



## Director: Compliance (FIM04/2025)

**Salary:** Remuneration package of R1 216 824 per annum (all-inclusive salary package).

**Centre(s):** Cape Town

### Requirements:

An undergraduate in Natural / Environmental Sciences / Environmental Law/ Law) or relevant qualification on (NQF7) within the related field as recognized by SAQA. A minimum of five (5) years' experience at Middle/Senior managerial level within the related field. Successful completion of the Senior Management Pre-entry Programme as endorsed by the National School of Government (NSG). Knowledge and understanding of the Marine Living Resources Act, Criminal Procedure Act, Public Finance Management Act and National Treasury Regulations. Sound knowledge and understanding of all the legislation and regulations that govern the Public Service including the Public Service Act and the Labour Relations Act etc. knowledge of government policies and priorities for the Department. Knowledge and understanding of the white paper on the transformation of the public service (Batho Pele). Project and management skills. Strategic capability and leadership. Financial and change management.

### Duties:

Oversee the monitoring of catches to protect and enhance marine assets and resources. Develop a compliance monitoring framework and ensure effective implementation thereof. Oversee inspections to protect marine assets and resources. Oversee and ensure patrols to protect and enhance marine assets and resources. Assist and support complex compliance operations and prosecutions. Monitor all areas of risk within Fisheries sectors. Manage and ensure cooperative governance initiatives. Participate in consultative structures of other government departments, municipal structures and traditional structures within the areas of operation. Develop co-management and enforcement policies and implementation strategies with communities and relevant stakeholders. Provide and assist with species identification training to catch data monitors. Develop the operational plan for the Directorate and ensure its implementation. Manage the resources of the Directorate. Oversee the monitoring of catches to protect and enhance marine assets and resources. Develop a compliance monitoring framework and ensure effective implementation thereof. Oversee inspections to protect marine assets and resources. Oversee and ensure patrols to protect and enhance marine assets and resources. Assist

and support complex compliance operations and prosecutions. Monitor all areas of risk within Fisheries sectors. Manage and ensure cooperative governance initiatives. Participate in consultative structures of other government departments, municipal structures and traditional structures within the areas of operation. Develop co-management and enforcement policies and implementation strategies with communities and relevant stakeholders. Provide and assist with species identification training to catch data monitors. Develop the operational plan for the Directorate and ensure its implementation. Manage the resources of the Directorate.

**Applications:** [FIM04-2025@dffe.gov.za](mailto:FIM04-2025@dffe.gov.za)

**Enquiries:** Mr C Liebenberg  
Tel: 021 493 7132  
Cell: 083 2975753

**Attention:** Human Resource Management

**Closing date:** 24 February 2025

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- **ALL APPLICATIONS MUST BE SUBMITTED ON** a signed **new Z83 application form** (*click bold underlined text to download PDF form*) obtainable from any public service department accompanied by a recent detailed curriculum vitae only, to be considered.
  - 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.
  - **CAPE TOWN, NORTHERN CAPE, EASTERN CAPE, AND WESTERN CAPE APPLICATIONS MAY BE FORWARDED TO:**
    - The Director-General, Department of Forestry, Fisheries and the Environment. The Director: Integrated Human Resource Management, Private Bag X4390, Cape Town, 8000 or
    - **Hand-delivered to:** 14 Loop Street, Cape Town.
    - Or **can be emailed** to the respective email address quoting the reference number on the subject email.
  - It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA).
  - The National Department 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 SENIOR MANAGEMENT SERVICE (SMS) POSTS:**
    - In terms of the Directive on Compulsory Capacity Development, Mandatory Training Days and Minimum Entry Requirements for SMS that was introduced on 1 April 2015, a requirement for all applicants for SMS posts from 1 April 2020 is a successful completion of the Senior Management Pre-Entry Programme as endorsed by the National School of Government (NSG) prior to appointment. The course is available at the NSG under the name Certificate for entry into SMS and the full details can be obtained by following the below link: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/>
    - Furthermore, shortlisted candidates must provide proof of successful completion of the course.
  - All candidates shortlisted for the posts will be subjected to will be subjected to a technical exercise that intends to test relevant technical elements of the job.
    - 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 a performance agreement and an employment contract.
  - The department reserves the right not to make an appointment.
  - If you have not been contacted within three (03) months after the closing date of the advertisement, please accept that your application was unsuccessful.