



INTERNAL & EXTERNAL ADVERT

DESIGNATION: CONSERVATION MANAGER: ST LUCIA RESERVE (D2)

PROGRAMME: BIODIVERSITY CONSERVATION OPERATIONS

LOCATION: KWAZULU-NATAL, ST LUCIA RESERVE

POST NO: 304802

TOTAL REMUNERATION PACKAGE: R 864 490,83 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 Conservation Manager for St Lucia Reserve.

PURPOSE OF THE JOB

To be responsible for the conservation and management of biodiversity in relation to St Lucia Reserves. Duties will include, but not be limited to game and veld management, biodiversity monitoring, fire management, law enforcement and the strategic planning of security patrols, stakeholder management, and staff management.

QUALIFICATIONS

- National Diploma in Nature Conservation or Environmental Management (NQF Level 6) is Mandatory
- B Tech or Degree in Nature Conservation or Environmental Management Studies (NQF Level 7) is desired
- Valid Code B driver's license
- Valid Firearm Permit
- EMI Grade 5, with EMI Grade 2 as an added advantage

EXPERIENCE

- 5 years' experience in conservation management and staff management is mandatory.
- 3 years' experience management in a protected area with large and dangerous game including law enforcement

KEY PERFORMANCE AREAS

- Management and conservation of biodiversity within the protected area, including game management, biodiversity monitoring, firearm management, protected area management effectiveness, and protected area expansion management.
- Ensure the protection, restoration, and sustainable management of biodiversity within the St Lucia reserves.
- Control invasive species, manage habitats, and support ecosystem integrity.
- Prevent and respond to ecological threats (e.g. poaching, illegal land use, pollution).
- Maintain healthy and balanced wildlife populations by implementing species-specific interventions, including translocations and population control.
- Conduct game management by monitoring animal health and respond to disease outbreaks in coordination with veterinary teams.
- Support adaptive management through ecological data collection and analysis.
- Collaborate with researchers and conservation scientists on field studies and projects.
- Ensure compliance with legal requirements for firearms and ammunition by maintaining an up-to-date firearm register, oversee the safe storage, issuance, use of firearms by authorized personnel, and ensuring regular audits, in line with national legislation and organisational policy.
- Improve and measure the operational and conservation effectiveness of the protected area.
- In terms of protected area expansion and stewardship, facilitate the expansion and connectivity of conservation landscapes, identify opportunities for stewardship agreements and biodiversity agreements, as well as support the integration of adjacent or buffer areas into formal or informal conservation networks.
- Build strong partnerships with local communities, landowners, traditional leaders, and other stakeholders to support conservation goals and promotion of sustainable use practices and benefit-sharing opportunities.
- Implement environmental education and awareness programmes.
- Ensure a safe working environment for staff, contractors, and visitors by implementing health and safety procedures in line with the Occupational Health and Safety Act, identifying and mitigating risks within the operational environment.
- Lead and develop a high-performing conservation team and promote team cohesion, motivation, staff capacitation and discipline.
- Effectively coordinate and utilize Honorary Officers in support of conservation operations.

KEY COMPETENCIES REQUIRED

- In-depth knowledge of relevant national and provincial environmental legislation (e.g. NEMA, Biodiversity Act, Protected Areas Act).
- Strong understanding of the Public Finance Management Act (PFMA) and its application in a public conservation environment.
- Familiarity with the Occupational Health and Safety Act (OHSA) as it applies to field operations.
- Working knowledge of Ezemvelo KZN Wildlife's policies, procedures, and operational standards.

- Problem-Solving Skills and analytical thinking for interpreting monitoring results, assessing risks, and making strategic decisions.
- Excellent report writing and presentation skills.
- Ability to communicate clearly with internal staff, communities, stakeholders, and external partners.
- Ability to manage budgets, reports, schedules, and conservation related information.
- Computer literacy, including MS Office (Word, Excel, PowerPoint) and data management systems.
- Proven management and supervisory capabilities, including the ability to lead staff teams, manage performance, and foster professional and skills development of staff.
- Competency in firearms and ammunition management within a regulatory framework.
- Ability to work under pressure and in challenging field conditions, including remote or dangerous environments.
- Solid grounding in biodiversity conservation principles, ecosystem management, and protected area planning.
- Understanding of land stewardship models, conservation expansion, and landscape-level conservation strategies.
- Awareness of socio-political and cultural dynamics influencing conservation and stakeholder engagement in the respective area.
- Ability to identify funding opportunities, writing proposals, and managing conservation grants or donor projects.
- Commitment to ethical conservation practices, compliance, and transparent decision-making.

ACCOMMODATION

Basic accommodation will be 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 APPLICATION 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: 09 October 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.