



Scientist Manager: Inshore Resources Research - (FIM16/2020)

Salary: R898 569 per annum (An all-inclusive annual remuneration package)

Centre: Cape Town (Foretrust Building)

Minimum requirements:

- An MSc in Science or relevant qualification (NQF Level 10), 6 years' relevant scientific experience after BSc qualification and Compulsory registration with SACNASP as a professional.
- Knowledge of the Marine Living Resources Act; Fishery sector and fisheries management; Scientific methodologies and models; Research and development; Computer-aided scientific applications; legal compliance; Technical report writing; Data analysis; Policy development and analysis; Scientific presentation. Skills: Strategic capability and leadership; Decision making; Team leadership; Analytical skills; Financial management; Customer focus and responsiveness; Communication; Networking; Planning and organizing; Conflict management; People management; Change management; Problem solving and analysis; Programme and project management; Mentoring.
- A valid, unendorsed Code B driver's license.

Duties:

- Ensure the development and implementation of policies, systems and procedures through: Review and recommend / approve scientific projects; *Facilitate the setting of scientific standards, specifications and service levels according to organizational objectives to ensure optimum operational availability; Monitor scientific efficiencies according to organizational goals; Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles.
- Provide strategic leadership and direction by: Alignment of projects to organizational strategies; Provide support and advice to the industry and stakeholders; Develop and maintain relationships / collaborations and review scientific documents.

- Lead, coordinate and develop scientific models and regulatory frameworks through: Designing of scientific methodology for the analysis of scientific data; Evaluate, monitor and disseminate information; Design and develop appropriate scientific models to generate information and knowledge; Formulate and evaluate proposals and compile reports; Develop and customize scientific models.
- Research and development: Manage scientific research to improve expertise; Publish and present research findings; Lead, coordinate and conduct basic and applied research or apply knowledge; Source funding for research projects. People Management: Manage the performance and development of staff; Ensure competent knowledge base for the continued success of scientific services; Set and monitor performance standards; Take actions to correct deviations in order to achieve departmental objectives; Mentor, train and develop scientists and others to promote skills / knowledge transfer and adherence to sound scientific principles and code of practice; Supervise scientific work and processes.

Enquiries: Dr. K Prochazka, Tel No: (083) 302 8191, e-mail: KiimP@daff.gov.za

Closing date: 01 March 2021

- All applications must be submitted on a signed **Z83 application form** (*click bold underlined text to download PDF form*) with a copy of a comprehensive CV, certified copies of qualifications (not older than six (06) months), ID document as well as a Driver's License (if required) in order to be considered.
- **Applications must be forwarded** to the Director-General, Department of Environment, Forestry and Fisheries, For Attention: The Director: Human Resources Management, Private Bag X4390, Cape Town, 8000 or hand-deliver to 14 Loop Street, Cape Town.
- The National Department of Environment, Forestry and Fisheries is an equal opportunity, affirmative action employer.
- It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA).
- 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 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). 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/>. The successful candidate will be required to provide proof of completion of the NSG Public Service Senior Management Leadership Programme Certificate for entry into the SMS. Furthermore, candidates shortlisted for the SMS post 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 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.