



agriculture, environmental affairs,  
rural development and land reform

Department:  
agriculture, environmental affairs,  
rural development and land reform .  
NORTHERN CAPE PROVINCE  
REPUBLIC OF SOUTH AFRICA

**NORTHERN CAPE DEPARTMENT OF AGRICULTURE, ENVIRONMENTAL AFFAIRS, RURAL DEVELOPMENT AND LAND REFORM**

**APPLICATIONS** : All applications must be forwarded to: The Head of the Department; Private Bag X5018, Kimberley, 8300 or Hand deliver to Recruitment and Selection unit: 162 George Street, Kimberley, 8301

**FOR ATTENTION:** Mrs. L. Phayane, Manager: Human Resources. Tel nr: 053 838 9100  
**CLOSING DATE:** 20 MAY 2022, 4PM

**NOTE** : Applications must be submitted on the prescribed form Z83 (obtainable from any Public Service Department) and must be completed in full and page 2 originally signed; Clear indication of the post, reference number and town that is being applied for must be indicated on your Z.83, A detailed covering letter, recent comprehensive CV specifying all qualifications and experience with respective dates. Applications submitted on the incorrect application form (old Z83) will be disqualified. Copies of qualifications, ID and a valid driver's license (where required), must be attached. Only shortlisted candidates will be required to submit certified copies of qualifications, ID and driver's license before or on the day of the interview. It is the responsibility of applicants in possession of foreign qualifications to submit evaluated results by the South African Qualifications Authority (SAQA). General information: Shortlisted candidates must be available for interviews at a date and time determined by the Department. Shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the jobs; the logistics of which will be communicated by the Department. Following the interview and the technical exercise, the Selection panel will recommend candidates to attend a generic management competency assessment (in compliance with the DPSA Directive on the Implementation of Competency-based assessments), The competency assessment will be testing generic managerial competencies, using the mandated DPSA SMS competency assessment tools, Personnel suitability checks will also be administered as a part of the selection process. Successful candidates will be required to enter in an employment contract and performance agreement (as relevant), and must obtain a positive security clearance and will be subject to reference checks. Applications received after the closing date as well as those who do not comply with the requirements will not be taken into consideration. If you have not received a response from this institution within three months of the closing date, please consider your application unsuccessful. All applications, including those submitted via registered mail must reach the department before 16.00 on the day of the closing date. Incomplete applications, faxed applications, emailed applications, applications on incorrect forms, applications sent or delivered to the wrong address or applications received after closing date will be disqualified. Due to the large volume of applications to be processed, receipt of applications will not be acknowledged and correspondence will be limited to shortlisted candidates only. Applicants should note that the applications will not be returned or given back to the applicant once it has been submitted to the department.

**POST 05/01** : **DIRECTOR: SUPPLY CHAIN MANAGEMENT - REF NUMBER: DAERL/05/01/22**

**SALARY** : LEVEL 13 – R1 073 187 PER ANNUM ALL INCLUSIVE PACKAGE  
**CENTRE** : KIMBERLEY

**REQUIREMENTS:** A recognized B Degree or equivalent three-year qualification (NQF level 7) as recognized by SAQA, preferably in Supply Chain Management / Logistics / Finance / Economics. A minimum of eight years' experience in Supply Chain Management, of which five years should be at a middle / senior managerial level. Membership of a professional body in the SCM field will be an added advantage. Extensive and in-depth knowledge of Public Finance Management Act (PFMA), Treasury Regulations, the Broad Based Black Economic Empowerment Act, Preferential Procurement Policy Framework Act and Supply Chain Management Framework. Knowledge of the Code of Conduct for Supply Chain Management Practitioners. Possess a valid driver's licence  
**COMPETENCIES:** Good organisational ability and Records Management. Written and verbal communication skills. Computer literacy (Excel, PowerPoint, MS Word). Policy formulation and conflict management, customer relationship. Facilitation and presentation, Conflict Management.

**DUTIES** : Develop, manage and monitor the implementation of the Supply Chain Management policy and strategy; Ensure compliance of procurement policies and legislation. Facilitate and manage the procurement of goods and services for the department. Develop, manage and maintain contracts with suppliers/service providers. Render effective and efficient asset management as prescribed in the PFMA. Develop and implement an asset disposal strategy and processes. Contract management of externally provided services. Co-ordinate and facilitate departmental bid committees. Compilation of departmental demand plan. Monitor SCM risks and performance and manage the mitigation of identified risks. Manage and address all audit related matters within SCM. Reporting of SCM information. Safeguarding of SCM information. Ensure the development and management of employees within the directorate.

**ENQUIRIES** : **MS. P. CATITA TEL NO: 053 807 7300**

**POST 05/02** : **DEPUTY DIRECTOR: DISASTER MANAGEMENT REF: DAERL/05/02/22**

**SALARY** : **LEVEL 11 – R 744 255 PER ANNUM ALL INCLUSIVE PACKAGE**  
**CENTRE** : **KIMBELREY**  
**REQUIREMENTS:** Appropriate Post Graduate Disaster Management Qualification and GIS Practitioner/Specialist. Valid driver's license (code B), 4-6 years' experience required and experience in drought-, flood- and veld fire disasters would be an advantage. Computer skills (Word, Excel and PowerPoint). Knowledge of risk and disaster management practices, communication, presentation and organizing skills

**DUTIES** : Manage the development and implementation of the Provincial Agricultural Disaster Management Plan. Develop criteria and set norms and standards for vulnerability assessment to disasters. Develop strategies and contingency plans to deal with specific agricultural disasters, e.g. Drought Management Plan, Veld Fire Management plan, etc. Develop policies and frameworks to manage agricultural disasters and to enable monitoring implementation of relief measures. Mobilize and manage resources needed for agricultural risk and disaster management. Facilitate the establishment of fodder banks for drought mitigation. Establish fodder producing schemes within the Province aimed at disaster (Veld Fires, Drought, Floods) mitigation purposes. Ensure supply of fodder bank centers and fodder depots for drought prevention, preparedness, mitigation and recovery during and after drought disaster occurrence. Coordinate the implementation of all emergency livestock water infrastructure projects aimed for drought mitigation purposes. Assess weather and climatic impacts on agricultural related activities. Manage the implementation of disaster aid programmes. Develop and maintain a database of farmers assisted during disaster relief initiatives. Develop and implement contingency plans aimed at managing disasters and outbreaks. Evaluate farmer applications for financial assistance with regard to any prevailing agricultural disasters. Manage the implementation of Early Warning information systems. Ensure the dissemination of Early Warning information through the various modes of communication to all stakeholders. Facilitate education and awareness on risk and disaster programmes. Ensure the implementation of new innovations gained through research and agricultural disaster mapping projects aimed at disaster prevention and preparedness. Monitor compliance to the Early Warning information by all stakeholders. Manage the mobilization and implementation of all Agricultural Disaster Relief Funds. Determine the financial implications according to the nature and severity of the disaster and facilitate the sourcing of funding as applicable. Ensure the distribution of relief funds to identified disaster affected stakeholders. Evaluate the impact of the relief assistance to stakeholders. Represent the Department at the relevant Risk and Disaster Management forums. Perform all administrative and related functions. Give input towards policy. Keep abreast of latest national and international quality developments, prescripts, and policies procedures. Liaise with all key stakeholders in Early Warning Systems and Disaster Risk Management, e.g. National Agro-meteorological Committee, National and Provincial Disaster Advisory Forum, Early Warning Committee as well as

Provincial and municipal Disaster Management Centres, etc. Compile and submit relevant reports as required. Comply with Public Service prescripts and Departmental policies. Ensure customer satisfaction. Provide input into budget planning process. Manage resources (human, finance, assets, etc).

**ENQUIRIES** :

**DR. P. KEGAKILWE TEL NO: 0835545583**

**POST 05/03** :

**DEPUTY DIRECTOR: TRAINING & CAPACITY BUILDING, REF NUMBER: DAERL/05/03/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 11 – R744 255.00 PER ANNUM ALL INCLUSIVE PACKAGE  
KIMBERLEY**

Applicant must be in possession of a BSc Agric or B. Agric degree with post-graduate qualifications in Agricultural Extension. At least 5 years relevant work experience. Knowledge of crop and animal production. Sound knowledge of PSA, LRA and understanding the PFMA.

**COMPETENCIES:**

Innovative persons with good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations. Management and co-ordination of agricultural training and development in the Northern-Cape, as well as policy formulation within a disciplined team. Management and implementation CASP training. Management, implementation and coordination of provincial graduate programme. Coordination and monitoring of all agricultural farmer training and capacity building activities in the Northern Cape Province. Strengthen and promote participation, collaboration and coordination of all agricultural role players. Representing the department on intergovernmental structures at a provincial level. Establish and maintain farmer database provincially. Manage Annual Performance Plan. Manage human and financial resources. Liaison with all clients and institutions of higher learning involved with agriculture and management of food security programmes. Performing all administrative and related functions.

**ENQUIRIES** :

**MRS. NL SENOSI TEL NO: 082 559 6648**

**POST 05/04** :

**DEPUTY DIRECTOR: ADVISORY SERVICES FRANCES BAARD, REF NO: DAERL/05/04/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 11 – R744 255.00 PER ANNUM ALL INCLUSIVE PACKAGE  
KIMBERLEY**

Applicant with a four year Bachelor's Degree in Agriculture or equivalent qualifications, coupled with at least 5 years relevant work and managerial experience. A good understanding of Government Programmes is essential e.g. MTSF priorities and outcomes, Illima/Letsema, CASP, CRDP, Integrated Food Security and Nutrition Programme, Landcare etc. The ability to communicate at various levels, understanding of PFMA is essential. Sound knowledge of PSA and LRA. A valid driver's license is a prerequisite.

**COMPETENCIES:**

A Self-motivated person with good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations. Manage Extension and Advisory service in the district. Responsible for agricultural development in the district, which includes amongst other, Comprehensive Agricultural Support to farmers and communities. Capacity building and training of farmers. Coordinating and implementing agricultural projects. Supporting youth, women and people with disability participation in Agriculture. Facilitating institutional development of farmers, particularly small holder farmers. Liaise with stakeholders, especially municipalities, on issues of agricultural development. Represent the department on intergovernmental structures at district level. Manage the implementation of CASP, Illima/Letsema, Land Care and Food Security projects in the district. Establish and maintain farmer database and other related information pertaining to farmer support and agricultural development in the district. Manage Annual

**DUTIES** :

Performance Plan. Financial and human resource and asset management.  
Performing all administrative and related functions.

**ENQUIRIES** :

**MRS. NL SENOSI TEL NO: 082 559 6648**

**POST 05/05** :

**DEPUTY DIRECTOR: ADVISORY SERVICES ZF MGCAWU REF NO:  
DAERL/05/05/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 11 – R744 255.00 PER ANNUM ALL INCLUSIVE PACKAGE  
UPINGTON**

A Self-motivated person with a four year Bachelor's Degree in Agriculture or equivalent qualifications, coupled with at least 5 years relevant work and managerial experience. A good understanding of Government Programmes is essential e.g. MTSF priorities and outcomes, Illima/Letsema, CASP, CRDP, Integrated Food Security and Nutrition Programme, Landcare etc. The ability to communicate at various levels, understanding of PFMA is essential. Sound knowledge of PSA and LRA. A valid driver's license is a prerequisite.

**COMPETENCIES:**

Good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations.

**DUTIES** :

Manage Extension and Advisory service in the district. Responsible for agricultural development in the district, which includes amongst other, Comprehensive Agricultural Support to farmers and communities. Capacity building and training of farmers. Coordinating and implementing agricultural projects. Supporting youth, women and people with disability participation in Agriculture. Facilitating institutional development of farmers, particularly small holder farmers. Liaise with stakeholders, especially municipalities, on issues of agricultural development. Represent the department on intergovernmental structures at district level. Manage the implementation of CASP, Illima/Letsema, Land Care and Food Security projects in the district. Establish and maintain farmer database and other related information pertaining to farmer support and agricultural development in the district. Manage Annual Performance Plan. Financial and human resource and asset management. Performing all administrative and related functions.

**ENQUIRIES** :

**MRS. NL SENOSI TEL NO: 082 559 6648**

**POST 05/06** :

**DEPUTY DIRECTOR: ADVISORY SERVICES NAMAQUA, REF NO:  
DAERL/05/06/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 11 – R744 255.00 PER ANNUM ALL INCLUSIVE PACKAGE  
SPRINGBOK**

A Self-motivated person with a four year Bachelor's Degree in Agriculture or equivalent qualifications, coupled with at least 5 years relevant work and managerial experience. A good understanding of Government Programmes is essential e.g. MTSF priorities and outcomes, Illima/Letsema, CASP, CRDP, Integrated Food Security and Nutrition Programme, Landcare etc. The ability to communicate at various levels, understanding of PFMA is essential. Sound knowledge of PSA and LRA. A valid driver's license is a prerequisite.

**COMPETENCIES:**

Good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations.

**DUTIES** :

Manage Extension and Advisory service in the district. Responsible for agricultural development in the district, which includes amongst other, Comprehensive Agricultural Support to farmers and communities. Capacity building and training of farmers. Coordinating and implementing agricultural projects. Supporting youth, women and people with disability participation in Agriculture. Facilitating institutional development of farmers, particularly small holder farmers. Liaise with stakeholders, especially municipalities, on issues of agricultural development. Represent the department on intergovernmental structures at district level. Manage the implementation of CASP, Illima/Letsema, Land Care and Food Security projects in the district. Establish and maintain farmer database and other related information pertaining to

farmer support and agricultural development in the district. Manage Annual Performance Plan. Financial and human resource and asset management. Performing all administrative and related functions.

**ENQUIRIES** :

**MRS. NL SENOSI TEL NO: 082 559 6648**

**POST 05/07** :

**STATE VET: EXPORT REF NO: DAERL/05/07/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 11 – R744 255.00 PER ANNUM ALL INCLUSIVE PACKAGE  
DE AAR**

Possession of an appropriate Bachelor Degree (BVSc/BVMCh) or equivalent qualification. Registered with the South African Veterinary Council. Computer literacy and have a valid driver's licence

**DUTIES** :

Manage and implement the Animal Disease Act (Act 36 of 1984) and the Meat Safety Act (40 of 2000); Manage the export of animal and animal products by coordination, facilitation, inspection, surveillance, auditing and any other function that might be required for this process to run optimally. Represent the Province on relevant forums if and when required; Coordinate and implement the registration of all export facilities; Provide support to management on export related matters if and when required Compiling and submission of veterinary and any other reports that might be required; Manage the allocated budget and personnel under the post's control. Any other function that might be expected from the post.

**ENQUIRIES** :

**DR. P. KEGAKILWE TEL NO: 0835545583**

**POST 05/08** :

**DEPUTY DIRECTOR: COMMONAGE MANAGEMENT REF NO:  
DAERL/05/08/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 11 – R744 255.00 PER ANNUM ALL INCLUSIVE PACKAGE  
KIMBERLEY**

A degree or equivalent 5 years' experience in Management, Project Management and or Personnel Management. Knowledge of PFMA, Project Management, Financial Management and Personnel Management. Good Interpersonal Relations, good writing skills, ability to communicate well with varied levels. A valid Code B driver's license. A Degree in Agriculture will be an advantage.

**DUTIES** :

Support Municipalities on Commonage Management and advice on areas of concern on commonages where intervention is required. Assist municipalities to establish / revive commonage management communities. Support municipalities to manage commonages effectively and efficiently. Create / maintain a database for commonage farms and farmers. Perform secretariat services for the Commonage Committees, assist municipalities to develop policies and legislation governing commonages; Supervise and manage the Sub-directorate. Effective and efficient commonage management; conduct commonage management workshops, situational analysis of the infrastructure and grazing capacity of commonages.

**ENQUIRIES** :

**MR. SM. BONOKWANE TEL NO: 0837088361**

**POST 05/10** :

**ASSISTANT DIRECTOR: TRANSPORT MANAGEMENT REF NO:  
DAERL/05/10/22**

**SALARY** :  
**CENTRE** :  
**REQUIREMENTS:**

**LEVEL 10 – R477 090.00 PER ANNUM  
KIMBERLEY**

Applicant must be in possession of a Diploma – preferably in Transport management or equivalent with at least two years' experience in the Transport Management environment or a Senior Certificate with 6 years' experience in Transport Management. Knowledge of transport policies (Subsidized and GG cars). Knowledge of legislative frameworks applicable in the public sector. Good managerial skills. Good Interpersonal skills, organizing ability and computer literacy and typing skills. Valid driver's license. Ability to work under pressure and meet deadlines. Ability to work in a team as well as alone.

**DUTIES** :

Provide administrative support of the unit. Execute daily office record keeping. Management of the asset registers for both GG fleet and subsidized vehicles. Monitor effective utilization of both GG fleet and subsidized vehicles (PFMA compliance). Ensure GG cars are sent for maintenance. Ensure license disks are replaced. Submission of monthly expenditure reports related to the

mileage and fuel usage. Ensure that capturing of expenditure for GG vehicles takes place on a monthly basis on the ELS system. Attend monthly meetings and provide feedback to the Manager. Monthly reporting based on start and end dates of subsidized vehicles to avoid refund after the officials who left the system. Ensure the Performance Assessment of staff within the unit. Be able to work overtime as and when the need arises.

- ENQUIRIES** : **MR. K VAALTYN TEL NO: 053 807 7300**
- POST 05/11** : **ASSISTANT DIRECTOR: PERFORMANCE PLANNING MONITORING AND EVALUATION REF NO: DAERL/05/11/22**
- SALARY** : **LEVEL 9 – R382 245.00 PER ANNUM**  
**CENTRE** : **KIMBERLEY**  
**REQUIREMENTS:** A National Diploma or Degree in relevant field. Appropriate experience in the duties set out below will be an advantage for appointment. Report writing skills and good interpersonal relations. Understanding of governmental service delivery environment, teamwork, PFMA and governmental policies. Computer proficiency in Word processing and Excel; Possession of valid minimum code 8 driver's license.
- DUTIES** : Assist with the evaluation of a Departmental Project / Programme / Policy intervention. Assist with development of data collection instruments, actual data collection and analysis suitable for a variety of evaluation studies conducted. Assist with the development and dissemination of suitable communication materials based on evaluation results. Assist with the monitoring of departmental projects and the analysis for verification of performance reports. Assist with the coordination of strategic planning processes.
- ENQUIRIES** : **MR. RL BANDA TEL NO: 0873600385**
- POST 05/12** : **ASSISTANT DIRECTOR: BUDGET OFFICE – REF NO: DAERL/05/12/22**
- SALARY** : **LEVEL 9 – R382 245.00 PER ANNUM**  
**CENTRE** : **KIMBERLEY**  
**REQUIREMENTS:** B degree, National Diploma or equivalent (NQF Level 7) in Finance / Accounting / Economics / Public Administration; A minimum of 3-5 years relevant experience in budgeting, financial management; Knowledge of Public Finance Management Act (PFMA), Treasury Regulations and relevant public sector finance legislation; Valid driver's licence; Effective oral and writing skills and strong analytical skills; Conversant with Basic Accounting Systems (BAS) and Vulindlela; Proficiency in Microsoft Office (Word, Excel, PowerPoint)
- DUTIES** : Assist to co-ordinate and evaluate the MTEF budgets submissions from different programmes during the planning phase and final stages of the MTEF budgets. Assist to consolidate expenditure and revenue budget inputs for budget submissions. Assist to compile MTEF budget documentation for the Main Estimates and Adjustment Estimates. Assist with preparation of monthly and quarterly financial reports. Prepare financial report presentations for management meetings. Compile budget and expenditure performance reports and engage programmes. Evaluate and investigate expenditure trends on monthly basis. Ensure that expenditure and revenue budgets captured accurately on the financial systems. Assist in compilation of quarterly and annual financial statements
- ENQUIRIES** : **MR. M. MOTABOGI TEL NO: 053 807 7300**
- POST 05/13** : **ASSISTANT DIRECTOR: FINANCIAL MANAGEMENT. REF NO: DAERL/05/13/22**
- SALARY** : **LEVEL 9 – R382 245.00 PER ANNUM**  
**CENTRE** : **KIMBERLEY**  
**REQUIREMENTS:** Relevant B Com Degree with 3-5 years' experience in the accounting environment including government Accounting. A valid drivers' license. Completed articles will be an added advantage
- DUTIES** : Compile interim and annual financial statements. Perform financial reconciliations monthly. Manage receivables of the department, including the collection, banking and write offs. Perform general ledger reconciliation. Manage financial system interface exceptions. Perform month end closure

processes. Check and verify the bank reconciliations. Prepare monthly compliance certificate. Verify the validity, accuracy and completeness of supporting documents for payments/receipts before is processing on the financial system. Post auditing of payments for correctness and completeness. Participate in an audit process and assist to address audit queries. Manage and develop staff

**ENQUIRIES** : **MS. M DHLAMINI TEL NO: 053 838 9148**

**POST 05/14** : **ASSISTANT DIRECTOR: PURCHASING & PAYMENTS. REF NO: DAERL/05/14/22**

**SALARY** : **LEVEL 9 – R382 245.00 PER ANNUM**

**CENTRE** : **KIMBERLEY**

**REQUIREMENTS:** B degree, National Diploma or equivalent in Supply Chain Management / Financial Management / Public Administration / Accounting / Economics. Membership of a professional body in the SCM field will be an added advantage. 3-5 years' experience in Supply Chain Management. Knowledge of Public Finance Management Act (PFMA), Treasury Regulations and relevant SCM legislation. Communication skills. Conflict management. Proficiency in Microsoft Office (Word, Excel, PowerPoint). Ability to work on the LOGIS system

**DUTIES** : Manage the unit of responsible for processing of payments. Review and authorise creditor payments. Reconciliation of supplier/creditor accounts. Management and reporting of commitments and accruals. Support management with information for financial reporting. Manage HR issues and development of staff in the unit

**ENQUIRIES** : **MR. M. DIBANE TEL NO: 053 838 9162**

**POST 05/15** : **ANIMAL HEALTH TECHNICIAN REF NO: DAERL/05/15/22**

**SALARY** : **LEVEL 8 – R321 543.00 PER ANNUM**

**CENTRE** : **COLESBERG (DE AAR STATE VET)**

**REQUIREMENTS:** Possession of a National Diploma in Animal Health. Registered with the South African Veterinary Council as an Animal Health Technician. Good verbal and written communication skills. Computer literacy in Ms Office Software and must have a valid driver's licence.

**DUTIES** : Application of the Animal Disease Act (Act 36 of 1984) and the Meat Safety Act (40 of 2000); Knowledge of the Brucellosis and Tuberculosis schemes and related regulations; Plan and implement disease control measures; Provide extension services on animal health to animal owners; Perform administrative and related function; Assist with procurement of vaccines and equipment. Render a support service to the DD: Animal health; Compiling and submission of veterinary and any other reports that might be required any other function that might be expected from the post.

**ENQUIRIES** : **DR. M. LETSIE TEL NO: 0832919974**

**POST 05/16** : **ANIMAL HEALTH TECHNICIAN REF NO: DAERL/05/16/22**

**SALARY** : **LEVEL 8 – R321 543.00 PER ANNUM**

**CENTRE** : **KIMBERLEY**

**REQUIREMENTS:** Possession of a National Diploma in Animal Health. Registered with the South African Veterinary Council as an Animal Health Technician. Good verbal and written communication skills. Computer literacy in Ms Office Software and must have a valid driver's licence.

**DUTIES** : Application of the Animal Disease Act (Act 36 of 1984) and the Meat Safety Act (40 of 2000); Knowledge of the Brucellosis and Tuberculosis schemes and related regulations; Plan and implement disease control measures; Provide extension services on animal health to animal owners; Perform administrative and related function; Assist with procurement of vaccines and equipment. Render a support service to the DD: Animal health; Compiling and submission of veterinary and any other reports that might be required any other function that might be expected from the post.

**ENQUIRIES** : **DR. M. LETSIE TEL NO: 0832919974**

**POST 05/17** : **AGRICULTURAL ADVISOR**

**SALARY** : **LEVEL 8 –R321 543.00 PER ANNUM**

**CENTRE** : **1 X UPINGTON - REF NO: DAERL/05/17/22**  
**2 X CALVINIA - REF NO: DAERL/05/18/22**  
**1 X VICTORIA WEST - REF NO: DAERL/05/19/22**  
**1 X PRIESKA - REF NO: DAERL/05/20/22**  
**1 X KIMBERLEY - REF NO: DAERL/05/21/22**  
**2 X KURUMAN - REF NO: DAERL/05/22/22**

**REQUIREMENTS:** An appropriate four-year Agricultural Degree (NQF 7) with Animal Science/Crop Production as a major or specialization. Relevant post-graduate qualification will be an added advantage. Verification of foreign qualifications would, as a matter of principle, be conducted. Proof of SACNASP registration. Computer skills. Knowledge of extension methodology. Knowledge of project planning and management. Good organizing, communication and presentation skills. Valid driver's license.

**COMPETENCIES:** Good organizing, communication, presentation and report writing skills. Must be prepared to work under pressure and be able to meet the deadlines on specified times. Must be computer literate and have sound knowledge of extension. Project implementation and business planning skills are essential. Be analytical in thinking and have strong working relations.

**DUTIES 05/17** : The successful candidate will ensure the implementation of all strategic agricultural development programmes. Render scientific and technical agricultural extension services to internal and external clients (farm business plans, project management, farmers' days, etc.). Provide agricultural advisory services to organized agriculture and other agricultural stakeholders. Support the development of research and training activities. Ensure service delivery through appropriate utilization of ICT tools/systems. Provide support and guidance to internal clients. Perform administrative and related functions. Perform other relevant tasks as and when delegated.

**ENQUIRIES** : **MRS. L. SENOSI TEL NO: 082 559 6648**

**POST** : **LANDCARE TECHNICIAN**

**SALARY** : **LEVEL 7 – R276 831.00 PER ANNUM**

**CENTRE** : **KIMBERLEY – REF NO: DAERL/05/44/22**

**REQUIREMENTS:** A three year qualification in the field of Agriculture/environmental sciences/Development/Project management/environment. Two (2) years' experience in community based natural resource management, EPWP reporting system, LandCare business plan templates. Through knowledge of LandCare and EPWP programmes, Knowledge of departmental policies, Planning, organising, communication skills. Knowledge of national and provincial state of natural resources, Knowledge of natural resource management and conservation policies, Knowledge of sustainable natural resources utilization practices. Knowledge of CARA Act 43 of 1983. Facilitation and consultation skills, Understanding of social and cultural community dynamics. A valid code B driver's license.

**DUTIES** : Render targeted incentives program to promote education and awareness of the current state of natural resources in the Province. Facilitate and monitor implementation of LandCare projects. Facilitate an effective awareness program that will enable natural resource users to manage resources in a sustainable manner. Monitoring, evaluation and reporting on progress of the LandCare individual projects to ensure that the activities are as outlined in the business plan and make recommendations. Requesting and Screening of individual project business plans in preparation and coordination of provincial assessment panel meeting. Planning and design of conservation structures in compliance with environmental and conservation legislation:-Technical investigations (including farm plans, surveying etc.) and/or recommendations in accordance with prescribed norms, standards and relevant prescripts. Integrate services within the department. Oversee compliance to Expanded Public Works Programme. Perform any other reasonable duties delegated from time to time.

**ENQUIRIES** : **MR T. MONCHO TEL NO: 0659737267**



**POST** : **BIODIVERSITY OFFICER PRODUCTION GRADE A: ENFORCEMENT**

**SALARY** : **OSD – R276 831.00 PER ANNUM**  
**CENTRE** : **SPRINGBOK – REF NO: DAERL/05/40/22**  
**REQUIREMENTS:** **DE AAR – REF NO: DAERL/05/41/22**  
**KIMBERLEY – REF NO: DAERL/05/42/22**  
A 3 year bachelor's degree in law or equivalent qualification; 3-5 years investigations experience; Excellent working knowledge of the Biodiversity Act (10 of 2004) and Regulations, National Environment Management: Air Quality Act (39 of 2004), National Environment Management: Air Quality Act (59 of 2008) and Regulations and other related Acts and Regulations and the Criminal Procedure Act (51 of 1977); Good investigative, report writing, organisational and administrative skills. Training as an Environmental Management Inspector will be an added advantage. Possession of an unendorsed Code B driver's license. Applicant must be willing to travel long distances.

**DUTIES** : Undertake investigations of complaints/transgressions in respect of environmental law contraventions • Coordinate the undertaking of criminal prosecutions with the SAPS and NPA • Plan and execute law enforcement operations • Ensure proper record keeping of Biodiversity Crime Statistics and compilation of relevant National and Provincial reports.

**ENQUIRIES** : **MR. OT GAORAELEWE TEL NO: 0538077437**

**POST** : **BIODIVERSITY OFFICER PRODUCTION GRADE A: COMPLIANCE MONITORING**

**SALARY** : **OSD – R276 831.00 PER ANNUM**  
**CENTRE** : **UPINGTON – REF NO: DAERL/05/43/22**  
**REQUIREMENTS:** A 3 year bachelor's degree in law or equivalent qualification; 3-5 years investigations experience; Excellent working knowledge of the Biodiversity Act (10 of 2004) and Regulations, National Environment Management: Air Quality Act (39 of 2004), National Environment Management: Air Quality Act (59 of 2008) and Regulations and other related Acts and Regulations and the Criminal Procedure Act (51 of 1977); Good investigative, report writing, organisational and administrative skills. Training as an Environmental Management Inspector will be an added advantage. Possession of an unendorsed Code B driver's license. Applicant must be willing to travel long distances.

**DUTIES** : Undertake investigations of complaints/transgressions in respect of environmental law contraventions • Coordinate the undertaking of criminal prosecutions with the SAPS and NPA • Plan and execute law enforcement operations • Ensure proper record keeping of Biodiversity Crime Statistics and compilation of relevant National and Provincial reports.

**ENQUIRIES** : **MR. OT GAORAELEWE TEL NO: 0538077437**

**POST** : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A: AIR QUALITY MANAGEMENT – REF NO: DAERL/05/25/22**

**SALARY** : **OSD – R276 831.00 PER ANNUM**  
**CENTRE** : **KIMBERLEY**  
**REQUIREMENTS:** An appropriate 3 year tertiary qualification (National Diploma/B-Degree) in the Natural / Physical / Environmental Sciences or equivalent qualification. A Valid driver's license, Code B. Experience or training in any of the following: Environmental pollution / air quality management; Air quality monitoring; Air quality management planning; Implementation of air quality / environmental pollution related projects; Environmental legislation / policy; environmental compliance monitoring and enforcement. Geographic Information Systems.

**COMPETENCIES:** Written and verbal communications skills; Strong report writing skills; Proven computer literacy in MS Office; Planning and organizational skills; Must be able to travel for work purposes; Geographic information system skills and knowledge will be an added advantage.

**DUTIES** : Monitor, evaluate and report on the implementation of Air quality policy instrumentations in the Municipalities and industries. Contribute towards the development and implementation of specific projects e.g. Air Quality

Management Planning; Information management and capacity building with Municipalities and industries. Attend forums with municipalities and conduct capacity building. Investigate, analyze, interpret and evaluate Air Quality reports. Contribute towards the development and administration of Air Quality Management systems and policies; Contribute towards the development and implementation of specific projects, particularly relating to air quality / environmental pollution / environmental management; Provide support with regards to compliance monitoring and enforcement as it relates to air quality / environmental pollution management; Provide assistance with administrative and related functions.

**ENQUIRIES** : **MR. AD. KHAKHANE TEL NO: 053 807 7497**

**POST** : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A:  
INTERGOVERNMENTAL COORDINATION, SPATIAL AND  
DEVELOPMENT PLANNING – REF NO: DAERL/05/26/22**

**SALARY** : **OSD – R276 831.00 PER ANNUM**  
**CENTRE** : **DE AAR**

**REQUIREMENTS:** Relevant Degree(s)/ National Diploma(s) in Environmental Management and/or Natural Science. At least three years' experience in environmental management. A valid code B driver's licence. Job knowledge of coordinating the integration of environmental management considerations into provincial planning frameworks, providing and coordinating environmental management support to District and Local Municipalities, rendering environmental information management services, promoting and facilitating the development of a cooperative environmental governance framework. Project management, Sustainable Development Goals, environmental challenges at local, national and international level. Integrated Environmental Management (IEM) processes, national and provincial SoE Report/ Outlook. Environmental Implementation Plan and IDP Environmental Toolkits, Environmental Law and Regulations (especially NEMA and Intergovernmental Relations Framework Act) and IEM Tools. Good computer skills, sound interpersonal and communication (written and verbal), good report writing skills, organisational, planning and disciplinary skills. The ability to work well within a team and be able to travel for work purposes. Knowledge of Geographic Information Systems will be an added advantage. The ability to apply analytical and innovative thinking to the planning, development and environmental processes.

**DUTIES** : Acceptance of responsibility to manage human resources, administration, planning, execution, monitoring and evaluation of activities and contribute to sound financial and budget management. Analyse District and Local Integrated Development Plans (IDPs) and Spatial Development Plans (SDFs) at municipal level for environmental content as per legislative requirement. Bring about intergovernmental coordination and ensure cooperative governance and integration of Departmental plans, programmes, projects, tools and legislation into IDPs, spatial and other planning, monitoring and evaluation documents. Participate in Local, District and National Government Fora. Compile Municipal Action Plan and update progress on all relevant environmental matters raised. Provide hands on support to all municipalities in the Northern Cape with their IDPs, SDFs and other sector planning and monitoring tools. Compile and submit good quality reports related to: Cooperative Governance, Environmental Implementation Plan, State of the Environment Outlook, Integrated Development Plans, Spatial Development Plans, Local Government Support Forum, National Sub-Committee on EIPs/EMPs and others.

**ENQUIRIES** : **MR. B. FISHER TEL NO: 053 807 7300**

**POST** : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A:  
COMMUNICATION AND AWARENESS RAISING REF NO:  
DAERL/05/37/22**

**SALARY** : **OSD – R276 831.00 PER ANNUM**  
**CENTRE** : **DE AAR**

**REQUIREMENTS:** An appropriate 3 year tertiary qualification in the natural science or education field. At least 1-year experience in the field of Environmental Education and/or Education. Very good communication skills, including presentation skills; computer skills, a driver's license and good driving skills are essential.

**DUTIES** : Implement environmental learning programmes to assist with environmental education in formal education. Coordinate the implementation of the Eco-School's Program at schools. Identify, conduct and facilitate environmental awareness campaigns for the general public and relevant stakeholders. Conduct the celebration of international and national environmental days. Assist with the development and implementation of environmental programmes to the youth. Assist with the development/sourcing of resource material for environmental activities. Foster working relationships with other government departments and relevant stakeholders to promote environmental education. Perform administrative and related functions.

**ENQUIRIES** : **MS. E. GROENERS TEL NO: 053 807 7430**

**POST** : **ENVIRONMENTAL OFFICER PRODUCTION GRADE A: IMPACT MANAGEMENT**

**SALARY** : **OSD – R276 831.00 PER ANNUM**

**CENTRE** : **1X DE AAR– REF NO: DAERL/05/38/22**  
**1X UPINGTON – REF NO: DAERL/05/39/22**

**REQUIREMENTS:** An appropriate 3-year tertiary qualification (National Diploma / B-Degree) in the Natural Sciences or Environmental Sciences / Management / equivalent Science Degree with at least 2 years post qualification experience in EIAs, Environmental Management or related field. A valid driver's licence. Broad knowledge in EIA Regulations and administration in terms of NEMA (Act 107 of 1998) and other related environmental regulations governing the environment. \* Knowledge on Integrated Environmental Management. Good verbal and written communication and report writing skills are essential. Basic knowledge of: public administration; presentation skills; computer literacy; interpersonal skills; ability to work independently and in a team and good facilitation skills.

**DUTIES** : Process EIA applications, provide technical advice and procedural advice to stakeholders and applicants. Attend Environmental Management Committee meetings as required for project presentations and technical advice. Conduct site inspections, draft and recommend environmental authorisation for submission and decision-making by relevant delegated authority. Disseminate relevant information on State of the Environment reporting, provide information to internal clients to enable effective and efficient cross-functioning of integrated environmental management, etc. Perform all administrative and procedure required for the effective and efficient operation Impact Assessment.

**ENQUIRIES** : **MR. B. FISHER TEL NO: 0538077445**

**POST** : **ADMIN CLERK: COMPLIANCE AND ENFORCEMENT – REF NO: DAERL/05/45/22**

**SALARY** : **LEVEL 5 – R176 310.00 PER ANNUM**

**CENTRE** : **KIMBERLEY**

**REQUIREMENTS:** A Senior Certificate •Office Administration diploma would be regarded as an added advantage; Knowledge of clerical duties, practices as well as the ability to capture data, operate computer and collecting statistics. Computer literacy (Windows 8, Word, Excel and PowerPoint); Good public relations, communications and minute taking skills; Basic compliance and enforcement knowledge; A valid code B driver's license.

**DUTIES** : Logistical support in terms of arranging Compliance and Enforcement meetings; Organise travelling and accommodation arrangements for the officials; Interface and communicate effectively with a wide range of internal and external stakeholders on general Compliance and Enforcement administration functions; Office Administration. Purchasing of stationery and other items as required.

**ENQUIRIES** : **MR. OT GAORAELE TEL NO: 0538077498**

**POST** : **SENIOR FIELD RANGER – REF NO: DAERL/05/27/22**

**SALARY** : **LEVEL 4 – R147 459.00 PER ANNUM**  
**CENTRE** : **GOEGAP**  
**REQUIREMENTS:** A grade 12 Certificate with proven 3 years' experience in a Field Ranger environment and a Code EB driver's license are the minimum requirements for appointment. Computer literacy will be an added advantage. After appointment the EMI course must be completed with designation as a Grade 5 EMI official.

**DUTIES** : Protection of the reserve and its natural environmental resources. Implement monitoring programmes for ecological processes, systems and biodiversity represented in Goegap. Monitor and control recreational activities. Communicate with visitors and the general public to promote the value of Goegap; and perform administrative and related functions.

**ENQUIRIES** : **MS MAXIE JONK TEL NO: 027 7189906**

**POST** : **SENIOR FIELD RANGER – REF NO: DAERL/05/28/22**

**SALARY** : **LEVEL 4 – R147 459.00 PER ANNUM**  
**CENTRE** : **DOORNKLOOF**  
**REQUIREMENTS:** A grade 10 Certificate with proven 3 years' experience in a Field Ranger environment, a Code EB driver's license and EMI Grade 5 designation are the minimum requirements for appointment. Computer literacy will be an added advantage.

**DUTIES** : Protection of the reserve and its natural environmental resources. Implement monitoring programmes for ecological processes, systems and biodiversity represented in Doornkloof Nature Reserve. Monitor and control recreational activities; Legislative compliance monitoring; Communicate with visitors and the general public to promote the value of Doornkloof Nature Reserve; and perform administrative and related functions. Supervision of the field ranger component of the reserve.

**ENQUIRIES** : **MR. H.P. CRONJE TEL NO (051) 753 3005/6, 082 7718803**

**POST** : **FIELD RANGER**

**SALARY** : **LEVEL 3 – R124 434 PER ANNUM**  
**CENTRE** : **2X GOEGAP – REF NO: DAERL/05/29/22**  
**1X OORLOGSKLOOF – REF NO: DAERL/05/30/22**  
**1X ROLFONTEIN – REF NO: DAERL/05/31/22**  
**2X DOORNKLOOF – REF NO: DAERL/05/33/22**

**REQUIREMENTS:** A grade 10 Certificate and a Code EB driver's license are the minimum requirements for appointment. Computer literacy will be an added advantage. After appointment the EMI course must be completed with designation as a Grade 5 EMI official.

**DUTIES** : Protection of the reserve and its natural environmental resources. Implementation of monitoring programmes for ecological processes, systems and biodiversity represented in the area. Monitoring and controlling recreational activities. Communicating with visitors and the general public to promote the value of the Reserve; and performing administrative and related functions.

**ENQUIRIES** : **MS MAXIE JONK TEL NO: 027 7189906**

**POST** : **GENERAL ASSISTANT – REF NO: DAERL/05/34/22**

**SALARY** : **LEVEL 3 – R124 434 PER ANNUM**  
**CENTRE** : **2X DOORNKLOOF (COLESBURG)**  
**REQUIREMENTS:** A grade 10 Certificate with some proven experience in an infrastructure maintenance and operational equipment work environment and be in possession of a Code B driver's license are the minimum requirements for appointment.

**DUTIES** : Perform physical maintenance of roads, fences, hiking trails and reserve vehicles relative the infrastructure and equipment management plans. Provide physical assistance in the management of the ecology of the Doornkloof Nature Reserve. Assist with administrative and related functions.

**ENQUIRIES** : **Mr H.P. Cronje TEL NO 051 7533005/6, 082 771 8803**

