



INTERNAL & EXTERNAL ADVERT

DESIGNATION: INVASIVE SPECIES SCIENTIST
GRADE: OSD SCIENTIST (PRODUCTION) GRADE C
DIVISION: CONSERVATION RESEARCH AND ASSESSMENT, SCIENTIFIC SERVICES
POST NO. 500142

TOTAL REMUNERATION PACKAGE: R976 029.00 per annum

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 development and promotion of ecotourism and facilities within the protected areas. Ezemvelo KZN Wildlife wishes to appoint a suitable candidate into the position of Invasive Species Scientist.

PURPOSE OF THE JOB

To develop, co-ordinate and implement appropriate research, strategies, policies, and awareness to prevent, manage and reduce the threats posed by alien invasive species to the biodiversity and ecosystem services of KwaZulu-Natal. The post reports to the Scientific Manager: Conservation Research and Assessment.

AREA OF RESPONSIBILITY

The incumbent will be based at the Entity's Head Office in Pietermaritzburg and will service the needs of the protected area estate (State, private and communal) and biodiversity conservation generally across the province of KZN.

QUALIFICATION:

- Minimum of MSc in Natural Sciences/Invasion Biology or equivalent is mandatory
- PhD in Natural Sciences/Invasion Biology or equivalent will be an advantage
- A valid code B Driver's license is mandatory
- Registration as a SACNASP Professional Natural Scientist will be an added advantage.

EXPERIENCE:

- A minimum of five years' experience in providing scientific decision support and advice regarding alien species within the field of conservation.
- A minimum of three years' experience in undertaking research on and implementation of alien species control programs is desired

- Demonstrated experience in research and monitoring methodology and statistics is required.

KEY PERFORMANCE AREAS:

- Advise Ezemvelo KZN Wildlife's Management on alien invasive species management issues.
- Manage, conduct and facilitate priority research, surveys and monitoring related to alien species.
- Develop and maintain biodiversity databases and spatial information systems relating to alien species.
- Produce reports, information synthesis and publications in the peer-reviewed scientific literature.
- Co-ordinate and facilitate scientific studies that enhance understanding of the impact of alien species on biodiversity.
- Contribute to development of protected areas and focal species management plans.
- Contribute to development of organisational policies, strategic plans and risk assessment protocols to promote management effectiveness.
- Maintain good communications and relationships with donors, funders and partners.
- Compilation of status assessments of alien species within the province of KZN.
- Effective supervision of other technical staff

COMPETENCIES REQUIRED:

- Sound knowledge of scientific methods, field ecology research and monitoring methods.
- Excellent data analysis, report writing and presentation skills.
- High level of proficiency in spreadsheet, database and GIS software.
- High level of proficiency in attribute and spatial data management and analysis.
- High level of general computer literacy.
- Good communication, inter-personal and management skills.
- Strong organizational ability and planning skills.
- Strong mentoring, training and motivational skills.
- Knowledge of Biodiversity Conservation-related legislation and the Public Finances Management Act.
- Provide environmental awareness, education, mentoring and training to staff and the public.
- Alien species knowledge (species identification, ecosystem functioning and impact).

ACCOMMODATION

Housing: No housing provided

DIRECTIONS TO APPLYING CANDIDATES:

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

- Fully completed Ezemvelo Application Form for Employment (available from <http://www.kznwildlife.com/careers>)
- Applications without Ezemvelo Application Form and incomplete forms **will not** be considered.
- 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 recruitments@kznwildlife.com
- 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: 31 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.