



## Field Assistants: Seabirds X2 Marion Island (Approximately Fifteen Months Contract) (OC16/2025)

**Salary:** R 269 499 per annum per annum (plus 37% lieu in benefits)

**Centre(s):** Marion Island

### Requirements:

A relevant BSc Degree in Natural and Biological Science or equivalent qualification. A BSc (Hons) or higher degree will be advantageous as there may be scope to collect data towards a further degree (e.g. MSc). Experience in field surveys, research administration, data collection and management, birds' identification & handling, report writing, and recording. Applicants need to have a high level of computer literacy (R, Word, Excel) and have good writing and statistical skills. Must have good attention to detail and be meticulous in data collection and demonstrate experience to conduct scientific monitoring relating to seabirds to a high standard. Experience in handling seabirds is essential. Must be self-motivated and able to work at a remote place away from family and friends with minimal supervision.

### Duties:

Undertake biological research, fieldwork and monitoring according to a work plan as devised by the project managers. Make day-to-day decisions about work priorities and fieldwork protocols. Maintain accurate records of the work and the computer databases of the work. Regularly report to and update the project manager on the progress of the project. The applicants must have determination, physical fitness and the ability to work under harsh environmental conditions subject to extremes of weather; a desire to work with animals, including handling of seabird adults and chicks, which require empathy for the birds. Successful applicants will spend a full year (April 2026 to May 2027) at Marion Island. Note that there is no option to return before the end of the expedition, once you land at the island. The well-equipped new base station has full e-mails and satellite telephone facilities.

### Note:

The incumbent will execute duties at a Sub/Antarctic Base and adhere to the health, safety and environmental requirements. The successful applicant will spend a full year (April 2026 to May 2027) at Marion Island. There is no option to return to South Africa before May 2027. The ability to work and live with small groups of people is thus essential. Although the base is well-equipped with e-mail, and satellite telephone facilities, the applicant has to be self-sufficient and self-motivated. The location may affect both the physical and mental well-being of the incumbent, their family and close relationships. Candidates must be physically fit, mentally strong and prepared for physically challenging and satisfying work. In addition, the successful candidates may often be called upon to work long hours in extreme conditions on duties unrelated to their function. Short-listed candidates will be subjected to screening and security vetting to determine their suitability for employment. Appointment to these positions is subject to a rigorous medical examination as well as a psychometric assessment, which will be arranged for at no cost to the applicants.

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**Closing date:** 25 August 2025

- **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.
- 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.