

## DEPARTMENT OF, FORESTRY, FISHERIES AND THE ENVIRONMENT

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

- APPLICATIONS** : **Cape Town, Northern Cape, Eastern Cape, and Western Cape:** Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, The Director: Integrated Human Resource Management, Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email.
- Pretoria:** Must be submitted 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. or can be emailed to the respective email address quoting the reference number on the subject email.
- CLOSING DATE FOR ATTENTION NOTE** : 03 March 2025
- : Human Resource Management
- : Application must be submitted on a 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. 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 candidates shortlisted for the posts will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and the technical exercise of all SMS posts, the Selection Panel will recommend candidates to attend a generic managerial competency assessment 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.
- ERRATUM:** Kindly note that the post of Assistant Director: Internal Control and Compliance with Ref No: CF02/2025 and the post of Director: Atmospheric Policy Regulations and Planning with Ref No CCAQ02/2025 which were advertised on circular 5 of 2025 dated 7 February 2025 have been withdrawn.

## MANAGEMENT ECHELON

- POST 06/16** : **DEPUTY DIRECTOR: EPWP COORDINATION: REF NO: EP05/2025**
- SALARY CENTRE REQUIREMENTS** : R849 702 per annum (all-inclusive remuneration package)
- : Pretoria
- : Degree/National Diploma (NQF6) in Natural Science, Environmental Management Sciences, Development Studies or relevant qualification in the related field. A minimum of three (3) years' experience in the related field of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge of poverty alleviation programmes of Government, specifically the EPWP (including applicable legislation governing the implementation of the programme) and programmes implemented in the Environment and Culture Sector, extensive relevant experience in coordination, complex stakeholder management and understanding of government reporting protocols. Demonstrated application of relevant legislation relating, but not limited to, Inter-governmental Framework Relations. Extensive knowledge of EPWP reporting requirements and systems employed. Proven communication (written and verbal), interpersonal and problem-solving skills. Ability to work under pressure and meet deadlines. and proven track record in management of staff, Proficiency in Excel spreadsheets & Sound numerical and analytical acumen & Experience in

human resources and financial management. A Valid Code B drivers' licence is compulsory & willingness to travel extensively.

**DUTIES** : Ensure effective functioning of the mechanisms for provincial coordination structures. Ensure that all the national coordination mechanisms are functional and effective. Ensure development of annual/multiyear provincial sector plans. Monitor compliance of sector projects with EPWP guidelines. Ensure participation of national programmes in the sector. Manage staff in the Sub-directorate.

**ENQUIRES APPLICATIONS** : Mr M Moela Tel: 012 399 9730  
: Email: [Ep05-2025@dffe.gov.za](mailto:Ep05-2025@dffe.gov.za)

**POST 06/17** : **CONTROL ENVIRONMENTAL OFFICER GRADE A: ENFORCEMENT-CRIMINAL INVESTIGATIONS REF NO: RCSM04/2025**

**SALARY** : R554 490 per annum (OSD)  
**CENTRE** : Western Cape  
**REQUIREMENTS** : A four-year (4) year degree in Environmental Management/Science or equivalent qualification (NQF 8) in a related field coupled with six (6) years post qualification experience. Understand the environmental compliance and enforcement legal framework as well as the Constitutional arrangements governing environmental enforcement related activities. Knowledge of the Criminal Procedures Act and undertaking criminal investigations when it comes to environmental cases. Knowledge of environmental policies, legislation, international instruments, civil procedures, criminal procedures, constitutional law, and administrative law. Knowledge of the criminal justice system and experience in integrating law and science will be an added advantage. Understanding of environmental compliance and enforcement management systems. Good legal drafting, investigative and evidence gathering skills. Ability to interact with and provide assistance to a wide range of stakeholders as well as an understanding of inter-Governmental relations and co-operative governance. Strategic, analytical, problem solving and negotiation skills. Information management and computer literacy. A service-oriented approach and the ability to work efficiently and effectively under pressure. A meticulous approach and inclination to pay attention to detail. Completion of the Environmental Management Inspectors (EMI) course will be an added advantage. Ability to work well independently and within a team. The candidate must have a valid driver's license as will be expected to travel extensively.

**DUTIES** : Undertake investigations in relation to offences committed under environmental legislation with the view to issue administrative enforcement notices and/ or undertake criminal investigations. Strategic understanding of environmental crime and knowledge of the respective environmental legal provisions which are applicable. Carry out the function of the Environmental Management Inspector (EMI) by enforcing compliance with environmental legislation and Authorisations issued under such legislation. Promote and build national enforcement capacity in relation to criminal investigations. Establish and maintain appropriate internal controls and reporting systems. Resolve complex problems relating to the applicability of legislative provisions, the approach and instruments to be used when initiating enforcement action and to facilitate co-operative governance when it comes to dealing with environmental crime. Communicate with complainants; transgressors as well as various stakeholders that assist with law enforcement (eg. NPA, SAPS, other spheres of government).

**ENQUIRIES APPLICATIONS** : Mr G Walters Tel: 012 399 9460  
: Email [RSCM04-2025@dffe.gov.za](mailto:RSCM04-2025@dffe.gov.za)

**POST 06/18** : **CONTROL BIODIVERSITY OFFICER GRADE A: WILDLIFE ECONOMY REF NO: BC07/2025**

**SALARY** : R580 551 per annum  
**CENTRE** : Pretoria  
**REQUIREMENTS** : A four (4) years Degree (NQF8) or equivalent qualification in Environmental Management/ Natural Sciences or Human Sciences or equivalent qualification within the related field plus six (6) years post qualification experience in the relevant field. Knowledge of the NEMA; NEMBA; and the GMO Act. Knowledge of the regulations promulgated there under and departmental policies with special reference to Alien and Invasive Alien Species. Understanding of the environmental risk assessment of GMOs and AIS. Knowledge in general government administrative procedures and processes (PSA & PSR). Experience and knowledge of policy development and implementation. Financial and Procurement administrative procedures (PFMA & Treasury Regulations). Knowledge and in-depth understanding of the United Nation Convention on Biological Diversity and the Cartagena Protocol on Biosafety. Skills: Planning skills; Good communication skills; Negotiations skills; Policy development; Computer literacy and Creativity; Report writing skills and Organisational skills. Personal Attributes: Innovative and proactive. Ability to work long hours voluntarily. Ability to gather and analyse information. 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.

**DUTIES** : Provide support to Small, Medium and Micro Enterprises (SMMEs) within the wildlife and ecotourism sectors. Identify and enter into partnerships to facilitate SMMEs growth and for the implementation of the Biodiversity Lab outcomes. Coordinate Memoranda of Understanding

(MoUs) development and implementation with academia and other research bodies. Coordinate reporting of the wildlife sector in terms of jobs created and economic contribution. Participate in the development, review and implementation of the Biodiversity Economy Satellite account. Monitor, review, and evaluate progress on implementation plans. Assist SMMEs to comply with relevant legislation, regulations, certification standards etc. Provide technical support to the National Focal Point on Wildlife Economy related activities. Coordinate stakeholder engagement on Wildlife Economy related activities. Participate in development and review of legislation regulations, certification standards etc. related to the wildlife sector.

**ENQUIRY**  
**APPLICATIONS**

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: Ms L Tshitwamulomoni Tel No: 012 399 9611  
: Email: [BC07-2025@dfre.gov.za](mailto:BC07-2025@dfre.gov.za)