

**DEPARTMENT OF, FORESTRY, FISHERIES AND THE ENVIRONMENT**  
*The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.*

- APPLICATIONS** : 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** : 10 March 2025
- FOR ATTENTION** : Human Resource Management
- NOTE** : 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.

**MANAGEMENT ECHELON**

- POST 07/01** : **DIRECTOR: ATMOSPHERIC POLICY REGULATIONS AND PLANNING**  
**REF NO: CCAQ06/2025**  
 This is a readvertisement, candidates who previously applied must re-apply in order for their application to be considered.
- SALARY** : R1 216 824 per annum, all-inclusive remuneration package
- CENTRE** : Pretoria
- REQUIREMENTS** : An undergraduate qualification in Natural or Physical Sciences, Environmental Development Planning or relevant qualification on (NQF 7) within the related field. A minimum of 5 years' experience at Middle/Senior Managerial level within the related field. Successful completion of the Public Service Senior Management Leadership Programme. Knowledge of environmental and development issues (globally, regionally, locally). Proven competence in the area of air quality management policies, strategies and regulations development and others as needed with demonstrated grounding in finance,

Public Service procedures and DFFE policies. Specialist knowledge of the latest international and national theory and developments in respect of environmental impact, land use and spatial planning legislation, policies and strategies. Ability to manage and plan for activities, including projects and policy matters. Ability to develop, interpret and apply policies, strategies and legislation. Knowledge of HR management practices, legal issues, negotiations and dealing with conflict. Assist in career planning and effective deployment of personnel. Ability to control and manage the budget of the directorate. Sufficient knowledge of specific computer software packages and efficient use of associated hardware. Perform in-house training for subordinates. Skills & Competencies: Relationship Management; Stakeholder engagement; Negotiation skills; Public Relations; Research; Strategic Capability and Leadership; 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; Communication. Personal Attributes: Honesty; Ability to work long hours voluntarily; Ability to gather and analyse information. Ability to develop and apply policies. Ability to work individually and in team. Good interpersonal relations skills; Creativity; Ability to work under pressure; Ability to work with difficult persons and to resolve conflict; Character beyond reproach; Articulate; Sense of responsibility and loyalty; Initiative and creativity.

- DUTIES** : Manage the identification and development of national priority plans. Develop, promulgate and review the department's Air Quality Management Plan. Compile the National Air Quality Officer's reports. Review and ensure approval of national, provincial and local air quality management plans. Participate in the development of the implementation manuals, guidelines, software, standard formats, templates and best practices. Develop and review atmospheric quality policies, strategies and relevant legislations. Ensure the development and review of air quality norms and standards. Render technical and specialist support service on air quality technology and risk assessment.
- ENQUIRIES** : Dr P Gwaze Tel No: (012) 399 9362
- APPLICATIONS** : [CCAQ06-2025@dffe.gov.za](mailto:CCAQ06-2025@dffe.gov.za)

#### **OTHER POSTS**

- POST 07/02** : **PROJECT MANAGER: GLOBAL ENVIRONMENT FACILITY 7- HUMAN WILDLIFE CONFLICT REF NO: BC08/2025**  
(5 Year Contract)

- SALARY** : R1 003 890 per annum
- CENTRE** : Pretoria
- REQUIREMENTS** : Degree/National Diploma (NQF6) in project management /environmental science or relevant qualification within the related field. A minimum of 3 years' experience required in relevant field of which three (3) should be at an entry/junior managerial level (Assistant Director Level or equivalent). Knowledge and experience with GEF policies and procedures including log frames and similar project planning tools. Experience and knowledge in project / programme management and implementation. Experience in managing large multidisciplinary projects. Knowledge in Biodiversity Management; Experience in the monitoring and evaluation of internationally funded projects. Report writing experience. Knowledge in Financial and Procurement administrative procedures. Leadership and Management; Organisational and planning skills. Innovation and proactiveness; Ability to gather and analyse information. Good interpersonal relations skills; Conflict management and resolution. Ability to work independently and in a team.

- DUTIES** : Provide strategic leadership to the project team. Act as the national representative of the project at regional and international levels. Consult with different high-level project partners from relevant institutions to ensure scheduled project activities are completed successfully. Oversee public relations for the project. Coordinate effective communication amongst stakeholders at landscape, national and international level. Ensure high-level stakeholder and policy buy-in. Monitoring inputs of partners, ensuring that project obligations are fulfilled in a timely and coordinated fashion. Manage Project Implementation Task Team and participate in Steering Committee meetings. Serve as Executive Secretary and provide support to the PSC in coordinating project implementation. Monitor progress of the project. Monitor

the financial and budgetary status of the national components of the project. Ensure that UNEP/GEF norms for monitoring and evaluation of project performance, output delivery and impact are applied. Participate in the UNEP semi-annual field supervision missions.

**ENQUIRIES  
APPLICATIONS**

: Mr S Maletle Tel No: (012) 399 9511  
: [BC08-2025@dffe.gov.za](mailto:BC08-2025@dffe.gov.za)

**POST 07/03**

: **SENIOR EMPLOYEE HEALTH AND WELLNESS PRACTITIONER REF NO:  
CMS10/2025**

**SALARY  
CENTRE  
REQUIREMENTS**

: R376 413 per annum  
: Bisho  
: Degree in Social Work or Honors Degree (NQF8) in Psychology or relevant qualification in the related field. A minimum of 2 years' experience in Employee Health and Wellness or a related field. Professional registration with the South African Council for Social Service Professions (SACSSP) or Health Professions Council of South Africa (HPCSA). Knowledge of HIV/AIDS National Strategic Plan, DPSA EHW Strategic Framework, Health and behavioural risks in the workplace, Programme implementation, monitoring and evaluation and HR policies and procedures. Ability to work with difficult persons and to recognize and embrace Cultural diversity. Ability to gather and analyse information and to develop and apply policies.

**DUTIES**

: Implementation of healthy lifestyle promotion (Supporting sports codes, Nutrition, and fitness programmes). Provide proactive information (Financial wellness, resilience workshops and preparation for retirement). Circulate wellness management articles. Conduct assessments, counselling and referral services to all vulnerable employees. Implement education and awareness sessions on HIV, TB and STI. Coordinate Wellness Champion/Peer Educator meetings. Assist with the facilitation of commemorating World AIDS Day. Implement a Health and Productivity Management programme. Coordinate blood donation services and wellness clinics or health screening. Provide logistical support for any Health and Wellness event. Implementation of Employee Health and Wellness policies and administration. Submit monthly reports on the implementation of Employee Health and Wellness.

**ENQUIRIES  
APPLICATIONS**

: Ms N Khumalo Tel No: (012) 399 8528  
: [CMS10-2025@dffe.gov.za](mailto:CMS10-2025@dffe.gov.za)