INTERNAL & EXTERNAL ADVERT

DESIGNATION: ICT SECURITY & GOVERNANCE MANAGER (D4)

DIVISION: INFORMATION COMMUNICATION TECHNOLOGY

LOCATION: PIETERMARITZBURG (HEAD OFFICE)

POST NO: 130129

Total Remuneration Package: R 1 178 214,91 p/a

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:

The entity is responsible for the management of nature conservation within the Province of KwaZulu-Natal including protected areas as well as the development and promotion of ecotourism and facilities within the protected areas. Ezemvelo KZN Wildlife wishes to appoint suitable candidates for the positions of ICT Security & Governance Manager.

PURPOSE OF THE JOB:

To develop and manage the execution of an integrated IT Security infrastructure and systems strategy in support of overall Ezemvelo strategy.

QUALIFICATIONS

- CISSP certification or will be an added advantage
- National Diploma in Information Technology is mandatory
- Degree in Information Technology will be an added advantage
- Honours Degree in Information Technology is preferable
- Cyber Security, and Information Technology project management will be added advantage.

 EXPERIENCE

- Minimum 5 years' experience in an IT environment.
- Minimum 5 years' experience managing and leading an IT department.

KEY COMPETENCIES REQUIRED

- Knowledge of Information Security and Cyber Security combat
- Knowledge of Information Systems and Infrastructure
- Knowledge of IT change management frameworks e.g. ITIL
- Knowledge of IT project management methodologies
- Report writing and administration skills
- Supervisory skills
- Communication skills
- Financial skills
- Analytical thinking and decision-making skills
- Ability to work under pressure and task driven
- Shows initiative and is proactive
- People oriented
- Responsible and committed

KEY PERFORMANCE AREAS

- Development and monitoring of IT security management Standard Operation Procedures
- Development and implementation of Cyber security strategy
- Develop and revises IT policies and procedures
- Oversee and control implementation of IT security strategy
- Manage the implementation of system changes
- Ensure IT staff and user compliance with IT change management process
- Manage delivery against performance contract action plans
- Clarify roles and responsibilities for subordinates
- Complete skills and competency matrices for all subordinates
- Formulate/update job profiles for all subordinate jobs
- Conduct meetings with subordinates to plan, assign and manage work
- Sign performance contracts with all full-time staff members
- Monitor and manage absenteeism
- Coach and mentor subordinates and potential successors
- Reduction of Audit findings
- Risk management reports
- IT Security Trend analysis
- IT Security Strategy document
- IT Policies and procedures up to date and effective
- Compliance with all relevant legislation

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 recruitment@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@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 December 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.

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