

POST 11/36 : **SENIOR HUMAN RESOURCE PRACTITIONER: PERFORMANCE MANAGEMENT (REF NO CMS21/2026)**
(Re-advertisement – Candidates who previously applied must re-apply)

SALARY : R397 116 per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Human Resource Management/Development or relevant qualification as recognized by SASQA. A minimum of two (2) years' experience in performance management or relevant field and PERSAL Certificate, a valid Driver's license will serve as an advantage. Knowledge of Human Resource Management with specific reference to performance management. Knowledge of Departmental procedures and prescripts within the Public Service. Knowledge of Human Resource processes and practices. Knowledge of Public Finance Management Act, Incentive framework (OSD & Non-OSD), Public Service Regulation, Public Service Act, DPSA directives, Labour Relations Act, and Treasury Regulations. Batho Pele principles. Analytical thinking, problem-solving skills, planning & execution skills, time management, presentation skills, communication, practical Knowledge of Computer Skills, report Writing Skills and project Management.

DUTIES : Facilitate the PMDS processes of submission of Performance Agreements, Mid-term assessments, Annual assessments and probation reports for both members of Senior Management Service (SMS) and non-SMS. Quality assure SMS and non-SMS Performance Agreements, Mid-term assessments, Annual assessments, and probation reports. Administer SMS and non-SMS moderation processes. Maintain databases for Senior Management Service (SMS) and non-SMS members. Implementations of the incentive framework on PERSAL such pay progression, OSD & non-OSD transitions. Capturing of signed performance agreements, assessments, probation reviews and Compulsory Induction Programme (CIP) certificate. Conduct training and empower line managers and non-SMS officials on PMDS process. Monitor poor performance improvement plans, dispute resolution, and update databases. Provide technical advice to stakeholders, and management.

ENQUIRIES : Mr N Chauke Tel: 012 399 8651
APPLICATION : CMS21-2026@dffe.gov.za

POST 11/37 : **SENIOR FORESTER: STATE FORESTS MANAGEMENT REF NO: FOM28/2026 (X2 POSTS)**

SALARY : R397 116 per annum
CENTRE : Mbazwana (KZN)
Kwagubeshe (KZN)
REQUIREMENTS : National Diploma (NQF6) in Forestry or relevant qualification as recognized by SAQA. A Minimum of two (2) years' experience in Forestry or relevant field. Knowledge of the National Forests Act, 1998 (Act 84 of 1998) and the National Veld and Forest Fires Act, 1998 (Act 101 of 1998) including other relevant legislations such as NEMA, NEMBA, CARA, Protected Areas Act, Public Services Act, PFMA and Treasury Regulations. Knowledge of the forest and environmental management sector. Knowledge of PCI&S management Framework. People management and empowerment. Client orientation and customer focus. Financial Management. Project and Programme Management. Good communication skills (written and verbal). Facilitation and negotiation skills. Conflict management skills. Planning and organizing skills. Good interpersonal relations skills. Ability to work under pressure and work long hours. Ability to work individually and in a team. willingness to travel.

DUTIES : Render commercial activities in state forest plantations. Implement operational plans for the state forest plantations. Quality assure work rendered by services providers. Development of management plans. Assist in compiling and updating annual plans of operations. Plan and conduct physical verification for state forest plantations in the region. Monitor compliance with applicable business processes for management of state forest plantations. Prepare weekly and monthly reports. Implement the Audit Action Plan and keep record of evidence. Create jobs through Expanded Public Works Programme. Ensure protection of plantations from fires, livestock and pests. Assist with the implementation, enforcement and promotion of the National Forest Act (NFA), Conservation of Natural Resources Act (CARA) and National Veld Forest Fire Act (NVFFA). Administer forestry support services. Participate in stakeholder engagements. Conduct awareness campaigns.