



INTERNAL & EXTERNAL ADVERT

DESIGNATION: REGIONAL CONSERVATION MANAGER: EAST REGION

PATERSON GRADE D4

PROGRAMME: BIODIVERSITY CONSERVATION OPERATIONS

LOCATION: KWAZULU-NATAL, EAST REGIONAL OFFICE

POST NO: 710001

TOTAL REMUNERATION PACKAGE: R1 178 214,91 per annum

THE ENTITY

The KwaZulu-Natal Nature Conservation Board, trading as Ezemvelo KZN Wildlife, is a PFMA Schedule 3C public entity established in terms of the *KwaZulu-Natal Nature Conservation Management Act (Act No. 9 of 1997)*. The entity is responsible for the management of nature conservation within the Province of KwaZulu-Natal including protected areas as well as development and promotion of ecotourism and facilities within the protected areas. Ezemvelo KZN Wildlife wishes to appoint a suitable candidate into the position of Regional Conservation Manager for the East Region.

PURPOSE OF THE JOB:

The incumbent's role will be to manage, and provide direction, in biodiversity conservation component at a regional level by ensuring implementation of relevant biodiversity regulations and legislation as well as protected area management and district conservation management.

MINIMUM QUALIFICATIONS:

- Degree in Environmental Management or related qualification /B Tech Nature Conservation is Mandatory
- Honors Degree in Environmental Management Studies/ Conservation/ related qualification will be an added advantage
- National Diploma in Natural Sciences/ Nature conservation accompanied by 10 years practical middle management experience (MMS)

EXPERIENCE REQUIRED

- At least 10-years' experience in Biodiversity Conservation management, 3 of those years in Strategic Management.
- Proven track record and experience of 5-years in working in the rhino security environment.
- Practical working experience on the iSambane Permit System and CMore system.

- Traceable experience in performance information management and risk management.
- Experience in compliance and law enforcement.
- Strong leadership, communication, negotiation, conflict management and project management skills.
- A valid code B driver's license.

KEY COMPETENCIES REQUIRED

- Demonstrated understanding of Ezemvelo's administrative processes, systems, and protocols to ensure effective and compliant operations within the region.
- In-depth knowledge and practical application of relevant environmental legislation, including national, provincial, and international frameworks affecting conservation management.
- Solid grasp of the organisation's policies and standard operating procedures, with the ability to apply these consistently across operations and teams.
- Proven ability to lead, inspire, and manage multidisciplinary teams, fostering a performance-driven culture and promoting continuous professional development.
- Competency in planning, organising, and effectively facilitating or chairing meetings, workshops, and stakeholder engagements.
- Strong skills in ecological monitoring, data analysis, and performance evaluation to support evidence-based decision-making and adaptive management.
- Excellent interpersonal skills with the ability to build and sustain collaborative relationships with internal departments, local communities, traditional authorities, government agencies, NGOs, and other conservation partners.
- Sound understanding of ecological and biological principles underpinning conservation strategies, species management, and ecosystem monitoring.
- Ability to identify, develop, and secure funding opportunities to support regional conservation projects, including revenue enhancement initiatives and donor engagement.

KEY PERFORMANCE AREAS:

- Manage, lead and optimize regional human resource functions by implementing structured staff development programs, ongoing performance coaching, succession planning, and wellness initiatives.
- Promote a culture of accountability and high performance through mentorship, disciplinary consistency, and empowerment of line managers.
- Development and/or implementation of strategic direction for the region, ensure alignment with corporate objectives, including Annual Performance Plan indicators, Corporate Annual Operational Plan (AoP), Protected Area AoP, Management Plan, this of which will in turn contribute to the corporate strategic plan.
- Ensure comprehensive and accurate preparation, coordination, and timely submission of weekly, monthly, quarterly, and annual reports. This includes reporting on the achievement against Annual

Performance Plan (APP) targets, Management Effectiveness assessments, parliamentary queries, and internal organizational requirements.

- Manage and respond timeously to internal and external audit processes; including the implementation of robust internal controls and remedial action plans to close audit findings, ensuring full compliance with legal and regulatory standards.
- Oversee the phased implementation of the Rhino Guardianship Strategy in the East Region, ensuring security integration, biological monitoring, and resource mobilization to meet biodiversity protection goals.
- Lead sound financial planning and control processes in the region by developing and managing budgets, forecasting future financial needs, and ensuring cost-effective use of resources amidst limited funding.
- Ensure the integrity of asset management by implementing systems and procedures that verify the existence, accuracy, condition, and completeness of regional assets in compliance with Ezemvelo policies and PFMA requirements.
- Provide visionary leadership in engaging local communities, Traditional Authorities, NGOs, and private partners; including the strengthening of collaborative conservation through co-management agreements, environmental education, and sustainable resource use models.
- Continuously improve the management effectiveness of Protected Areas (PAs) and district conservation areas by implementing adaptive management practices, enhancing infrastructure, and improving biodiversity monitoring.
- Enforce a proactive Occupational Health and Safety (OHS) culture in the region through risk assessments, OHS training, compliance audits, and incident response plans, ensuring the well-being of all staff and visitors.
- Develop and execute integrated strategies to manage human-wildlife conflict in the region.
- Responsible for the effective management of Marine Protected Areas.

HOUSING: Housing is not provided.

Directions to applying candidates:

The following **mandatory documents** must be submitted;

- a) The Ezemvelo Application Form for Employment available from <http://www.kznwildlife.com/careers>
- b) Applications without Ezemvelo Application Form and incomplete forms will not be considered.
- c) Only shortlisted candidates will be required to submit certified application supporting documents, including qualifications certificates, Driver's License, Identity Document (ID), etc.

The appointment to the post is subject to a positive outcome obtained from all verifications in relation to the position advertised.

Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Ezemvelo application form directly to the following email address recruitments@kznwildlife.com.

Applicants may also visit any KZN Department's and Public Entity's Designated Online Application Centres (DOACs) where staff will assist you with applying for jobs on the KZN online e-Recruitment system or receiving your hardcopy application. You can find the list of Designated Online Application Centers (DOACS) at www.kznonline.gov.za/kznjobs.

Please note that applicants should only use one of the following methods when applying for a post:

- either through the online e-Recruitment system using Ezemvelo Form;
- emailing Ezemvelo application form directly to Recruitment.HR@kznwildlife.com; or
- submit a hardcopy application to one of the Designated Online Application Centres (DOACS).

For any queries relating to this job-application please contact Recruitment Office on **033 845 1761** during office hours.

CLOSING DATE: 23 July 2025

- Applications received after the closing date will not be considered. Applicants not contacted within 30 days of the advertisement closing date should consider their applications unsuccessful.
- Selection will be made in terms of the Organization's Employment Equity Plan and Preference will be given to members of designated groups. Ezemvelo KZN Wildlife reserves the right not to make the appointment towards this post.