coordinate processes for formation and amalgamation of Fire Protection Associations (FPAs). Promote the well-being of FPA's. Implementation of integrated veld fire management plans. Ensure effective planning and support of relevant operations. Organize, facilitate, and coordinate stakeholder participation. Implementation of business plan for awareness campaigns and information services. Provide administration support services within the Unit. Compile and submit monthly and quarterly reports.
<b><u>ENQUIRIES</u></b>	:	Ms N Mbananga Tel No: (040) 492 0200
<b><u>POST 28/33</u></b>	:	<b><u>ENVIRONMENTAL OFFICER PRODUCTION GRADE A: CLIMATE CHANGE MITIGATION SECTOR PLAN IMPLEMENTATION REF NO: CCAQ15/2023 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	R310 767 per annum
<b><u>CENTRE</u></b>	:	Pretoria
<b><u>REQUIREMENTS</u></b>	:	A National diploma (NQF 6) in Environmental Management/ Natural Sciences or relevant qualification coupled with 1-2 years' experience in related field. Knowledge of environmental and development issues (globally, regionally and locally). Knowledge in the area of energy, transports, waste, industry and agriculture, forestry and other land use. Knowledge of industrial /chemical production processes. Knowledge of cleaner production best practices and approaches. Knowledge of climate change mitigation issues, including legal and policy frameworks and other barriers, the economics and technical requirements of low carbon development, Carbon finance etc. South Africa's greenhouse gas emission profile and climate change mitigation. Ability to conduct research, gather and analyse and interpret information. Knowledge of intergovernmental institutional arrangements for environmental management functions. Skills: Data collection and analysis; Coordination skills; Organisational and planning; Communication skills (written and spoken); Programme and Project Management; Listening skills; Writing skills; Analytical skills; Decision-making skills; Report writing skills; Organisational skills; Computer Literacy and Problem Solving skills. Personal suitability: Innovative and proactive. Ability to work long hours voluntarily. Ability to gather and analyse information. Ability to think analytically and application of problem-solving skills. Proven leadership skills. Ability to develop and apply policies. Ability to work independently and in a team. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution. Ability to organise and plan under pressure. Ability to collect and interpret information and reports. Interpersonal relations. Initiative and Responsibility and loyalty.
<b><u>DUTIES</u></b>	:	Conduct GHG pollution prevention plans (mitigation plans) and annual progress reports administration. Conduct the GHG carbon budgets allocations administrations. Undertake updating of the PPPs, annual progress reports and carbon budgets processing and reporting mechanism. Upload and update all the PPPs, annual progress reports and carbon budgets records. Facilitate and undertake coordination and monitoring of the implementation of provincial and local government mitigation response implementation plans, tools and products to mainstream climate change responses. Facilitate and undertake the provision of technical support to line departments/ branches to mainstream climate change mitigation responses. Provide and undertake climate change

**ENQUIRIES**

mitigation technical input to support EIA project authorisations. Conduct capacity building, training and awareness on climate change mitigation.  
Ms M Tshangela Tel No: (012) 399 9259