

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

The National Department of Forestry, Fisheries and the Environment is an equal opportunity, affirmative action employer.

<u>APPLICATIONS</u>	:	<p>Cape Town: Must be submitted to the Director-General, Department of Forestry, Fisheries and the Environment, The Director: Integrated Human Resource Management, Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town or can be emailed to the respective email address quoting the reference number on the subject email.</p> <p>Pretoria: 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.</p>
<u>FOR ATTENTION</u>	:	Human Resource Management
<u>CLOSING DATE</u>	:	07 July 2025, 17H00
<u>NOTE</u>	:	<p>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. By submitting the employment application form, you agree and consent in terms of Section 11(1) of the Protection of Personal Information Act (POPIA), 2013 (Act 4 of 2013), for your personal information which you provide to the DFFE to being processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013.</p>

OTHER POSTS

POST 21/39 : **CONTROL ENVIRONMENTAL OFFICER GRADE A: AIR QUALITY AUTHORISATIONS POSTS REF NO: CCAQ07/2025 (X2 POSTS)**

SALARY : R612 480 per annum, (OSD)
CENTRE : Pretoria
REQUIREMENTS : A four (4) year Degree (NQF Level 8) in Natural or Environmental Management/Sciences or equivalent qualification within the related field plus 6 years post qualification experience in the relevant field. Knowledge of the National Environmental Management Air Quality Act; atmospheric emission license regulatory requirements, processes and procedures; industrial process and abatement technologies, especially those relating to emissions to the air and the atmosphere; Environmental Impact Assessment procedures. Knowledge management, service delivery innovation, problem solving and analysis, people management and empowerment, client orientation and customer focus communication, client relations, stakeholder engagement, public relations research, strategic capacity and leadership. Good interpersonal relations skills, articulate, ability to work with difficult people and to resolve conflict, ability to work under pressure, sense of responsibility and loyalty, initiative and creativity. Ability to gather and analyze information. Ability to work individually and in a team. Team player. Goal oriented. Loyalty. Commitment. Honesty and integrity. Enthusiasm. Reliability. Positive self-esteem. Initiative and creativity. Self-Motivated. Adaptability. Honesty.

DUTIES : Manage and process of atmospheric emission license applications within legislated timeframes. Review provisional/atmospheric emission licenses compliance reports for all facilities that have commenced operation. Review of Environmental Impact Assessment reports within required timeframes. Manage emissions reporting related requirements of departmental atmospheric emission licensed facilities. Participate and provide assistance in Compliance and Enforcement activities of the licensed facilities.

ENQUIRIES APPLICATIONS : Dr P Gwaze Tel No: (012) 399 9362
 : CCAQ07-2025@dffe.gov.za

POST 21/40 : **CONTROL ENVIRONMENTAL OFFICER GRADE A: POSTPONEMENT MANAGEMENT AND COORDINATION REF NO: CCAQ08/2025**

SALARY : R612 480 per annum, (OSD)
CENTRE : Pretoria
REQUIREMENTS : A four (4) year Degree (NQF Level 8) in Natural or Environmental Management/Sciences or equivalent qualification within the related field plus 6 years post qualification experience in the relevant field. Knowledge of environmental management or natural sciences, public service prescripts and procedures. Knowledge of the National Environmental Management Air Quality Act and atmospheric emission license regulatory requirements. Good understanding of compliance postponement procedures and the coordination of the National Air Quality Officer functions related to air quality authorizations and postponements. Knowledge management, service delivery innovation, problem solving and analysis, people management and empowerment, client orientation and customer focus communication, client relations, stakeholder engagement, public relations research, strategic capacity and leadership. Good interpersonal relations skills, articulate, ability to work with difficult people and to resolve conflict, ability to work under pressure, sense of responsibility and loyalty, initiative and creativity. Ability to gather and analyze information. Ability to develop and apply policies. Ability to work individually and in a team. Team player. Goal oriented. Loyalty. Commitment. Honesty and integrity. Enthusiasm. Reliability. Positive self-esteem. Initiative and creativity. Self-Motivated. Adaptability. Honesty.

DUTIES : Manage and coordinate of postponement applications. Analyze postponement applications. Providing advisory to the National Air Quality Officer regarding all postponement decision making. Monitor the implementation of postponement compliance roadmaps and related projects. Effective monitoring of the implementation of air quality offset projects. Provide technical support in the processing of Atmospheric Emissions License applications.

ENQUIRIES APPLICATIONS : Dr P Gwaze Tel No: (012) 399 9362
 : CCAQ08-2025@dffe.gov.za

<u>POST 21/41</u>	:	<u>ASSISTANT DIRECTOR: INTERNAL CONTROL AND COMPLIANCE REF NO: CFO12/2025</u>
<u>SALARY</u>	:	R468 459 per annum
<u>CENTRE</u>	:	Cape Town
<u>REQUIREMENTS</u>	:	National Diploma (NQF 6) in Auditing, Accounting, Financial Management, or relevant qualification with accounting as major subject. A minimum of three (3) years' experience in internal control/ Supply Chain Management/ Auditing, Financial Management or related field. Knowledge: Demonstrated an in-depth knowledge of the legislative environment applicable to government finance and supply chain management and the development, implementation and monitoring of related policies and procedures within a government environment. Knowledge of relevant prescripts (PFMA, Treasury regulations, BBBEE Act, PPPFA). Knowledge and experience on BAS, LOGIS and PERSAL will be an advantage. Ability to establish and manage financial management systems and controls. Skills: The ability to maintain high levels of confidentiality and to prioritize work in high-pressure environments. Good interpersonal, administrative, managerial skills, communication (verbal and writing) skills. Ability to interpret and evaluating information. Conflict management skills. Skills in policy formulation and review, financial management. Knowledge management and change management. Ability to work independently and in a team. Be able to work under pressure.
<u>DUTIES</u>	:	Investigate irregular and fruitless and wasteful expenditure, identify potential financial risks (inclusive of fraud risks) and facilitate management action to mitigate the identified risks. Test and monitor level of compliance to enabling legislation: PFMA, Treasury Regulations, SCM and HR prescripts by performing assessments and raise findings on areas of concern relating to weaknesses in controls to assist and enhance effectiveness of the process. Monitor the implementation of internal and external audit recommendations based on the audit results. Attend audit steering committee meetings. Monitor the progress of audit recommendations, Coordinate, monitor and report on fruitless and wasteful expenditure registers. Coordinate, monitor and report on irregular expenditure registers. Monitor and strengthen the control environment within the Department through performance of planned internal control assessments, of Quarterly key control assessments and follow through of all data analysis reviews. Co-ordinate the assurance process (e.g., response to external and internal auditor's queries, management responses, etc.) and facilitate the development and implementation of Departmental action plans to address identified control deficiencies relating to Irregular Expenditure and Fruitless and Wasteful Expenditure. Facilitate the implementation and maintenance of Departmental loss control system and serve as secretariat of the Departmental Loss Control Committee.
<u>ENQUIRIES</u>	:	Mr S Madonsela at 076 020 0098
<u>APPLICATIONS</u>	:	CFO12-2025@dffe.gov.za