

(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](mailto: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](mailto: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

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](mailto: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