

professional Natural Scientist. Knowledge of the Marine Living Resources Act, National Environmental Management Biodiversity Act and related legislation; Biodiversity and Conservation Sector; Science to policy development and analysis; Scientific methodologies and models; Research and development; National and International co-operation; Computer-aided scientific applications; Technical report writing; Data analysis; Scientific presentation. Job related Skills: Analytical; Communication; Strategic capability and leadership; Networking; Planning and organizing; Decision making; Customer focus and responsiveness; Financial management; Conflict management; Change management; Programme and project management; People management; Mentoring. A valid, unendorsed Code B driving license.

DUTIES : The candidate will be responsible to Facilitate the translation of scientific knowledge into policies, systems and procedures through: Communicating scientific knowledge to policy makers; Review and recommend / approve scientific research and policy related projects; Facilitate the setting of scientific standards, specifications and service levels according to organizational objectives; Monitor scientific efficiencies according to organizational goals; Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles. While science to policy recommendations will more focus on top marine predators, biodiversity and coastal the incumbent will be expected to perform across all related marine science to policy aspects. Provide strategic leadership and direction by: Alignment of research projects to organizational strategies; Provide support and advice on policy to the industry and stakeholders; Develop and maintain relationships / collaborations and review scientific documents.

ENQUIRIES : Dr. G. Cilliers at (064) 908 6574; Tel No: (021) 463 7294, e-mail: GCilliers@dffe.gov.za

APPLICATIONS : OCCT03-2026@dffe.gov.za

POST 04/67 : **DEPUTY DIRECTOR: STATE FOREST MANAGEMENT REF NO: FOM/CT03/2026**

SALARY : R1 059 105 per annum, (all-inclusive salary package)

CENTRE : Western Cape

REQUIREMENTS : National Diploma (NQ 6) in Forestry or Natural Resource Management or relevant qualification within the related field recognized by SAQA. A minimum of five (5) years' experience in Commercial Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). Knowledge and experience on the application 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), including other relevant Acts such as NEMA, NEMBA, and Protected Areas. Knowledge and understanding of Forestry Management. Knowledge in the enumeration and management of biological assets for data collection purposes. Financial Management. Project Management and strategic planning. Proven expertise in stakeholder engagement, including the ability to build and maintain productive relationships, facilitate effective communication, and ensure stakeholder needs and concerns are addressed appropriately. Ability to work under pressure and handle criticism. Ability to negotiate in difficult situations and to resolve conflict. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.

DUTIES : Manage and coordinate the implementation, maintenance, and improvement of the Sustainable Forest Management (SFM) business processes. Develop and implement Annual Plan of Operational APOs) that will facilitate the rehabilitation and restoration of timber within the forest plantations in the province. Ensure business processes for Sustainable Forest Management (SFM) are developed, implemented, reviewed, and disseminated to all forest managers within the plantations. Ensure development, review, and implementation of forest growth and yield model for commercial forest plantations. Maintain an inventory for biological asset register through stock enumeration, develop plan to ensure physical verification is conducted for all state forest plantations in the Region. Ensure and support monitoring and assessment of the performance of state forest plantations against the principles, criteria and indicators of sustainable forest management, including the implementation of policies and regulations. Ensure that revenue collection in the plantations is in line with finance policies and prescripts. Identify risks affecting biological assets and develop risk mitigation plan. Develop and

implement Fire Management Plans for estates/plantations. Strengthening human resource development, technical capacity and cooperation at a regional level to ensure implementation of appropriate legislation for the management of forests. Participate in the Fire Protection Association activities in the region. Initiate EPWP to serve as force multiplier for commercial forestry operations. Facilitate the establishment of liaison Forums and manage stakeholder liaison. Participate in the forestry provincial development forums and development initiatives by other organisations.

ENQUIRIES : Ms M Leseke at 072 1991 291
APPLICATIONS : FOMCT03-2026@dffe.gov.za

POST 04/68 : **DEPUTY DIRECTOR: FOREST BASED ENTERPRISES REF NO: FOM/CT01/2026**

SALARY : R1 059 105 per annum, (all-inclusive salary package)
CENTRE : Nelspruit (Mpumalanga)
REQUIREMENTS : National Diploma (NQF 6) in Forestry or relevant qualification within the related field recognized by SAQA. 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). Experience in Forestry or related field. Experience in Forestry or related field. Knowledge and understanding in the application of National Forests Act, 1998 (Act No 84 of 1998) (NFA) and National Environmental management Act, 107 of 1998. Knowledge of Environmental Legislation and policies impacting on the forestry sector. Knowledge in the regulation of natural resources. Knowledge of government administrative procedures (PFMA and Treasury Regulations). Stakeholder Engagement. Strategic thinking and Leadership Management. Problem Solving skills. Expert Level of Computer Literacy. Ability to work under pressure and handle criticism. Ability to gather and analyse information. Ability to interpret regulation and develop appropriate policy. Good interpersonal relations skills. Good Communication skills. A valid Driving license and willingness to travel.

DUTIES : Manage and implement programmes aimed at supporting and developing forestry small growers, timber production enterprises, Non-Timber Forest Product initiatives, and forestry-related SMMEs across the forestry value chain. Provide technical and business development support to timber growers, forestry SMMEs, community forestry projects, and post-settlement/transfer beneficiaries. Facilitate access to markets, funding, and certification for forestry enterprises. Coordinate the development/expansion of small-scale timber production enterprises, including implementation of the afforestation programme and facilitation of water trading processes. Develop and implement non-Timber Forest Products strategy framework. Establish and coordinate provincial structures and forums to support forestry SMMEs, timber growers, and the broader forestry value chain. Engage with communities, traditional authorities, government departments, and development partners to ensure effective coordination and implementation of Forestry Enterprise Support Programmes. Participate in the Implementation of the Forestry Blended Finance Scheme and Forestry Masterplan.

ENQUIRIES : Ms. Onica Zikhali at 060 973 4232
APPLICATIONS : FOMCT01-2026@dffe.gov.za

POST 04/69 : **DEPUTY DIRECTOR: FORESTRY POLICY DEVELOPMENT REF NO: FOM/CT09/2026**

SALARY : R1 059 105 per annum, (all-inclusive salary package)
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF level 6) or in Forestry or Natural Resources Management or Resource Economics or relevant equivalent qualification within the related field. A minimum of five (5) years' experience in Forestry or related field, of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). An in-depth knowledge in the application 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), National Environmental Management Act, 1998 (NEMA), NEMBA, including other relevant Environmental Legislations. Knowledge of government administrative procedures (Public Service Act, Public Service Regulations, Labour Relations Act, PFMA and Treasury Regulations). Sound knowledge of