



VACANCY ADVERTISEMENT

DESIGNATION: MANAGER GAME CAPTURE

INTERNAL & EXTERNAL ADVERT

PATERSON GRADE D3

PROGRAMME: BIODIVERSITY CONSERVATION OPERATIONS

LOCATION: HLUHLUWE IMFOLOZI PARK, GAME CAPTURE UNIT, KWAZULU-NATAL

POST NO: 310501

TOTAL REMUNERATION PACKAGE: R1 002 421,46 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 Manager Game Capture for the organization's core function.

PURPOSE OF THE JOB:

The purpose of this role is to lead, manage, and coordinate all live game capture operations and veterinary interventions within Ezemvelo's insourced Game Capture and Veterinary Services Unit. The Game Capture Manager is responsible for ensuring the efficient, safe, and humane capture, handling, and relocation of wildlife across all Ezemvelo-managed areas.

Additionally, the role encompasses the strategic planning and implementation of wildlife disease monitoring and control programs to support biodiversity conservation and ecological integrity. Reporting to the Head of Biodiversity Conservation Operations, the incumbent plays a critical role in supporting wildlife management objectives, contributing to sustainable conservation outcomes, and ensuring compliance with relevant veterinary and environmental legislation.

MINIMUM QUALIFICATIONS:

- Grade 12
- Nature Conservation Diploma
- B:Tech Nature Conservation or related equivalent qualification is desired.
- Drivers Licence Code B

EXPERIENCE REQUIRED

- Minimum of 5-years operational and supervisory in Game Capture.

KEY COMPETENCIES REQUIRED

- Strong organisational skills to coordinate resources, teams, and logistics across multiple reserves.
- Proven ability to building a successful team by using appropriate methods and a flexible interpersonal style to help build a cohesive team; facilitating the completion of team goals.
- Skilled in clarifying roles, delegating effectively, and fostering a high-performance culture.
- Ability to design, plan, and manage game capture programmes in alignment with conservation and biodiversity strategies.
- Competence in setting performance standards, conducting evaluations, and managing labour relations.
- Ability to prepare, manage, and monitor unit budgets efficiently and in compliance with public financial management frameworks.
- Experience in optimising the use of physical and financial resources to achieve cost-effective operations.
- Sound judgement and problem-solving skills in high-pressure and dynamic field environments.
- Competence in analysing complex data (e.g., animal populations, disease outbreaks, logistics) to inform operational choices.
- Deep understanding of wildlife ecology, capture techniques, species-specific behaviour, and animal welfare standards.
- Familiarity with veterinary protocols, game translocation methods, and ethical conservation practices.
- Knowledge of relevant environmental, veterinary, and occupational health and safety legislation.
- Ability to manage operational risks including disease outbreaks, capture-related injuries, and environmental hazards.
- Strong communication and interpersonal skills to liaise with Game Capture unit stakeholders that are both internal and external to the organization.
- Ability to understand and respond to client needs in terms of game quality, species selection, and delivery timelines.
- Ability to secure funding externally to fulfil mandate of Ezemvelo's conservation objectives.
- Experience in coordinating complex flight logistics.

KEY PERFORMANCE AREAS:

- Ensure sound financial planning and control within the Game Capture Unit by budget planning, monitoring financial performance regularly, controlling expenditure to stay within approved budget.
- Compliance with internal policies and public finance regulations.

- Administer HR processes including leave, maintaining accurate employee records, implementation of performance management, implement talent management, implement succession planning, and deal with labour relations issues.
- Build and maintain a competent, motivated, and high-performing Game Capture team.
- Conduct regular staff meetings and assign duties effectively.
- Plan and execute efficient, ethical wildlife capture and translocation programmes.
- Ensure the functioning of the Animal Population Control Committee.
- Analyse animal off-take requirements and disposal needs for each reserve.
- Determine the source and destination of animals in line with conservation goals.
- Plan capture operations per species and reserve, ensuring efficiency and cost-effectiveness.
- Manage the deployment of capture teams.
- Maintain operational readiness of equipment, vehicles, and facilities, including overseeing fleet maintenance and managing boma maintenance.
- Ensure boma operations management for safe and effective use of bomas for animal holding.
- Manage allocation and preparation of animals for live auctions and catalogue sales; including the coordination of deliveries, ensuring animals meet preparation standards and auction schedules.
- Provide Game Capture operations oversight by ensuring that all game capture activities meet ethical, operational, legal and OHS standards.
- Promote continuous improvement in wildlife capture and translocation.
- Safeguard animal and public health through effective disease management.
- Align capture operations with market needs and organisational partnerships.
- Facilitate and assist in the game donations to Biodiveristy Economy initiative.
- Provide accurate and timely reporting for strategic decision-making.
- Execute flight safely flights safely, adhering strictly to aviation legislation and procedures.
- Ability to delegate aerial surveys, monitoring and supervision.

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.

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

- Emailing Ezemvelo application form directly to Recruitment@kznwildlife.com.
- Submit a hardcopy application to Recruitment Office at Ezemvelo; Queen Elizabeth Park; 1 Peter Brown Drive; Montrose, Pietermaritzburg, 3201.

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

CLOSING DATE: 07 August 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.