

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:** 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, and Limpopo:** 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** : 09 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.

OTHER POSTS

POST 06/01 : **SCIENTIST SPECIALIST (EDITOR-IN-CHIEF): AFRICAN JOURNAL OF MARINE SCIENCE REF NO: FIM05/2026**

SALARY : R1 509 819 per annum, (OSD)
CENTRE : Cape Town (Foretrust Building)
REQUIREMENTS : PhD degree in Marine (Estuarine/Coastal) Science, relevant to the mission of The African Journal of Marine Science (hereafter referred to as "the journal") recognized by SAQA. A minimum of ten years relevant scientific experience post Bachelor of Science qualification, which must include scientific writing and formal editing. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a Professional Scientist. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Must be currently active in research, extensive record of published material and be recognized internationally for scientific standing. An excellent command of written English. Proven ability to adjudge the scientific merit of research output in most marine science disciplines. Experience and involvement in editing and publishing accredited scholarly journals. A demonstrated record of human capacity development and ability to mentor scientists.

DUTIES : Maintain and improve the Journal's scientific quality and international penetration. Solicit submissions of high-quality manuscripts. Identify and encourage suitable, high-quality reviewers for submissions deemed appropriate for the Journal. Assess reports and make decisions on the fate of submitted manuscripts. Maintain a high standard in the editing process with respect to scientific content, as well as grammatical and stylistic precision. Work with the Editorial Assistant to manage submissions through Scholar One Manuscript Central, and the Journal's online submission system. Monitor submission and rejection rates to ensure a steady flow of accepted, high-quality manuscripts to avoid publication backlogs. Ensure quality control through close cooperation with the publisher, including final scrutiny of proofs prior to printing. Ensure that a high-quality publisher is contracted to undertake the production, subscription management, and marketing of the Journal. Maintain the status of the Journal as one of South Africa's leading media in terms of its ISI Impact Factor. Assist and motivate junior scientists within the Department to publish their research in the Journal and, where appropriate, in other reputable journals. Provide guidance in scientific writing, including courses and personal supervision. Ensure the publication of one volume (consisting of four issues) per year. Prepare work plans and evaluate the performance of the Editorial Assistant. Manage the editorial budget. Maintain an annually updated list of publications and conferences attended by in-house research staff. Oversee the production of the biennial Status of the South African Marine Fishery Resources report.

ENQUIRIES : Ms Sekiwe Mbande at 071 561 5508
APPLICATIONS : FIM05-2026@dffe.gov.za

POST 06/02 : **DEPUTY DIRECTOR: SUPPLY CHAIN MANAGEMENT REF NO: FIM03/2026**

SALARY : R896 436 per annum
CENTRE : Cape Town (Foretrust Building)
REQUIREMENTS : National Diploma (NQF 6) in Supply Chain Management or relevant qualification within the related field (Majoring in Accounting) as recognized by SAQA. A minimum of five (5) years' experience in Supply Chain Management or relevant field of which three (3) years should be at an entry/junior managerial level (Assistant Director level or equivalent). All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Knowledge of Marine Living Resources Act, GRAP,

PFMA, Treasury Regulations, Public Service Act. Extensive experience in supply chain management, and fixed asset management. Experience (demonstrated on CV) in Accrual Accounting Principles (GRAP) and management reporting on computerised procurement systems. Experience on working on the ORACLE system or any Enterprise Resource Planning (ERP) system. Computer literacy. Leadership skills, Peoples' management skills, Analytical thinking, Innovative and creativity, Communication (verbal, writing and other), Computer literacy and the ability to work under pressure. A valid driving license.

DUTIES : Manage the Acquisition management function. Ensure that an effective bid/quotation process is implemented and maintained. Ensure that the bid committees are functional. Ensure that all acquisitions are evaluated in terms of the pre-approved and published evaluation criteria. Ensure that goods and services are provided to the cost centre managers at the right time, right quality and right quantity. Ensure that all a complete and accurate supplier database is developed and effectively utilised. Ensure that an effective logistics function including ordering, receiving and distribution of goods, and accounts payable. Manage the demand management function. Procurement Plan is prepared for each cost center and consolidated for the whole of the MLRF. Specifications for all transaction are precisely determined. The Procurement Plan is linked to the budget of each cost centre. Manage the Asset Management function. Ensure that all the assets of the MLRF are verified annually. Ensure that the asset register is maintained monthly. Ensure effective functioning of the loss committee. Ensure effective functioning of the disposal committee. Prepare the working papers for the annual financial statements. Compile confiscated fish products report. Ensure that the stores for confiscated fish products is managed in terms of the pre-determined procedures. Provide GRAP compliant asset management reports. Manage the Contract Management function. Ensure that the SCM Directorate has all the MLRF's original contracts, MOU, MOA, SLA, single source approval, sole-service provider approvals etc. Ensure that performance information is provided for all the contracts by the relevant Project Manager. Promptly advise on the course of action where a supplier fails to perform as expected. Ensure that each supplier and project manager is notified in advance when the contract ends. Maintain discipline and quality control of work delivered by employees.

ENQUIRIES APPLICATIONS : Ms Leticia Nel Tel No. (021) 402 3432 / 066 471 1287
: FIM03-2026@dffe.gov.za

POST 06/03 : **ASSISTANT DIRECTOR: NON-SPACIAL INFORMATION SPECIALIST REF NO: FOM06/2026**

SALARY CENTRE REQUIREMENTS : R582 444 per annum
: Pretoria
: National Diploma (NQF 6) in Information and Communication Technology or relevant qualification with the related field as recognized by SAQA. A minimum of three (3) years' experience in System Development or related field. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Knowledge in the regulation of natural resources. Knowledge of National Forests Act, 1998 and National Environmental Management Act, 107 of 1998. Knowledge of Environmental Legislation and policies impacting on the forestry sector. Knowledge of government administrative procedures (PFMA and treasury regulations). Leadership and management skills, communication skills (verbal and written), strategic and analytical thinking, problem solving and expert level of Computer literacy. Ability to gather and analyse information. Ability to work individually and in a team. Ability to interpret regulation and develop appropriate policy Ability to work under extreme pressure. Be Creative, Self orientated, and be able to multi-task. Driving License and an ability to drive.

DUTIES : Develop new functionality and conduct system analysis. Prepare technical and functional specifications of new and existing code in compliance with departmental policies and methodologies. Convert software specification requirements into appropriate programming language. Create, test and integrate new systems to facilitate data exchange and interoperability. Investigate new technologies for system improvement. Manage new feature development from requirements, capture, analyse, develop, test and maintain

existing systems. Manage software configuration. Monitor faults and fault reports. Provide technical support and information training to users. Maintenance of existing system to prevent future system problems. Correct fault software coding or execution not satisfying functional requirements. Develop and design database strategies, system monitoring and improve database performance and capacity and planning for future expansion requirements. Establish the needs of forestry users and monitor user access and security. Refine logical design and translate into specific data model. Establish forestry database documentation, including data standards, procedure and definitions for the data dictionary. Automate data workflows, develop, manage and test back-up database recovery plan Provide system solutions to the forestry users. Analyse the system. Compare advantages and disadvantages of customer development and purchases requirements. Determine the best system solutions

ENQUIRIES : Mr Andile Mkwalo at 067 422 3702
APPLICATIONS : FOM06-2026@dffe.gov.za

POST 06/04 : **ASSISTANT DIRECTOR: FOREST RESEARCH TECHNOLOGY DEVELOPMENT REF NO: FOM25/2026 (X2 POSTS)**

SALARY : R582 444 per annum
CENTRE : Pretoria
REQUIREMENTS : National Diploma (NQF 6) or in Forestry or relevant qualification in a related field within the related field as recognized by SAQA. A minimum of three (3) years' experience in Forestry or related field All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Knowledge of the National Forest Act 1998 (Act 84 of 1998), the National Veld and Forest Fire Act, 1996 (Act 101 of 1996) and National Environmental Management Act, 107 of 1998. Knowledge in Natural / Forest Science, Silviculture, Forest, Environmental/ Conservation Ecology, Forest Pests & Disease, Genetics, Forest Yield Studies, Forest Harvesting / Engineering, Forest Economics, Community Forestry, Wood Science. knowledge of aspects of Environmental / Conservation science, General Ecology, Phytosociology, Conservation Management, Catchment hydrology, Resource valuation. Skills in Computer software, Research methods, Strategic planning, Project management, Organising, Presentation. Efficient and productive, Innovative and creative, Effective communicator, Strong leadership and ability to motivate staff. A valid Driving License and must be willing to drive.

DUTIES : Coordinate the review and implementation of the Department's national forestry research strategy. Coordinate the securing of funding for research and technology projects and programme. Coordinate analysis and report on the trends in forest research funding and investments. Facilitate and coordinate the National Forest Research and Development Fora. Coordinate the Department's representation and membership of research institutes and related bodies (SAIF, TPCP, ICFR, WRC, ARC etc.). Coordinate National Forest Research Programmes/ projects, formulate and implement research and technology support models in the department. Identify challenges on research and development programmes and projects. Assess the impact of new technology in terms of research findings. Promote investments and co-funding between government and the private sector in key strategic areas as identified. Participate in the development and maintenance of research infrastructure. Provide support for the department's participation in international forest research processes. Serve as the South African focal point for liaison with international fora (SAFORGEN, FAO etc). Represent the Branch in relation to forest science development with respect to aspects emerging from SADC and bilateral forestry agreements. Coordinate the Department's membership of the International Union of Forest Research Organizations (IUFRO).

ENQUIRIES : Mr Andile Mkwalo at 067 422 3702
APPLICATIONS : FOM25-2026@dffe.gov.za