



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 05/09 : **SCIENTIST PRODUCTION GRADE A: ANIMAL PRODUCTION – REF NO: DAERL/05/09/22**

SALARY : **OSD – R628 014.00 PER ANNUM ALL INCLUSIVE PACKAGE**

CENTRE : **VAA LHARTS**

REQUIREMENTS: Applicants must be in possession of a BSc (Agric) degree in Animal Science or equivalent qualification. Compulsory registration with the South African Council for Natural Scientific Professions (SACNASP) as a certified Natural Scientist is a requirement. At least 5 years relevant experience in the execution of animal production research. Candidate must be familiar with the legislative framework governing the research (animal improvement act/genetically modified organisms act etc.) Advanced computer skills in software applicable to animal breeding research will be an added advantage. Good communication skills. Incumbents must be able to work as part of a team and be willing to travel. A valid unendorsed driver's license is a pre-requisite.

DUTIES : The incumbent will be required to render expert and needs based research, co-ordinating all aspects of animal production research and development; Identify gaps and develop appropriate interventions; monitor and evaluate programme performance; Provide scientific support and advice; To provide scientific analysis and regulatory functions; Conduct analysis of scientific data; Formulate proposals and compile reports; develop and customize scientific models and techniques. Continuous research and development of studies to improve expertise; Human Capital development – Mentor, train and develop candidate scientists and others to promote skills / knowledge transfer and adherence to sound scientific principles.

ENQUIRIES : **MS. R. BURGESS TEL NO: 053 838 9100**

POST 05/23 : **FARM MANAGER REF NO: DAERL/05/23/22**

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

CENTRE : **EILAND UPINGTON**

REQUIREMENTS: The applicant must be in possession of a 3 year degree or a B. Tech in Agriculture (crop production) with a minimum of 3-5 years management experience of a crop production farm. Ability to operate farm equipment (tractors etc.), mechanical experience/knowledge/ / farm and building maintenance work and be computer literate. Must have some experience in technology and modern agriculture especially as it relates to crop production. Sound knowledge of labor and sector (agriculture) legislation is a prerequisite. Candidate must have a valid unendorsed drivers' license.

DUTIES : The successful candidate will be responsible for the management of the Research Station (crop production) in collaboration with the research division as well as offer support to other Research institutions involved with research (crop production) at the Research Station. Staff supervision and productive management of staff, soil preparation, crop production, irrigation, mechanization, general construction, repair and maintenance work (e.g. buildings and fences), proven experience with pivots and irrigation systems, will be key performance areas. Responsibilities will include the management of personnel (staff), budgeting and planning, procurement of goods and services, health and safety and other support functions. In order to maximize the farm management abilities of stakeholders, active involvement in rural development projects and training will be required.

ENQUIRIES : **MR H GERBER TEL: 0876300303**

POST 05/24 : **FARM MANAGER REF NUMBER: DAERL/05/24/22**

SALARY : **LEVEL 8 – R321 543.00per annum**

CENTRE : **VAALHARTS**

REQUIREMENTS: The applicant must be in possession of a 3 year degree or a B. Tech in Agriculture (crop /animal production) with a minimum of 3-5 years management experience in mixed farming. Ability to operate farm equipment, mechanical experience/ knowledge/ farm and building maintenance work and be computer literate. Must have some experience in technology and modern agriculture especially as it relates to crop and animal production. Sound knowledge of labor and sector (agriculture) legislation is a prerequisite. Candidate must have a valid unendorsed drivers' license.

DUTIES : The successful candidate will be responsible for the management of the Research Station (mixed farming) in collaboration with the research division as well as offer support to other Research Institutions involved with research at the Research Station. Staff supervision and productive management of staff, soil preparation, crop production, animal production, irrigation, mechanization, general construction (building etc.), repair and maintenance work (e.g. fences), proven experience with pivots and irrigation and water reticulation systems, will be key performance areas. Responsibilities will include the management of personnel (staff), budgeting and planning, procurement of goods and services, health and safety and other support functions. To maximize the farm management abilities of stakeholders, active involvement in rural development projects and training will be required.

ENQUIRIES : **MR H GERBER TEL: 0876300303**

POST : **BIODIVERSITY OFFICER PRODUCTION GRADE A: INSPECTION SERVICES**

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

CENTRE : **DE AAR – REF NO: DAERL/05/46/22**

CALVINIA – REF NO: DAERL/05/47/22

REQUIREMENTS: A 3-year Diploma / Degree in Nature Conservation or equivalent relevant qualification. Knowledge of the Specific Environmental Management Acts especially NEMBA and associated regulations such as TOPS, BABS, AIS etc. Knowledge of the regulatory functions within biodiversity management including permitting and its associated inspections. Basic knowledge of problem animal control and species identification. Knowledge of Public service; Human resource and financial management. Knowledge of applying and interpreting Public Finance Management Act. Appropriate training including relevant short courses. Appropriate experience. Practical demonstration of skills and knowledge. Demonstrated interest in biodiversity / conservation (e.g. affiliation to relevant biodiversity organisations). Skills: Computer literacy; Communication skills, especially in writing; Planning and execution; Quality of work; Team work and Technical skills. Personal Attributes: Honesty; Ability to work long hours voluntarily; Ability to gather and analyze information. Ability to develop and apply policies; Ability to work individually and in team; Good interpersonal relations skills; Creativity; Ability to work under extreme pressure.

DUTIES : Manage, check and verification of all performed administrative and related functions of the Sub sub Programme-Inspection Services. Manage, check and verification of all pre-permit verifications and recommendations. Manage, check and verification of all performed inspections. Control, check and verification of all damage causing and nuisance animals. Conduct site inspections and compile site visit reports. Provide professional advice in

respect of NEMBA and NCNCA decision-making. Draft submissions and recommendations for permit decisions. Assist in the development of relevant Standard Operating Procedures (SOPs). Implement approved systems, tools and SOPs related to biodiversity management. Internal and external liaison regarding applications for permits and general biodiversity queries (communication with stakeholders and clients). Provide a support function and technical inputs into applications and queries lodged with the Department in terms of the NCNCA, NEMA and NEMA Regulations. Provide inputs into biodiversity related legislation and policies.

ENQUIRIES : **MR DM PAULSE TEL NO: 053 807 7300**

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

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

CENTRE : **SPRINGBOK – REF NO: DAERL/05/40/22**

DE AAR – REF NO: DAERL/05/41/22
KIMBERLEY – REF NO: DAERL/05/42/22

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 GAORAELE 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 GAORAELE 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;

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| | | interpersonal skills; ability to work independently and in a team and good facilitation skills. |
| <u>DUTIES</u> | : | 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. |
| <u>ENQUIRIES</u> | : | MR. B. FISHER TEL NO: 0538077445 |
| <u>POST</u> | : | <u>ADMIN CLERK: COMPLIANCE AND ENFORCEMENT –</u> <u>REF NO: DAERL/05/45/22</u> |
| <u>SALARY</u> | : | LEVEL 5 – R176 310.00 PER ANNUM |
| <u>CENTRE</u> | : | KIMBERLEY. |
| <u>REQUIREMENTS:</u> | | 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. |
| <u>DUTIES</u> | : | 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. |
| <u>ENQUIRIES</u> | : | MR. OT GAORAELEWE TEL NO: 0538077498 |
| <u>POST</u> | : | <u>FARM AID – REF NO: DAERL/05/35/22</u> |
| <u>SALARY</u> | : | LEVEL 3 – R124 434 PER ANNUM |
| <u>CENTRE</u> | : | KARAKUL (UPINGTON) |
| <u>REQUIREMENTS:</u> | | Applicants must have grade 9 or Abet level 4, in good physical health and of sober habits. Applicants must be reliable, honest and have an eye for detail. Applicants must be able to do physical work (e.g. handling of animals) be prepared to work after hours as well as perform weekend duties. Basic knowledge of and experience in farm work (animal production) and mechanical equipment is a requirement. Applicant must be able to handle and ride a horse as well as have of an unendorsed valid driver's license. |
| <u>DUTIES</u> | : | The successful candidate will be responsible for mostly outdoor tasks in support of the research projects and general maintenance on the Research Stations (farm). Duties will include the following: Assist the researchers and technicians with various tasks/ Collecting of data (weighing of animals / execute given tasks effectively within a reasonable time /handle equipment and animals according to instructions/care for sick or injured animals /assist with firefighting/ report problems to relevant supervisor/ General farm work associated with livestock/ water reticulation to animals /service and cleaning of equipment/ report broken/out of order equipment / acquire various skills necessary for specific tasks. |
| <u>ENQUIRIES</u> | : | MR. H. GERBER TEL NO: 087 630 0303 |

POST : **FARM AID – REF NO: DAERL/05/46/22**

SALARY : **LEVEL 3 – R124 434 PER ANNUM**

CENTRE : **1X EILAND (UPINGTON)**

REQUIREMENTS: Applicants must be in possession of a grade 10 (std 8) with approx. 5 years' experience (crop production), in good physical health and of sober habits. Applicants must be reliable, honest and have an eye for detail. Applicants must be able to do physical work, be prepared to work after hours as well as perform weekend duties. Basic knowledge of and experience in farm work (crop production) tractors and irrigation equipment is a requirement. Candidate must be in possession of an unendorsed valid driver's license.

DUTIES : The successful candidate will be responsible for tasks in support of the research division's projects and general maintenance on research stations. Duties will include the following: Assistance to researchers and technicians with various tasks/ Collecting of data (planting of and weighing of /crops /taking of soil samples etc.)/ Execute given tasks effectively within a reasonable time /Handle equipment according to instructions/ assist with irrigation (flood)/assisting with firefighting/ Report problems to relevant supervisor/ General farm work associated with livestock/irrigation farming /Service and clean equipment/ Report broken/out of order equipment / Acquire various skills necessary for specific tasks.

ENQUIRIES : **MR H GERBER OR MS A SWANEPOEL TEL NO: 087 630 0303**

POST : **FARM AID – REF NO: DAERL/05/36/22**

SALARY : **LEVEL 3 – R124 434 PER ANNUM**

CENTRE : **3X VAALHARTS**

REQUIREMENTS: Applicants must have grade 9 or Abet level 4, in good physical health and of sober habits. Applicants must be reliable, honest and have an eye for detail. Applicants must be able to do physical work (e.g. moving of lucern bales), be prepared to work after hours as well as perform weekend duties. Basic knowledge of and experience in farm work (crop production) and tractors, implements and irrigation equipment is a requirement. Candidate must have an unendorsed valid driver's license.

DUTIES : The successful candidate will be responsible for tasks in support of the research projects and general maintenance on Research Stations (farm). Duties will include the following: Assist the researchers and technicians with various tasks/ collecting of data (planting of and weighing of crops /taking of soil samples etc.)/ execute given tasks effectively within a reasonable time /handle equipment according to instructions/ assist with irrigation (flood)/assist with firefighting/ report problems to relevant supervisor/ General farm work associated with irrigation farming /service and cleaning or equipment/ Report broken/out of order equipment / acquire various skills necessary for specific tasks.

ENQUIRIES : **MR. H. GERBER TEL NO: 087 630 0303**

