

presentation and public speaking; good interpersonal relations and diplomatic skills; relationship management; stakeholder engagement; public relations; research; strategic capability and leadership; programme and project management; change management; knowledge management; service delivery innovation (SDI); problem solving and analysis; people management and empowerment; client orientation and customer focus; ability to work under pressure and long hours; ability to work individually and in a team; good interpersonal relations, ability to work with difficult persons and to resolve conflict; sense of responsibility and loyalty; objectiveness; integrity; service orientated; self-supervision; highly developed sense of honesty and protect the confidentiality of documents. Must have a valid driver's licence.

DUTIES : Provide legislative support to the department (drafting, vetting and commenting on Bills, policies and subordinate legislation); provide general legal support relating to the National Environmental Management Act (NEMA) and its subordinate legislation (Legal opinions/ advice/ research on legislation administered by the Department, submissions, briefing documents, responses to the public, media queries, parliamentary questions, support to interpretation queries in terms of NEMA and subordinate legislation); provide legal support in relation to NEMA/ Specific environmental management Acts and mining alignment support; taking Bills through and assisting in the Cabinet and Parliamentary processes; responsible for ensuring that the work produced by the Directorate is legally defensible and of good quality, and that the timelines and prescripts set by the legislation and departmental service standards are adhered to; provide legislative and policy coordination support to Working Groups and subordinate structures dealing with NEMA and subordinate legislation; and participate in law reform fora of other Departments and inputs on draft Bills, subordinate legislation, policies and guidelines with specific focus areas.

ENQUIRIES : Mr S Kobese Tel No: (012) 399 9351
APPLICATIONS : RCSM13-2026@dffe.gov.za

POST 04/64 : **DIRECTOR: BIODIVERSITY ENFORCEMENT REF NO: RCSM14/2026**

SALARY : R1 266 714 per annum, (all-inclusive salary package)
CENTRE : Pretoria

REQUIREMENTS : An Undergraduate qualification (NQF level 7) in Natural Science or relevant qualification within the related field as recognised by SAQA. A minimum of five (5) years' experience at middle or senior managerial level. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG) must be submitted prior to appointment. Experience specifically in environmental / biodiversity compliance and enforcement will be an added advantage. Knowledge: Environmental/biodiversity policies, legislation, relevant international instruments, civil procedure, criminal procedure, constitutional law and administrative law; together with practical experience in the application thereof to cases of non-compliance. Audit procedures and risk management, Public Service and Departmental procedures and prescripts, Planning and performance management legislation, Skills & Competencies: Good written and verbal communication skills. Ability to interact with and provide assistance to a wide range of stakeholders as well as an understanding of intergovernmental relations and co-operative governance. Adequate skills in computer use, Adequate skills in respect of formal presentation and public speaking; Good interpersonal relations and diplomatic skills, Relationship Management, Stakeholder engagement, Public Relations, Strategic Capability and Leadership, Performance Management, Programme and Project Management, Financial Management, Change Management, Knowledge Management, Service Delivery Innovation (SDI), Problem Solving and Analysis, People Management and Empowerment, Client Orientation and Customer Focus, Ability to work individually and in a team, Ability to work with difficult persons and to resolve conflict, Sense of responsibility and loyalty, Objectiveness, Integrity, Service orientated, Self supervision, Highly developed sense of honesty, Protect the confidentiality of documents. Must have a valid driver's licence and willingness to travel.

DUTIES : Provide Strategic Enforcement Projects and Support related to Wildlife Trafficking. Enforcement with Biodiversity-related legislation and management of a team of Environmental Management Inspectors (EMIs), including responding to complaints and Incidents relating to Biodiversity Enforcement

(Threatened or Protected Species Regulations, CITES Regulations; Alien & Invasive Species Regulations etc); undertaking administrative enforcement action and initiating and undertaking criminal investigations EMI / Stakeholder Capacity Input and assistance provided in relation to EMI Basic/Specialised Training courses, Prosecutor training, training to other law enforcement agencies and Border stakeholders on wildlife crime. . Stakeholder Engagement and International Liaison, co-operate with and liaise with enforcement stakeholders on matters relating to biodiversity enforcement activities at a national level, programmes and projects including national joint strategic partners, namely: Border stakeholders (SARS, BMA), National Prosecuting Authority, SAPS, Departments of Agriculture and Water & Sanitation, Provincial Conservation Authorities and SANParks. Co-operate with and liaise with enforcement stakeholders on matters relating to biodiversity enforcement activities, programmes and projects at an international level, namely: SADC, African Union, INTERPOL, CITES, UNODC. Co-ordinate operations and gather information to support investigations, operations and work undertaken to meet international commitments including co-ordination of and participation in national and international enforcement operations.

ENQUIRIES : Ms F Craige Tel No: (012) 399 9460
APPLICATIONS : RCSM14-2026@dffe.gov.za

POST 04/65 : **DIRECTOR: STATE FOREST MANAGEMENT REF NO: FOM/CT02/2026**

SALARY : R1 266 714 per annum, (all-inclusive annual salary package)
CENTRE : Limpopo / Mpumalanga
REQUIREMENTS : An undergraduate qualification in Forestry or Natural Resource Management (NQF level 7) or relevant qualification within the related field recognized by SAQA. A minimum of Five (5) years of experience in Commercial Forestry or related field at middle / senior managerial level within 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. Knowledge of relevant policies, legislations and frameworks relating to Forestry e.g. 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 and understanding of all relevant legislation and regulations that govern the Public Service including Public Finance Management Act (PFMA) and treasury regulations, Public Service Act, Labour Relations Act etc. Knowledge and understanding of National Priorities of government e.g. National Development Plan 2030, Commercial Forestry Sector Master Plan, Accelerated and shared growth Initiative South Africa Knowledge and understanding of Silviculture and Harvesting practices in relation to sustainable management of biological assets. Project Management and strategic planning. Stakeholder Engagement. 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 the state-owned plantations and implement the annual plan of operations for the plantations. Manage State Forests, personnel and associated assets. Develop and implement Fire Management Plans, Ensure the implementation of Sustainable Forest Management in line with the National Forest Act and National Veld and Forest Fire Act. Proactive mitigation of audit risks, develop and implement audit interventions. Stakeholder Liaison. Provide post settlement support and support state forest Land administration and State Forest Land transfer programmes. Plan and initiate EPWP to serve as force multiplier for commercial forestry operations.

ENQUIRIES : Ms M Leseke at 072 199 1291
APPLICATIONS : FOMCT02-2026@dffe.gov.za

OTHER POSTS

POST 04/66 : **SCIENTIFIC MANAGER: MARINE BIODIVERSITY RESEARCH REF NO: OC/CT03/2026**

SALARY : R1 099 488 per annum
CENTRE : Cape Town
REQUIREMENTS : MSc degree (NQF level 9) or in Natural Science or relevant qualification recognised by SAQA. 6 years post qualification experience in natural scientific environment or related field. Compulsory registration with SACNASP as a