

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

MANAGEMENT ECHELON

<u>POST 13/69</u>	:	<u>DIRECTOR: COMPLIANCE REF NO: FIM14/2026</u>
<u>SALARY</u>	:	R1 266 714 per annum, (an all-inclusive annual remuneration package). The remuneration package includes a basic salary (70% of package), State's contribution to the Government Employee Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individual's personal needs.
<u>CENTRE REQUIREMENTS</u>	:	Cape Town Undergraduate Degree (NQF 7) in Environmental Law/ Legal/ Law or relevant qualification recognized by SAQA. A minimum of five (5) years' experience in relevant field at Middle/Senior Managerial level. Successful completion of the Public Service Senior Management Leadership Programme prior to appointment. Experience of the marine fisheries and aquaculture environment/sector. Knowledge of the Criminal Procedure Act, Public Finance Management Act, National Treasury Regulations, Marine Living Resources Act, MLRA Regulations. Knowledge and understanding of the Government's policies and priorities for Forestry, Fisheries and the Environment and white paper on the transformation of the public service. 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 integrity (ethical conduct) assessment Skills: Strategic Capability and Leadership, Programme and Project Management, Financial Management, Change Management, Knowledge Management and People Management and Empowerment. Ability to work long hours voluntarily. Be able to gather and analyse information, develop and apply policies, Good interpersonal relations skills. Ability to work under extreme pressure and to work with difficult persons and to resolve conflict. Must have a valid driver's license.
<u>DUTIES</u>	:	Develop a compliance monitoring framework and ensure effective implementation thereof. Monitor the protection and enhance marine living resources through inspections in line with the Marine Living Resources Act (MLRA). Ensure that all vessels comply with all reporting procedures so that there is a good account of their whereabouts from time of departure until landing at dockside. Oversee the management of inspections to protect marine assets and resources. Ensure the patrolling of the South African coastline as a deterrence measure. Ensure species, catch limitations and permit conditions are complied with. Initiate and draft section 28 notices in terms of the MLRA for administrative sanctions against transgressing right and permit holders. Initiate and formalize partnership with other government departments, municipalities and NGOs that add value to the mandate. Manage projects in respect of work that has been outsourced to outside organizations. Participate in various internal consultative forums. Participate in consultative structure of other government departments, municipal structures and traditional structures within the areas of operation. Participate in various Regional Fisheries Management Organisations (RFMO's) on issues around the improvement of Monitoring, Control and Surveillance.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr Cheslyn Liebenberg, Email: CELiebenberg@dffe.gov.za FIM14-2026@dffe.gov.za applications May be forwarded to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X43490, Cape Town, 8000 or hand-delivered to: 63 Strand Street, Cape Town, or can be emailed to the respective email address quoting the reference number on the subject email.
<u>FOR ATTENTION NOTE</u>	:	Human Resources Management 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 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-entry-programme/>. Furthermore, 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. Following the interview and the technical exercise, 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. The person appointed to this position 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. 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. If you have not been contacted within three 3 months after the closing date of the advertisement, please accept that your application was unsuccessful.

- CLOSING DATE** : 08 May 2026
- POST 13/70** : **DIRECTOR: FISHERIES PROTECTION VESSELS REF NO: FIM15/2026**
- SALARY** : R1 266 714 per annum, (an all-inclusive annual remuneration package). The remuneration package includes a basic salary (70% of package), State's contribution to the Government Employee Pension Fund (13% of basic salary) and a flexible portion which can be structured according to the individual's personal needs.
- CENTRE** : Cape Town
- REQUIREMENTS** : Undergraduate Degree (NQF 7) in Environmental Law/ Legal/ Law or relevant qualification recognized by SAQA. A minimum of Five (5) years of experience in Maritime Studies or relevant field at Middle / Senior Managerial level within the related field. Successful completion of the Public Service Senior Management Leadership Programme. Experience of the marine fisheries and aquaculture environment/sector. Knowledge of the Criminal Procedure Act, Public Finance Management Act, National Treasury Regulations, Marine Living Resources Act, MLRA Regulations and Maritime Domain Awareness. Knowledge and understanding of the Government's policies and priorities for Forestry, Fisheries and the Environment and white paper on the transformation of the public service. Knowledge of SAMSA related legislation. 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. Skills: Strategic Capability and Leadership, Programme and Project Management, Financial Management,

Change Management, Knowledge Management and People Management and Empowerment. Ability to work long hours voluntarily. Good communication skills verbal and written. Be able to gather and analyse information, develop and apply policies, Good interpersonal relations skills. Ability to work under extreme pressure and to work with difficult persons and to resolve conflict. Must have a valid driver's license.

DUTIES

: Manage budget in accordance with the MTEF provisions, for both the operation and maintenance of the Fisheries Patrol Vessels fleet. Develop and evaluate control systems and measures for monitoring the utilization of the vessels' operating costs as per the provisions of the PFMA. Manage relevant contracts for manning/ crewing, maintenance and technical services to the Fisheries Patrol Vessels Fleet. Promote and enforce compliance to ensure sustainable utilization of marine living resources. Provide support in the development and enforcement of regional and international agreements. Engage and plan with SADC and MCS partners. Initiate joint operations in the SADC region for joint operations, patrols and information sharing. Participate in various Regional Fisheries Management Organisations (RFMO's) on issues around the improvement of Monitoring, Control and Surveillance. Participate in policy development as a sea-based directorate with various national stakeholders pertaining to fisheries management. Develop and encourage cooperative governance principles. Initiate and draft section 28 notices in terms of the MLRA for administrative sanctions against transgressing right and permit holders.

**ENQUIRIES
APPLICATIONS**

: Mr Cheslyn Liebenberg, Email: CELiebenberg@dffe.gov.za
: FIM15-2026@dffe.gov.za applications may be forwarded to the Director-General, Department of Forestry, Fisheries and the Environment, Private Bag X43490, Cape Town, 8000 or hand-delivered to: 63 Strand Street, Cape Town, or can be emailed to the respective email address quoting the reference number on the subject email.

**FOR ATTENTION
NOTE**

: Human Resources Management
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performance agreement and employment contract. The Department reserves the right not to make an appointment. 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 be processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013. If you have not been contacted within three 3 months after the closing date of the advertisement, please accept that your application was unsuccessful.

CLOSING DATE : 08 May 2026

OTHER POSTS

POST 13/71 : **DEPUTY DIRECTOR: OPERATIONS AND LOGISTICS REF NO: OC07/2026**

SALARY : R896 436 per annum

CENTRE : Cape Town

REQUIREMENTS : National Diploma /Degree in Shipping & Logistics/Maritime Studies/Operations & Logistics or equivalent relevant qualification. 3 years and above relevant experience of which three (3) of them should be at an entry/junior managerial level (Assistant Director Level or equivalent) The incumbent must have knowledge of Logistics management and business practices. Knowledge of Maritime/Shipping Logistics including clearing and forwarding. Working knowledge of customs rules relating to cargo. Ability to implement logistics management systems and controls. 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. The following skills & competencies are required; Policy development, computer literate, management and project management, good interpersonal relations, Relationship Management, Stakeholder engagement, Research, writing and presentation, change management, knowledge management, service delivery innovation (SDI), problem solving and analysis. People Management and Empowerment, Client Orientation and Customer Focus. 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. Sense of responsibility and loyalty.

DUTIES : The candidate will be responsible to provide inputs to NRF/DSI with regards to the logistics required by relevant principal investigators. Obtain all approved research projects to ensure the necessary support is provided before each voyage. Organise and facilitate planning meetings before departure. Receive orders from bases and facilitate approvals in accordance to the available budget. Ensure all supplies are procured and packed timeously. Ensure effective and efficient warehouse management including clearing and forwarding of cargo. Ensure that the Department meets the environmental requirements. Manage and co-ordinate the recruitment process of expedition members in collaboration with HCM. Ensure that the expedition members receive the necessary training. Ensure effective operations of the base stations for science support. Receive all the reports from the three research bases. Convene meetings with management to discuss reports. Analyse reports and give recommendations and compile feedback for the bases. Follow-up with the key personnel about matters arising from the reports. Ensure assets are managed responsibly according to the government asset management policy. Ensure Southern Oceans and Antarctic activities are conducted safely and risk managed. Draft policy documents outlining the operations and other aspects related to the management of bases. Develop, review and benchmark policies with other National Antarctic Programs. Consult relevant stakeholders on related matters. Ensure the implementation of policies and procedures. Develop a template for the relief voyage reports. Provide inputs to science and logistic integration annually including updating of the SANAP website. Ensure implementation of the collaboration agreement. Add support to management of search and rescue operations in liaison with vessel management and relevant stakeholders. Attend local and international meetings as and when required to improve SANAP operations.

ENQUIRIES : Mr R Hlophle Tel No (021) 493 7067

- APPLICATIONS** : OC07-2026@dffe.gov.za Applications: Cape Town: Private Bag X4390, Cape Town, 8000 or hand-deliver to No 63 Strand Street, Cape Town
- 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 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. Following the interview and technical assessment for 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 be processed by the department and its employees, agents, Cabinet committees, and subcontractors for recruitment purposes, in accordance with the POPIA of 2013.
- CLOSING DATE** : 05 May 2026, 16:00. No late application will be accepted
- POST 13/72** : **CONTROL ENGINEERING TECHNICIAN (MECHANICAL) GRADE A REF NO: OC06/2026**
- SALARY CENTRE REQUIREMENTS** : R522 741 per annum, (OSD)
: Cape Town
: National Diploma (NQF6) in Engineering or relevant qualification as recognized by SAQA. Compulsory registration with the ECSA as an Engineering technician. 6 years' post qualification experience required. The incumbent must have knowledge of the following; Mechanical Installations and principles HR practice & procedures. Administrative procedures. Financial management. Project management. Personnel management The incumbent must have the following skills & competencies; Sound organising and planning skills; Good communication skills, operate a computer, compiling performance reports, Leadership, facilitation, creativity The following personal attributes are required; 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 and ability to work with difficult persons and to resolve conflict.

DUTIES

: The candidate will be responsible to monitor and control the implementation of the maintenance policy. Troubleshoot and repair problems on the Mechanical equipment and facilities. Promote safety in line with statutory and regulatory requirements. Implement standard operating procedures for the safe and consistent operations of infrastructure. Monitor and control the quality assurance of technical designs with specifications and make recommendations for approval by the relevant authority. Participate in Relief voyage. Assuming different roles during voyages as required. Invite potential participants to apply for the expedition. Arrange Pre-voyage Planning meetings. Complete all relevant documentation. Plan and coordinate relief voyages, which include: meetings with all stakeholders, liaise with all orders, keep track with appointments, issuing of permits, etc. Monitor and control the compliance of all lifting and handling equipment including the certification of all cranes. Monitor and control the proper and timely maintenance of Caterpillar vehicle fleet. Monitor and control the optimal performance and timely maintenance of snow mobiles. Ensure the availability of drivers and dozers for Antarctic operations. Provide inputs into the budgeting process; Compile and submit reports and submissions as required; Provide inputs to the technical/engineering operational plan; Provide support in the development, implementation and maintenance of databases. Interact with SCM as a Chief User Clerk to facilitate the appointment of service providers to support the SANAP operations. Monitor the performance of Contractors and Service Providers to ensure adherence to SLA's or contractual obligations. Continuous professional development to keep up with new technologies and procedures; Research/literature studies on technical engineering technology to improve expertise; Liaise with relevant bodies/councils on engineering-related matters; Keep track with various Scientific projects at the research bases, as well as ship-based research; Research and propose new technologies to improve performance and efficiencies

**ENQUIRIES
APPLICATIONS**

: Mr W Boshoff Tel No: (021) 493 7379
: OC06-2026@dfe.gov.za Applications: Cape Town: Private Bag X4390, Cape Town, 8000 or hand-deliver to No 63 Strand Street, Cape Town

NOTE

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CLOSING DATE

: 05 May 2026, 16:00. No late application will be accepted