

DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

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

- APPLICATIONS** : **Pretoria and Limpopo:** 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.
- Cape Town, Northern Cape, Eastern Cape, Limpopo, Mpumalanga and KwaZulu Natal:** 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.
- CLOSING DATE** : 02 March 2026, 16:00. No late application will be accepted
- NOTE** : Application must be submitted on a New signed Z83 form obtainable from any Public Service Department accompanied by a recent detailed Curriculum Vitae only, to be considered. All attachments for online application must include an application form Z83 and CV only, in PDF and as one (1) document or attachment, indicate the correct job title and the reference number of the post on the subject line of your email. Use the correct email address associated with the post. JPEG (picture/snapshot) application will not be accepted. 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.
- ERRATUM:** Kindly note that the post for Scientist Production Grade A Cape Town with Ref No: OC/CT02/2026 advertised in the Public Service Vacancy Circular 04 dated 06 February 2026 with the closing date of 23 February 2026 is amended. The amendment is as follows, the email address is OCCT02-2026@dffe.gov.za. The post of Chief Director Oceans and Coastal Research

with Ref No: OC/CT01/2026 advertised in the Public Service Vacancy Circular 04 dated 06 February 2026 with the closing date of 23 February 2026 is amended. The amendment is as follows, the email address is OCCT01-2026@dffe.gov.za

OTHER POSTS

POST 05/110 : **DEPUTY DIRECTOR: BUILDING AND PPP MANAGEMENT SERVICES REF NO: CMS09/2026**

SALARY : R896 436 per annum, (all-inclusive remuneration package)
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Building Management/Facilities/Property Management/Built Environment/Project Management/Public Administration or relevant qualification as recognized by SAQA. A minimum of five (5) years' experience in Building Management/Facilities/Property Management/ Built Environment/Project Management/Public Administration or relevant field of which three (3) should be at entry/ junior managerial level (Assistant Director level or equivalent). Experience in managing facilities and administration services in the department for inland offices including PPP Agreement for Head office. Knowledge of project management, public sector property management, facilities and maintenance management, GIAMA and DPWI property frameworks, PFMA, Treasury Regulations and building compliance, municipal billing and utility management. Knowledge of Administrative procedures. Computer literacy, Communication skills (verbal, writing), Good interpersonal relations skills Planning and Organizing skills, Research, Analytical thinking, Conflict handling and managerial skills. Ability to facilitate training. Ability to communicate with ministries, senior management, officials and the public in a professional manner. Ability to gather and analyze information. Ability to interpret and apply policies, directives and prescripts. Ability to work with difficult people and to resolve conflicts. Ability to provide immediate solutions to problems. Ability to work individually and in a team. Ability to work under pressure.

DUTIES : Manage the administration of building management function, Oversee the management of lease contracts entered into by DPWI on behalf of DFFE, Ensure compliance with lease terms, occupation agreements and service obligations. Liaise with DPWI on lease renewals, terminations, space utilisation and alignment with departmental needs. Provide oversight of planned, preventative, and corrective maintenance of DFFE facilities, Coordinate maintenance interventions with DPWI, landlords and service providers, Lead the development, implementation and annual review of the User Asset Management Plan (UAMP) Ensure maintenance of all inland buildings for the Department. Oversee efficient administration of Department water, electricity, municipal and other utility accounts. Lead and manage the implementation of PPP Agreement and associated Service Level Agreement (SLA's), Ensure compliance with the Treasury PPP Framework, PFMA and contractual obligations, manage contract variations, amendments and dispute resolution process where applicable, Ensure Contract and Performance Management, ensure compliance to relevant schedules and the output specification. Drive corrective actions for underperformance and ensure continuous improvement Implementation of payment mechanism and ensure compliance to relevant PPP schedules, Ensure verification and approval of PPP invoices, availability payments, penalties and deductions, Manage responses on compliance reviews and Treasury engagements, Ensure proper record keeping, reporting and accountability in line with governance requirements, Serve as the primary DFFE interface with the Private Party and key service providers, Manage performance reviews and governance meetings Provide strategic reports and briefings to senior management and ensure oversight of the Facilities Management (FM) System.

ENQUIRIES : Ms C Thabana Tel No: (012) 399 8522
APPLICATIONS : CMS09-2026@dffe.gov.za

POST 05/111 : **CONTROL ENVIRONMENTAL OFFICER GRADE A: COMPLIANCE: ENVIRONMENTAL IMPACT AND POLLUTION REF NO: RCSM17/2026**

SALARY : R612 480 per annum, (OSD)
CENTRE : Pretoria
REQUIREMENTS : A four (4) years Degree in Natural /Environmental Sciences or relevant qualification as recognized by SAQA. A minimum of six (6) years' post-

qualification experience in environmental compliance monitoring, auditing and reporting or relevant field. An extensive understanding of environmental auditing, pollution and waste monitoring procedures. Applicant must have an understanding and Sound understanding of strategic coordination, business planning, policy development and risk management. Good computer literacy, professional report writing, research, negotiation and presentation skills. Ability to gather, analyse and interpret information. Ability to manage stakeholders, work with difficult persons and resolve conflict. Good interpersonal and communication skills. Ability to work independently and in a team. Valid driving licence.

DUTIES : Conduct joint prioritized compliance inspections and baseline/follow-up inspections. Coordinate pre-inspection planning, stakeholder engagements and document requests. Allocate reference numbers and issue inspection notifications to facilities and affected authorities. Conduct compliance inspections against DFFE-issued environmental authorizations, waste management licenses and relevant legal prescripts. Obtain and review environmental compliance reports, permits and relevant documentation. Conduct site and desktop inspections and audit report reviews. Compile, edit and finalize inspection and audit reports within prescribed timeframes. Draft and issue response and compliance correspondence. Manage records, update EDMS and maintain record sheets. Provide compliance and enforcement support and lead inspection teams during operations. Conduct audits of waste management facilities and compile regulatory checklists in line with NEM: WA provisions, norms and standards. Participate in departmental compliance initiatives and contribute to regulatory monitoring programmes.

ENQUIRIES APPLICATIONS : Mr V Loate, Tel No: (012) 399 8507
: RCSM17-2026@dffe.gov.za

POST 05/112 : **CONTROL ENVIRONMENTAL OFFICER GRADE A: ADAPTATION NATURAL RESOURCE SECTORS REF NO: CCQA03/2026**

SALARY CENTRE REQUIREMENTS : R612 480 per annum
: Pretoria
: A four-year Degree (NQF8) in Natural / Environmental Sciences or relevant qualification as recognized by SAQA plus six (6) years' post qualification experience in the relevant field. Knowledge of environmental, international governance and development issues (globally, regionally, locally). Knowledge of Climate Change and environmental management and related policies. Financial Management and associated prescripts. Ability to manage and plan activities, including projects and policy matters. Policy formulation skills, presentation skills, negotiation skills, planning and organizing skills, communication skills (written and spoken), Programme and Project Management skills; Writing skills, decision-making skills, report writing skills. Computer Literacy. Innovative and proactive. Ability to work long hours voluntarily. Ability to gather and analyze information. Proven leadership skills. Ability to develop and apply policies. Ability to work independently and in a team. Ability to lead multidisciplinary team. Good interpersonal relations skills. Ability to work under extreme pressure. Conflict management and resolution. Ability to collect and interpret information and reports. Interpersonal relations.

DUTIES : Support strategic partnerships with international and national stakeholders, including government departments, non-governmental organizations, private sector entities, and academic institutions. Support the United Framework Convention on Climate Change (UNFCCC) with a strong focus on the Loss and Damage (L&D) programme of work. Provide technical support on the development, resourcing and implementation of climate-related projects. Coordinate the implementation, monitoring, and review of the National Climate Change Adaptation Strategy (NCCAS) to build the nation's resilience to climate change impacts. Support the implementation and operationalization of the National Framework for Climate Services (NFCS) to ensure the provision of climate information and services to key sectors. Facilitate and support adaptation initiatives within critical natural resource sectors (Agriculture, Water, Biodiversity, Oceans & Coast) to enhance their resilience to climate change.

ENQUIRIES APPLICATIONS : Mr. T Phago Tel No: (012) 399 9172
: CCAQ03-2026@dffe.gov.za

POST 05/113 : **SENIOR LEGAL ADMINISTRATION OFFICER (MR6): MINING APPEALS REF NO: RCSM/CT01/2026**

SALARY CENTRE : R586 956 per annum, (OSD)
: Cape Town

REQUIREMENTS : LLB Degree or relevant qualification as recognized by SAQA. A minimum of eight (8) years' experience post qualification in the relevant field. An extensive understanding of law, Public Services and Departmental procedures. Applicant must have a broad knowledge of strategic coordination, policy development, risk management and audit procedures. Understand the facilitation of project management, research methodologies and presentation. Have good reporting / professional writing, policy formulation and negotiation skills. Ability to gather and analyse information, and adherence to timelines is essential. Ability to work with difficult persons and to resolve conflict. A Valid Driving License.

DUTIES : Manage the coordination and administration of appeals in terms of NEMA and other applicable legislation with specific on mining related appeals. Receive and respond to all appeals related queries from stakeholders including the appellants and applicants using the CD service standards. Convene appeals committee meeting to discuss the appeals depending on the complexity of the appeal. Attend the filing of finalized appeals in terms of internal filing policies and guidelines. Manage the coordination and administration of waste management and enforcement appeals. Manage the drafting of ministerial submissions and appeal decisions in respect of environmental authorizations issued by the DMRE. All grounds of appeal, responding statements and line function comment to be captured in a logical sequence in appeal decision. Adherence to timeframes as per the 2014 National Appeal Regulations. Manage the provision of general legal support. Ensure the drafting of instructions to counsel requesting legal opinions. Provide support to litigation on appeals matters by attending consultations with counsel and compile record.

ENQUIRIES APPLICATIONS : Ms H Van Schalkwyk / Ms F Patal Tel No: (012) 399 8835 / (012) 399 9330
: RCSMCT01-2026@dffe.gov.za

POST 05/114 : **ASSISTANT DIRECTOR: FOREST POLICY DEVELOPMENT REF NO: FOM16/2026**

SALARY CENTRE REQUIREMENTS : R582 444 annum per annum
: Pretoria
: National Diploma (NQ6) in Forestry or Natural Resource Management or relevant qualification within the related field recognized by SAQA. A minimum of three (3) years' experience in Forestry or related field. Knowledge 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), including other relevant Environmental Legislations such as NEMA, NEMBA. Knowledge of government administrative procedures (Public Service Act, Public Service Regulations, Labour Relations Act, PFMA and treasury regulations). Sound knowledge of Public Policy Development. Intergovernmental and stakeholder Relations/Engagement. Project Management and Strategic Planning. Facilitation and coordination skills. Ability to gather and analyse information. Ability to lead multidisciplinary teams. Ability to work under pressure and handle criticism. Ability to negotiate in difficult situations and to resolve conflict. Excellent Communication skills. A valid Driving license and willingness to travel.

DUTIES : Coordinate the development of policies and strategies for the sector functions. Conduct policy research aimed at identifying best practices for the development of policies and strategies for the development of the forest sector. Coordinate the consultation of relevant stakeholders in the development of policies. Coordinate the implementation of and identification of gaps in forest policy. Support and coordinate the implementation and maintenance of the forest policy process. Provide forest sector scenarios and outlooks. Assess opportunities and challenges for growth in the sector and provide policy recommendations. Assess the opportunities and challenges for alignment and integration of the sector and the sectoral activities and initiatives within local, provincial, national and international political, social, economic and environmental paradigms. Report on analyses of extra-sectoral policy trends and their implications. Provide advice to senior management and the legislature, as well as relevant sector bodies, on policies and strategies relevant to the forest sector. Provide support in monitoring forestry sector compliance with bilateral, multilateral and international forestry agreements. Coordinate the process of compiling country reports in line with regional and international reporting requirements and obligations. Provide correspondence on international policy matters affecting forests.

ENQUIRIES APPLICATIONS : Ms N Kgomongwe at 066 241 0253
: FOM16-2026@dffe.gov.za

POST 05/115 : **SENIOR VETTING INVESTIGATOR REF NO: CMS10/2026**

SALARY : R582 444 per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Social Science or relevant qualification as recognized by SAQA. A minimum of three (3) years' experience in conducting vetting field work investigations in line with the prescripts. Applicants must have completed vetting skills training programme at SSA. Knowledge of Security Vetting policies, General security functions, public services prescripts, fraud and prevention and security vetting investigations. Ability to gather and analyze information. Ability to collect and interpret information and reports. Ability to develop and apply policies. Communication skills (written and spoken), Interpersonal relations, planning and organizing, Report writing, leadership, Conflict management and resolution, Decision-making, interviewing and analytical and good report writing skills. Ability to work under extreme pressure. Ability to work independently and in a team. Ability to work long hours voluntarily. Computer literacy Skills that would include a good working knowledge of Microsoft Office products. Interviewing experience and a valid driver's license.

DUTIES : Conduct vetting field work investigations. Conduct vetting investigation in respect of secret and top-secret levels. Manage files related to the vetting projects. Compile vetting reports. Develop and implement policies, guidelines, norms and standards with regards to vetting investigations. Analyse research and evaluate all vetting related information. Liaise with the State Security Agency (SSA) and other related agencies. Communicate regularly with SSA, SAPS, SASS, Defence, Home Affairs, and other critical stakeholders for advice, assistance and to obtain additional information.

ENQUIRIES : Ms. M Booysen at 082 3037012/ Email: MBooyesen@dffe.gov.za
APPLICATIONS : CMS10-2026@dffe.gov.za

POST 05/116 : **ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION: MINING APPEALS REF NO: RCSM11/2026**
 Re-advertisement and those who have previously applied, need to re-apply

SALARY : R498 816 per annum, (OSD)
CENTRE : Pretoria
REQUIREMENTS : Honours degree (NQF8) in Natural/Environmental Sciences or relevant qualification as recognized by SAQA coupled with a minimum of three (3) years' working experience. An extensive understanding of legal administration and environmental processes. Applicants must have an understanding and knowledge of Public Service and Departmental procedures, prescripts and audit procedures Knowledge of relevant legislations: MPRDA, NEMA and associated regulations. Possess expertise of strategic coordination, operational planning, policy development and risk management. Have good professional writing, negotiation, research, presentation initiative and creativity skills. Ability to gather and analyse information. Ability to work with difficult people and to resolve conflict. The incumbent must have a valid driver's license.

DUTIES : Administer mining appeals and objectives in accordance with prescripts of NEMA and its associated regulations. Coordinate the appeal process within the timeframes, provide appeals protocol and regulations. Participate in Mining Appeal committee meetings to discuss the appeals depending on the complexity of the appeals. Attend the filing of finalized appeals in terms of internal filing policies and guidelines. Review EIA mining and mining related appeals. Adhere to timeframes as per appeal regulation. Draft appeal decisions and ministerial submission on mining and mining related appeals. Ensure that relevant maps and information, where possible, are attached to draft appeal decision. Provide general environmental management advisory support services. Liaise with the State Attorney on environmental matters arising from mining appeals. Draft submission, briefing documents, responses to the public, media statements, etc. in relation to appeals

ENQUIRIES : Ms H Van Schalkwyk / Ms F Patal Tel No: (012) 399 8835 / (012) 399 9330
APPLICATIONS : RCSM11-2026@dffe.gov.za

POST 05/117 : **ENVIRONMENTAL OFFICER SPECIALISED PRODUCTION: OCEANS AND COASTS REF NO: RCSM18/2026**

SALARY : R498 816 per annum, (OSD)
CENTRE : Cape Town

REQUIREMENTS : Honours degree (NQF8) in Natural/Environmental Sciences or relevant qualification as recognised by SAQA coupled with a minimum of three (3) years' working experience. Previous work experience in the Antarctic or sub-Antarctic sector will be an added advantage. Knowledge and experience in conducting environmental audits, compliance inspections and/or environmental law enforcement. Knowledge of the National Environmental Management Act (NEMA), and Specific Environmental Management Acts (SEMAs) and the Antarctic Treaty. Knowledge and understanding of government standard administrative procedures and policies. Must be willing to travel extensively including to, and work at, the Prince Edward Islands (PEIs) and Antarctica for a period of 3 months or more annually. Ability to work independently and as part of a team, under stressful and physically challenging conditions. Problem solver and strategic thinker with good project management skills; computer skills; good interpersonal relationships; excellent report writing skills and good verbal communication skills. A valid driver's license.

DUTIES : Monitor compliance with conditions of marine threatened or protected species, alien invasive species and coastal management environmental authorizations in South Africa, the Prince Edward Islands and Antarctica (as applicable). Conduct annual environmental audits on activities and operations in Antarctica and the Prince Edward Islands. Coordinate functions and work of the overwintering team Environmental Control Officer(s) on Marion Island. Conduct pre-voyage inspections on cargo and equipment prior to annual voyages. Serve as Environmental Control Officer on board the vessel during voyage, and at destination. Review and evaluate the practical implementation of Environmental Impact Assessments conducted in terms of applicable legislation for the PEIs and in terms of the Antarctic Treaty and the Protocol on Environmental Protection. Implement environmental impact management components of the Antarctic and Prince Edward Islands authorizations, Protocol, and legislation. Conduct reactive compliance inspections in response to incidents and complaints. Plan and support national activities / joint Compliance and Enforcement operations. Contribute and participate in the Committee for Environmental Protection (CEP)/ Antarctic Treaty Consultative Meeting (ATCM) and related intercessional work and Prince Edward Islands Advisory Committee (PEIAC) meetings. Ensure management of records.

ENQUIRIES : Mr M Nakwa Tel No: (012) 399 9153
APPLICATIONS : RCSM18-2026@dffe.gov.za

POST 05/118 : **REGIONAL COORDINATOR REF NO: WB01/2026**
(18 Months Contract)
Re-advertisement and those who have previously applied, need to re-apply

SALARY : R468 459 per annum, plus 37 % in lieu of benefits
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Transport Management/ Logistics, Environmental Management / Environmental Sciences or relevant qualification as recognised by SAQA. A minimum of two (2) years' experience in Environmental Management or relevant field. Knowledge and Understanding of Project management, General Administration, Financial Administration, Project Management, Departmental procedures and prescript/policies. Knowledge of environmental management. Knowledge and exposure in depot operations. Ability to develop, interpret and apply policies, strategies and legislation. Knowledge and exposure in depot operations. Knowledge of waste management processes and procedures. Knowledge in logistics. Sound organising and planning skills. Good communications skills. Coordination skills. Computer literacy. Report Writing skills. Ability to work under pressure. Good interpersonal relations. Ability to work long hours voluntary. Ability to work independently. Responsible and loyal. Honest and reliable. A valid driver's licence will be an added advantage.

DUTIES : Ensure the improvement of Waste Tyre collection and transportation services; Compile monitoring report on the collection service. Monitor the allocated collection points on a quarterly basis. Update the collection schedule. Keep files and records of all Monitored participants. Receive and attend to queries and complaints. Ensure compliance to relevant legislation by participants. Conduct sites visits at collection points, depots and processors. Undertake compliance promotions to legislation. Compile compliance report. Make follow up of the recommendations and comments made. Ensure the verification of the signed Service Level Agreements (SLA). Consolidate report from depot operators monthly. Plan and arrange compliance session with the transporters. Facilitate payments of transporters and depot operators. Verify and capture collection notes and monthly reports from all allocated transporters and depot

operators on a weekly and monthly basis respectively. Receive invoices with their respective supporting documents. Verify and submit the allocated invoice spreadsheets together with invoices. Load invoices, collection notes and monthly reports on Electronic Document Management System (EDMS). Keep files and recoils of all the invoices verified. Contribute toward increasing the processing of collected waste tyres. Receive secondary industry applications from the applicants. Verify and process the secondary industry applications received within two weeks after receipt of the full applications. Conduct a pre-approval inspection. Compile an inspection report within two days after site assessments. Provide feedback to the applicant on the status of the applications. Keep database records and processed applications received. Receive secondary industry monthly processing tonnages reports Load the monthly tonnages reports on EDMS. Keep files and records of the reports received. Provide feedback to the Managers. Keep files and records of the verification reports.

ENQUERIES : Ms K Masinga Tel No: (012) 399 8629
APPLICATIONS : WB01-2026@dffe.gov.za

POST 05/119 : **ASSISTANT DIRECTOR: PPP MANAGEMENT SERVICES REF NO: CMS11/2026**

SALARY : R468 459 per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF6) in Building Management/Public Administration/Project Management or relevant qualification as recognized by SAQA. A minimum of three (3) years' experience in Public Private Partnership, Administration or Management, Facilities Management, Contract Management, Property Management or relevant field. Experience in providing administrative support functions to Public Private Partnership (PPP) Agreement. Sound understanding of PPP frameworks, project lifecycle, and contract performance management and contract tracking systems. Knowledge of Facilities Management operations, budgeting, and service delivery monitoring. Knowledge of Facilities Management operations, budgeting, and service delivery monitoring. Understanding of Transport, Public Service Procedures, Policies, Regulations, Directives and Prescripts. Knowledge of Administrative procedures. Computer literacy, Communication skills (verbal, writing), Good interpersonal relations skills Planning and Organizing skills, Research, Analytical thinking, Conflict handling and managerial skills. Ability to facilitate training. Ability to communicate with ministries, senior management, officials and the public in a professional manner. Ability to gather and analyze information. Ability to interpret and apply policies, directives and prescripts. Ability to work with difficult people and to resolve conflicts. Ability to provide immediate solutions to problems. Ability to work individually and in a team. Ability to work under pressure.

DUTIES : Manage and monitor Green Building PPP project operations. Manage facilities and ensure compliance to facilities specifications as contained in Schedule 5A (design specification), 5B (output specification) and Schedule 6 (payment mechanism), to the PPP Agreement. Implement payment mechanism and penalty regime processes in terms of Schedule 6 to the PPP agreement. Ensure compliance with the Green Building output specifications as contained in the Treasury regulation Framework and PPP Agreement. Monitor the Private Party's compliance with contractual obligations, service levels and performance standards, Assist with the administration of Service level agreement (SLA) and contract variations, where applicable, Identify, record and escalate contractual risks, non-performance and disputes, Monitor the performance of the PPP building against green building and sustainability targets including energy efficiency and water consumption, Act as a liaison between DFFE, the Private Party, facilities management teams and other stakeholders, Verify PPP invoices and payments in line with contractual provisions, Monitor performance deductions and penalties, Coordinate meetings to review performance and agree on improvement actions, Coordinate monthly steering committee, operational and Adhoc meetings and support functional governance structures.

ENQUIRIES : Ms C Thabana Tel No: (012) 399 8522
APPLICATIONS : CMS11-2026@dffe.gov.za

POST 05/120 : **ASSISTANT DIRECTOR: COLLECTIVE BARGAINING AND EMPLOYEE RELATIONS REF NO: CMS12/2026**

SALARY : R468 459 per annum, (terms and conditions apply)

<u>CENTRE REQUIREMENTS</u>	:	<p>Pretoria</p> <p>National Diploma in Labour Relations (NQF6) or relevant qualification as recognized by SAQA. A minimum of three (3) years' experience in Labour Relations or relevant field. Knowledge of disciplinary code and procedures, grievance procedures, mediation and arbitration, public service legislation and resolutions and Labour Relations Act. Understanding of the interpretation and application of legislation, policies and resolutions. Understanding of Programme and Project Management. Good communication skills (verbal and written). Good interpersonal skills. Conflict resolution skills. Sound organising and planning skills. Coordination skills. Report writing skills. Computer literacy. Ability to work under pressure and adhere to strict deadlines.</p>
<u>DUTIES</u>	:	<p>Provide support and advice to the Department on labour relations matters through the following key performance areas: Ensure misconduct cases are handled promptly and effectively. Investigate cases and compile investigation reports. Draft sound charges of misconduct Prepare witnesses for disciplinary hearing. Prosecute disciplinary cases. Ensure the facilitation of grievance procedures. Provide advice and development on labour relations matters. Provide collective bargaining support and general support on compliance for reporting to stakeholders. Ensure dispute cases are handled effectively.</p>
<u>ENQUIRIES APPLICATIONS</u>	:	<p>Mr. L May Tel No: (012) 399 9245</p> <p>CMS12-2026@dffe.gov.za</p>
<u>POST 05/121</u>	:	<p><u>ASSISTANT DIRECTOR: ORGANIZATIONAL DEVELOPMENT- BUSINESS PROCESS MAPPING REF NO: CMS13/2026</u></p>
<u>SALARY CENTRE REQUIREMENTS</u>	:	<p>R468 459 per annum</p> <p>Pretoria</p> <p>National Diploma (NQF6) in Management Services/ Operations Management/ Industrial Engineering or relevant qualification as recognized by SAQA. A minimum of three (3) years' experience in business process mapping or relevant equivalent field. Experience in providing business processes through the application of Business Process Management (BPM) and Organizational Development (OD) methodologies for services in the Department. Understanding of the organizational development principles and procedures. Understanding of Business Process Management (BPM) methodologies and frameworks and Business Process Reengineering (BPR). Certification in BPM or process improvement methodologies. Knowledge of Public Finance Management Act and Treasury Regulations, Public Services Legislative framework, DPSA directives on Organisational design, administrative procedures, project management, Operational Management Framework, Organizational Functionality Assessment, Modelling software (Visio), Business process mapping, Organisational Development and organisational design principles, Policy development and implementation. Strong analytical and problem-solving skills, Organising, Planning, Presentation skills. Good communication skills (verbal and written), good interpersonal. Process modelling and documentation (e.g., Visio, BPM tools, BPMN). Research and data analysis. Stakeholder engagement and facilitation. People Management. Ability to gather and analyse information. Ability to develop and apply policies. Ability to collect and interpret information and reports. Ability to work independently and in a team. Ability to lead multidisciplinary team. Ability to work under extreme pressure. Conflict management and resolution.</p>
<u>DUTIES</u>	:	<p>Facilitate and map all business processes for the optimisation of services in the department. Analyse, design, and document business processes using recognised BPM methodologies and standards (e.g. BPMN). Conduct process reviews to identify inefficiencies, duplication, control gaps, and operational risks. Recommend process improvements to enhance productivity, compliance, and service delivery. Facilitate the development and review of standard operating procedures (SOPs). Develop and review Standard Operating Procedures in alignment with approved business processes. Ensure SOPs are practical, compliant, and support operational consistency. Coordinate stakeholder consultations during SOP development. Facilitate the development and implementation of Organisational Functionality Assessment (OFA). Facilitate the development and implementation of the project plan for the OFA Project and each specialist work-stream. Provide progress reports on the specialist work streams to the Steering Committee. Facilitate the approval of OFA, implementation plan and ensure submission to the Steering Committee, the EA and DPSA for compliance. Provide support on the maintenance and development of the organisational structure. Conduct a study analysis on existing functions and structural arrangement in line with relevant statutory documents.</p>

ENQUIRIES : Ms Tumelo Morule Tel No: (012) 399 8662
APPLICATIONS : CMS13-2026@dffe.gov.za

POST 05/122 : **ASSISTANT DIRECTOR: COMMERCIAL FORESTRY PLANNING REF NO: FOM05/2026**

SALARY : R468 459 per annum
CENTRE : Eastern Cape
REQUIREMENTS : National Diploma (NQF6) in Forestry or relevant qualification within the related field recognised by SAQA. A minimum of three (3) years' experience in Forestry or related field. Knowledge, and evidence of the National Forest Act 1998 (Act 84 of 1998), National veld and Forest Fire Act (NVFFA), National Environmental Management Act 1998 (Act 107 of 1998), Conservation of Natural Resources Act (Act 43 of 1993) and NEMBA including other related legislations. Knowledge of Geographic Information System, Geographic Position System, forestry activities, Inventory Management in Forestry Plantation, Enumeration Processes, and Packaging of forest information. Knowledge of government administrative procedures i.e. Public Finance Management Act (PFMA and Treasury Regulation). Knowledge of Project Planning and Management. Ability to collect and interpret information and reports. Map reading skills. Good communication skills (verbal and written). Computer literacy. Ability to work under pressure and handle criticism. Ability to work independently and in a team. Project management skills. Good interpersonal relations skills. Ability to negotiate in difficult situations and to resolve conflict. Ability to work long hours. A Valid Driving License and Willingness to travel.

DUTIES : Develop and review growing stock management plans to ensure sustainable Forest Management. Update tactical harvesting Plans for all plantations in the Eastern Cape region. Provide updated information for the valuation of biological assets. Monitor the growing stock database. Co-ordinate physical verification of all plantations in the Eastern Cape region and to update the master growing stock database. Compile a report on timber harvesting operations in plantations. Facilitate the implementation of Annual Performance Plans (APP). Provide information to develop plans for annual targets for the reduction of temporary unplanted areas, silvicultural and job creation activities. Conduct site assessment for timber harvesting and compartments to be harvested and planted areas. Assess fire damage. Monitor stock enumeration. Conduct random sampling on enumerated compartments in the plantations. Contributing to planning and management of silviculture programs and to report on existing stock yields.

ENQUIRIES : Ms Mthlane at 082 874 3633
APPLICATIONS : FOM05-2026@dffe.gov.za

POST 05/123 : **SENIOR EMPLOYEE HEALTH AND WELLNESS PRACTITIONER REF NO: CMS14/2026**

SALARY : R397 116 per annum
CENTRE : Makhado
REQUIREMENTS : Degree in Social Work or Honors Degree (NQF8) in Counselling Psychology or relevant qualification as recognized by SAQA. A minimum of two (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) as a counsellor. 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 people and to recognize and embrace cultural diversity. Ability to gather and analyse information and to develop and apply policies. Valid driver's license.

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. Facilitate the commemoration of Health Calendar days (World AIDS Day etc). Implement a Health and Productivity Management programme. Coordinate blood donation services and wellness clinics or health screenings. 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.
<u>ENQUIRIES</u>	:	Ms N Khumalo Tel No: (012) 399 8528
<u>APPLICATIONS</u>	:	CMS14-2026@dffe.gov.za
<u>POST 05/124</u>	:	<u>SENIOR FORESTRY DEVELOPMENT OFFICER REF NO: FOM17/2026</u>
<u>SALARY</u>	:	R397 116 per annum
<u>CENTRE</u>	:	Western Cape
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Forestry / Developmental Studies or relevant qualification within the related field as recognised by SAQA. A minimum of two (2) years' experience in Forestry Development and Forestry extension or related field. Knowledge of the National Forest Act 1998 (Act 84 of 1998), the National Veld and Forest Fire Act, 1996 (Act 101 of 1996), PFMA and other related environmental legislation. Good presentation skills, excellent verbal and written communication, analytical and problem-solving skills, programme and project management. Good interpersonal relations, and negotiation skills. Computer skills in MS Office Software. A valid driving licence and must be willing to travel.
<u>DUTIES</u>	:	Provide technical advice and support in terms of greening programs or initiatives for institutional development. Render support on the implementation of livelihood development programs or projects. Render support on the implementation of forestry enterprise development initiatives. 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 interventions. Stakeholder Liaison and Providing post settlement support and management of state forest Land and State Forest Land transfer.
<u>ENQUIRIES</u>	:	Mr M Falitenjwa at 082 537 5090
<u>APPLICATIONS</u>	:	FOM17-2026@dffe.gov.za
<u>POST 05/125</u>	:	<u>SENIOR FORESTER REGULATION OFFICER REF NO: FOM18/2026</u>
<u>SALARY</u>	:	R397 116 per annum
<u>CENTRE</u>	:	Upington, Northern Cape
<u>REQUIREMENTS</u>	:	National Diploma (NQF 6) in Forestry or Environmental Management/Sciences or relevant qualification within the related field recognised by SAQA. A minimum of two (2) years' experience in Forestry or relevant field dealing with natural vegetation. Knowledge of National Forests Act, 1998 (Act 84 of 1998) and the National Veld and Forest Fires Act, 1998 (Act 101 of 1998). Computer Literacy. Excellent communication skills (verbal, presentation and report writing). Interpersonal relations skills. Ability to apply policies. Ability to work independently and in a team. Ability to work under pressure, and conflict management and resolution. Ability to collect and interpret information and reports. A valid Driving License and willingness to travel.
<u>DUTIES</u>	:	Implementation of National Forests Act (NFA). Processing and administration of NFA licenses for all forms of forest resources and protected trees. Monitor compliance. Ensure enforcement of the Acts. Evaluation of Environmental Impact Assessments (EIA) affecting natural forests and protected trees. Implementation of National Veld and Forest Fires Act (NVFFA). Establish and coordinate processes for formation and amalgamation of Fire Protection Associations (FPAs). Promote the well-being of FPA's. Implementation of integrated veld fire management plans. Ensure effective planning and support of relevant operations. Organize, facilitate, and coordinate stakeholder participation. Implementation of awareness campaigns on the NFA and NVFFA and provide information services. Provide administration support services within the Unit. Compile and submit monthly and quarterly reports.
<u>ENQUIRIES</u>	:	Ms Jacoline Mans at: 060 973 1660
<u>APPLICATIONS</u>	:	FOM18-2026@dffe.gov.za
<u>POST 05/126</u>	:	<u>SENIOR FORESTER (X4 POSTS)</u>
<u>SALARY</u>	:	R397 116 per annum
<u>CENTRE</u>	:	Eastern Cape Ref No: FOM19/2026 (X3 Posts) Limpopo Ref No: FOM20/2026 (X1 Post)
<u>REQUIREMENTS</u>	:	National Diploma (NQF6) in Forestry / Natural Resources Management or relevant qualification within the related field 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. A Valid Driving license and willingness to travel.
<u>DUTIES</u>	:	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. Management and supervision of employees.
<u>ENQUIRIES</u>	:	Eastern Cape Mr. S Klaas at 060 973 8728 Limpopo Mr, F Make at 072 211 4979
<u>APPLICATIONS</u>	:	Eastern Cape FOM19-2026@dffe.gov.za Limpopo FOM20-2026@dffe.gov.za
<u>POST 05/127</u>	:	<u>ENVIRONMENTAL OFFICER PRODUCTION GRADE A: SOCIO-ECONOMIC SECTORS REF NO: CCQA04/2026 (X2 POSTS)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R343 842 per annum, (OSD) Pretoria National Diploma (NQF6) in Natural/Environmental Sciences or relevant qualification as recognized by SAQA. A minimum of one (1) years' experience in environmental management or relevant field. Experience in providing support in the coordination of climate change local and provincial government support programmes and sectoral mainstreaming. Knowledge of environmental, international governance and development issues (globally, regionally, locally). Knowledge of Climate Change and environmental management and related policies, planning systems/tools, financial Management and associated prescripts. Knowledge of HR management practices, legal issues, negotiations and conflict management. Knowledge of specific computer software packages and efficient use of associated hardware. Ability to develop, interpret and apply policies, strategies and legislation. Ability to gather and analyze information. Ability to manage and plan activities, including projects and policy matters. Ability to control and manage the budget. Ability to work under pressure. Perform in-house training of interns. Good interpersonal relations diplomatic skills, Negotiation skills, Presentation skills, Project management, Computer literate, Stakeholder engagement and Client Orientation and Customer Focus. Excellent verbal and written communication skills. Extended working hours. Travelling: willingness to travel extensively and work long hours. Valid driver's license.
<u>DUTIES</u>	:	Coordinate Local Government Climate Change Support Programme. Facilitate capacity building initiatives for local government and provide training for local government. Conduct risk and vulnerability assessment for District Municipalities. Coordinate the Provincial Climate Change Support Programme. Provide support to provinces on undertaking risk and vulnerability assessments and facilitate the development of response plans. Provide support in the Sectoral Mainstreaming of Climate Change into Planning Process. Facilitate the risk, vulnerability and needs assessment for the socio-economic sectors and provide support in the development of sectoral adaptation. Provide support in the implementation of the National Climate Change Act. Provide support in the development of the national adaptation scenarios and in the development of the National Adaptation Strategy.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms. F Nkohla Tel No: (012) 399 9362 CCAQ04-2026@dffe.gov.za

POST 05/128 : **FORESTER REF NO: FOM21/2026**

SALARY : R325 101 per annum

CENTRE : Western Cape

REQUIREMENTS : National Diploma (NQF6) in Forestry or relevant qualification within the related field recognized by SAQA. A minimum of one (1) year experience in Forestry or a relevant field. Knowledge of National Forestry Act 84 of 1998, National veld Fire Forestry Act 101 of 1998 (NVFFA), Occupational Health and Safety Act. Knowledge of National Environmental Management Act 1998 (Act 107 of 1998) and NEMBA including regulations and policies regulating Natural Resources. Policies impacting on the forestry sector. Good interpersonal relations skills. Ability to work long hours. Ability to work individually and in a team. Ability to work under extreme pressure. Ability to work with difficult people and to resolve conflicts. Sense of responsibility and loyalty. A Valid Driving License and willingness to travel.

DUTIES : Render support in the Rehabilitation and Management of existing stands. Clean and clear compartments according to forestry standards. Monitor the spacing of pine regenerated compartments. Monitor harvesting of timber. Burning of tracer belts. Skoffelling of fire belts. Burning of fire breaks. Revision of the fire protection/management plan. Facilitate management and maintenance of infrastructure in the plantation. Verify Bas and deposit slips. Assist in the planning and budgeting of annual operations. Assist in ensuring that the staff and management development and interactions are conducted. Render assistance on inspections and internal audits. Conduct physical verification in the state forest plantations. Management and supervision of employees.

ENQUIRIES : Ms. N Mncwango at 060 973 4076

APPLICATIONS : FOM21-2026@dffe.gov.za