



Republic of Namibia

MINISTRY OF ENVIRONMENT, FORESTRY AND TOURISM

VACANCIES

Department: Natural Resource Management Directorate of Wildlife and National Parks and Directorate of Scientific Services Divisions: Etosha National Park Sub-Division: Etosha Ecological Institute

Post Designation: Chief Conservation Scientist Grade 5
Duty Stations: Okaukuejo, Etosha National Park
Number of posts: One (1)
Salary Scale: N\$ 412 001 – 492 567
Transport Allowance: N\$ 8 760.00 per annum
Housing Allowance: N\$ 14 520.00 per annum
Remoteness Allowance: N\$ 21 000.00 per annum

Qualifications, experience and skills:

An appropriate Degree on NQF L8 in the following fields: Conservation Science, Zoology, Conservation Biology, Environmental Biology, Ecology or a related field. Serving staff members must have their probation confirmed at the level of Senior Conservation Scientist Grade 6.

Additional requirements and expectations:

- Preference will be given to the candidates who met the following additional requirements:
- An appropriate Master Degree or equivalent qualification at NQF L9 in the fields of conservation Science, Zoology, Conservation Biology, Biodiversity Science or Ecology or related field;
- Demonstrated experience in wildlife research and monitoring especially of wildlife species of high conservation value;
- Demonstrated experience of supervising staff members involved in wildlife research & monitoring activities;
- Demonstrated experience in scientific report writing and publication record in peer-reviewed scientific journals;
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes;
- A valid driver's License.

Job description:

- Lead a team of local and international researchers stationed at Etosha Ecological Institute to achieve the wildlife and ecosystem monitoring and research objectives.
- Providing scientific advice and input on wildlife research and planning issues
- On the basis of data obtained through research and monitoring, provide MEFT with scientific advice concerning observed trends in wildlife populations and the status of ecosystems, populations and species.
- Develop and conduct and oversee wildlife research programmes, the design of projects and programmes, data analysis, statistical interpretation and the formulation of management recommendations.
- Assist with the development of management plans for areas and species.
- Develop and coordinate research & monitoring programmes for selected populations, species and ecosystems on a national scale
- Compile reports on research programmes in conjunction with unit and other MET components.
- Improve computerization of monitoring data.
- Provide technical support to Directorate Wildlife and National Parks concerning regional research and planning programmes in and around Etosha National Park,
- Contribute towards the development of a regional program of research activities, taking into account priority information needs and management priorities.
- Advice on appropriate design of regional research programmes.
- Manage and archive scientific research and monitoring data for use in research projects
- Communicate results of wildlife research work to the public and scientific community by publishing articles in peer-reviewed journals.
- Mobilise technical and financial resources in support of research and monitoring programs in the Etosha National Park and the surrounding areas.
- Actively collaborate and coordinate with National Commission on Research, Science and Technology (NCRST), National Museum of Namibia (Natural History Section) tertiary training institutes, local and international researchers and interested stakeholders to promote wildlife biodiversity related research in Etosha National Park and the adjacent areas.

Divisions: Etosha National Park and North Central Regions Sub-Division: Wildlife Protection Services (WPS)

Post Designation: Control Warden, Grade 6
Number of posts: Two (2)
Duty stations: Okaukuejo, Division: Etosha National Park
Ongwediva, Division: North Central Regions
Salary Scale: N\$ 337 984 – 403 922 per annum
Transport Allowance: N\$ 8 760 per annum
Housing Allowance: N\$ 14 520 per annum
Remoteness Allowance: N\$ 21 000.00 per annum for E.N.P only

Qualifications, experience and skills:

A National Diploma at NQF level 6 in the following field of study: Nature Conversation, Wildlife management or Wildlife Protection, Security Management and Intelligence, Police Science, Military Science, plus three (3) years' experience in wildlife management or security matters. Serving staff members must have their probation confirmed at the level of Chief Warden Grade 7 plus three (3) years appropriate experience.

Additional requirements and expectations:

- Be able to work and camp in remote areas and National Parks for a longer time with basic infrastructure and rough field conditions;
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes;
- Able to confront dangerous wild animals;
- Ready to undergo an intensive law-enforcement training;
- Be open for vetting;
- A valid Code B Driver license;
- A valid certificate of conduct.

Job description:

- Protect wildlife national parks and other areas from illegal hunting. Implement approaches and measures to the protection and conservation of wildlife and ensure the effective enforcement of laws governing the wildlife resources.
- Build capacity for wildlife protection, conservation and enforcement of wildlife laws.
- Implement strong efficient and effective law enforcement and wildlife crime prevention activities for wildlife protection in the park.
- Ensure that the anti-poaching unit for respective areas have good security plans and strategies for wildlife protection.
- Manage the wildlife protection and law enforcement, Operations command Centre for respective areas.
- Ensure that appropriate infrastructure and equipment for law enforcement and wildlife crime prevention are in place.
- Liaise with Sub division wildlife investigations and intelligence and the Namibian Police Force in matters of wildlife investigation, arrests and seizure and efficient and efficient implementation thereof.
- Provide for proactive planning and adaptive management for law enforcement and wildlife protection.
- Provide support and assistance to the Deputy Director: Wildlife Protection Services and Deputy Directors: Etosha National Park/ North West Regions in the overall administration, coordination and management of wildlife protection and law enforcement activities for Etosha National Park/North West Regions and administration of the Sub division thereof.

Division: Wildlife Support Services Sub-Division: Transfrontier Conservation Areas and Landscape Management

Post Designation: Control Warden, Grade 6
Number of posts: One (1)
Duty stations: Windhoek
Salary Scale: N\$ 337 984 – 403 922 per annum
Transport Allowance: N\$ 8 760 per annum
Housing Allowance: N\$ 14 520 per annum

Qualifications, experience and skills:

A National Diploma at NQF level 6 in the following field of study: Nature Conversation, Wildlife management, Protected areas Management, Conservation Biology, Environmental Management or related biodiversity management field plus four (4) years appropriate experience. Serving staff members must have their probation confirmed at the level of Chief Warden Grade 7 plus three (3) years appropriate experience.

Additional requirements:

- Possession of a valid code B Driver's license is a prerequisite;
- Experience in stakeholder engagement and computer skills;
- Experience in transboundary and landscape management dynamic and
- Able to coordinate activities, leadership/managerial competences namely: direction, result driven leadership, managing people and organizational transformation, solid writing, communication and presentation skills;
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes;

- Be open for vetting;
- A valid certificate of conduct

Job description:

- Coordinate activities for the development and management of transfrontier conservation areas.
- Coordinate activities for the development and management of complexes and landscape conservation areas.
- Support the implementation of activities for other transboundary management initiatives such as OKACOM.
- Manage data and information for transfrontier conservation areas, landscape conservation areas, complexes and other transboundary initiatives.
- Monitor and evaluate the implementation of annual plans for transfrontier conservation areas, landscape conservation areas, complexes and other transboundary initiatives.
- Build capacity for and within transfrontier conservation areas through training, enterprise development and mentoring programme thus increasing the skills and knowledge associated with the management of natural and cultural heritage resources.
- Facilitate stakeholder participation in transfrontier conservation areas, complexes, landscape conservation areas and other transboundary initiatives.
- Facilitate the harmonization of relevant policies and approaches in the area of transboundary management.
- Mainstream emerging environmental issues and social paradigms in the overall development of transfrontier conservation areas.

Divisions: Etosha National Park Sub-Division: Technical Services

Post Designation: Control Works Inspector, Grade 6 (Multi – skilled)
Number of posts: One (1)
Duty stations: Okaukuejo
Salary Scale: N\$ 337 984 – 403 922 per annum
Transport Allowance: N\$ 8 760 per annum
Housing Allowance: N\$ 14 520 per annum
Remoteness Allowance: N\$ 21 000.00 per annum

Appointment requirement:

- An appropriate National Diploma with a trade test Certificate for Technicians or equivalent qualifications on NQF L6; or;
- An appropriate N3 (or equivalent) plus a complete apprenticeship or the passing of a trade test plus four (4) years appropriate experience; or;
- An appropriate N1 (or equivalent) plus a completed apprenticeship or the passing of a trade test plus six (6) years appropriate experience.

Additional requirements:

- Preference will be given to candidates with the following qualifications; Civil, Mechanical and Electrical with four (4) years working experience;
- Trade Certificate test;
- Public servants should be at the level of Chief Works Inspector Grade 7 with completion of probation;
- Non-public servants should be at the supervisor level;
- Experience in earth moving, heavy machineries and road infrastructure will be added advantage;
- Possession of a valid driver's license is a prerequisite;
- Computer literacy (MS Word, Excel);
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes.

Job description:

- Oversee infrastructural development and maintenance in National Parks and Wildlife Conservation Areas.
- Promote effective planning and implementation of mechanic maintenance on equipment and workshops, fences, roads and water supplies in National Parks and Wildlife Conservation Areas.
- Administer, manage and run the Maintenance section, promoting effective inter- and intra-sectoral coordination and cooperation at regional level.
- Conduct inspection works of electrical, mechanical, construction and sewerage work.
- Planning of construction, maintenance, modernization, renovation, demolition of buildings, structures and systems in National Parks.
- Conduct inspection work to ensure that buildings/structures comply with approved/ acceptable standard, needs and requirements.

Divisions: Central, North Central and North East Regions Sub-Division: Wildlife Protection Services (WPS)

Post Designation: Chief Warden, Grade 7
Number of posts: Three (3)
Duty stations: Grootfontein, Central Regions
Ongwediva, North Central Regions
Rundu, North East Regions
Salary Scale: N\$ 277 264 – 331 358 per annum
Transport Allowance: N\$ 8 760 per annum
Housing Allowance: N\$ 14 520 per annum

Qualifications, experience and skills:

A National Diploma at NQF level 6 in the following field of study: Nature Conversation, Wildlife management or Wildlife Protection, Security Management and Intelligence, Police Science, Military Science, plus three (3) years' experience in wildlife management or security matters. Serving staff members must have their probation confirmed at the level of Warden Grade 9 plus three (3) years appropriate experience.

Additional requirements and expectations:

- Be able to work and camp in remote areas and National Parks for a longer time with basic infrastructure and rough field conditions;
- A valid Code B Driver license or greater;
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes;

Job description:

- Support the Head of Subdivision in the Implementation in the Implementation of security plans, strategies, approaches and measures aimed at the protection and conservation of wildlife and ensure the effective enforcement of laws governing the wildlife resources.
- Support the Head of Subdivision in the Implementation of a strong efficient and effective law enforcement and wildlife protection in the parks.
- Ensure that there is effective and immediate incidence deterrence and response for wildlife crime.
- Provide for an interactive Community Based Natural Resource Management along and around National Parks, and other conservation areas including conservancies, in wildlife crime prevention.
- Provide for proactive planning and adaptive management for law enforcement and wildlife protection.
- Provide support and assistance to the Head of subdivision in the overall administration, coordination and management of wildlife protection and law enforcement activities and administration of the Sub-division thereof.
- Supervision of Sectional personnel and administration thereof.

Division: Southern Regions Sub-Division: Wildlife Management

Post Designation: Chief Warden, Grade 7
Duty station: Keetmanshoop
Number of posts: One (1)
Salary Scale: N\$ 277 264 – 331 358 per annum
Transport Allowance: N\$ 8 760 per annum
Housing Allowance: N\$ 14 520 per annum

Qualifications, experience and skills:

A National Diploma at NQF level 6 in the following field of study: Nature Conversation, Wildlife Management, Protected Areas Management, Conservation Biology, Environmental Management or related wildlife management field, plus three (3) year's appropriate experience. Serving staff members must have their probation confirmed at the level of Warden Grade 9 plus three (3) years appropriate experience.

Additional requirements:

- A valid Code BE Driver license;
- Able to lead a team and flexible;
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes;

Job description:

- Conservation and care of wildlife, management of protected areas and implement protected areas management plans.
- Manage and regulate the use of Wildlife resources and strive for biodiversity conservation, maintenance and restoration.
- Manage human wildlife conflict and support the provision of mitigation and preventative measures. Community Based Natural Resource Management, particularly conservancy

- administration and management.
- Provide supervision, administration, coordination and management of the parks and their staff.
- Monitor and evaluate effective implementation of programs and advice accordingly.
- Carry out routine inspections, meetings at stations under his/ her jurisdiction.
- Drafting, summarizing and submitting various reports as expected by the reporting system in the Directorate.
- Compulsory keeping of books and registers and make returns thereof.
- Supply of wildlife conservation, utilization and biodiversity-oriented information and necessary assistance to game farmers and rural communities where required.

Divisions: North East Regions Sub-Division: Technical Services

Post Designation: Chief Works Inspector, Grade 7 (Multi – skilled)
Number of posts: One (1)
Duty stations: Rundu, Kavango East & West Regions
Salary Scale: N\$ 277 264 – 331 358 per annum
Transport Allowance: N\$ 8 760 per annum
Housing Allowance: N\$ 14 520 per annum

Qualifications, experience and skills:

- An appropriate National Diploma with a trade test Certificate for Technicians or equivalent qualifications on NQF L6; or;
- An appropriate N3 (or equivalent) plus a complete apprenticeship or the passing of a trade test plus four (4) years appropriate experience; or;
- An appropriate N1 (or equivalent) plus a completed apprenticeship or the passing of a trade test plus six (6) years appropriate experience.

Additional requirements:

- Preference will be given to candidates with the following qualifications; Civil, Mechanical and Electrical with three (3) years working experience;
- Trade Certificate test;
- Public servants should be at the level of Senior Works Inspector Grade 8 with completion of probation;
- Non-public servants should be at the supervisor level;
- Experience in earth moving, heavy machineries and road infrastructure will be added advantage;
- Possession of a valid driver's license is a prerequisite;
- Computer literacy (MS Word, Excel);
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes.

Job description:

- Draw up quarterly maintenance schedule for the unit and report on progress.
- Receive unscheduled requests for maintenance and schedule these to the Artisans.
- Arrange and allocate construction and maintenance equipment.
- Screen the materials and equipment needed per job.
- Evaluate quotes and tenders and make recommendations to supervisor.
- Recommend payments and purchase of materials.
- Oversee the maintenance of tools and equipment in the workshop.
- Obtain information to ensure that materials to be ordered remain abreast of technological advancements.
- Manage and control allocated materials, equipment and the maintenance of government vehicles and machinery.
- Ensure safety of staff in workshop.
- Observe work in progress (in-house and outsourced) to ensure that procedures are followed and work is done according to approved standards.
- Maintain daily log of construction and inspection activities and compile progress reports.
- Compile weekly, monthly, quarterly and annual reports.

Divisions: Etosha National Park Sub-Division: Etosha Ecological Institute

Post Designation: Conservation Scientist Grade 8
Duty Station: Okaukuejo, Etosha National Park
Posts: One (1)
Salary Scale: N\$ 227 453 – 271 828
Transport Allowance: N\$ 8 760.00 per annum
Housing Allowance: N\$ 13 080.00 per annum
Remoteness Allowance: N\$ 21 000.00 per annum

Qualifications, experience and skills:

An appropriate Degree on NQF L8 in the following fields: Conservation Science, Zoology, Conservation Biology, Environmental Biology, Ecology or a related field. Serving staff members must have their probation confirmed at the level of Warden Grade 9 plus three (3) years appropriate experience.

Additional Requirements:

- Preference will be given to the candidates who met the following additional requirements:
- A master Degree or any equivalent qualification at NQF L9 in the fields of Conservation Science, Zoology, Conservation Biology, Biodiversity Science or Ecology or related field;
- Demonstrated experience in wildlife research and monitoring especially of wildlife species of high conservation value;
- Should have no criminal record, no pending misconduct cases or any other cases relating to wildlife crimes;
- A valid driver's license

Job description:

- Undertake independently wildlife research and monitoring activities in the Etosha National Park and the surrounding areas.
- Providing scientific advice and input on wildlife research and planning issues
- Assist with the development of management plans for areas and species.
- Develop and coordinate research & monitoring programmes for selected populations, species and ecosystems at the regional scale
- Compile reports on research programmes in conjunction with unit and other MET components.
- Participate and contribute towards the development of a research programmes aimed at generating knowledge about the ecological process of the Etosha National Park for sound adaptive management of the protected area.
- Develop outreach programmes for school going children and neighbouring communities for community engagement programmes.
- Manage and archive scientific research and monitoring data for use in research projects
- Communicate results of wildlife research work to the public and scientific community by publishing articles in peer-reviewed journals.
- Mobilise technical and financial resources in support of research and monitoring programs in the Etosha National Park and the surrounding areas.
- Actively collaborate and coordinate with National Commission on Research, Science and Technology (NCRST), National Museum of Namibia (Natural History Section) tertiary training institutes, local and international researchers and interested stakeholders to promote wildlife biodiversity related research in Etosha National Park and the adjacent areas.

Enquiries: Ms. Josephine Ipinge, Tel: 067 229 854 for Okaukuejo Control Warden and Control Works Inspector position; Mr. Rehabeam Erkie, Tel: 065 230805 for Ongwediva Control Warden and Chief Warden position; Mr. Jose Kaumba, Tel: 061 284 2086 for Windhoek Control Warden position; Mr. Martin Kasaona, Tel: 061 284 2521 for Grootfontein Chief Warden position; Mr. Harry Tjihukununa, Tel: 063 223223 for Keetmanshoop Chief Warden position; Mr. Apollinaris Kannynga, Tel: 066 255403 for Rundu Chief Warden and Chief Works Inspector position; Mr. Kenneth HK / Uiseb, Tel: 061-284 2553 for Okaukuejo Conservation Scientist and Chief Conservation Scientist position; or Human Resources Ms. Frieda Mbabi – Kayoo, Tel: 061284 2202.

Applicants should note the following:

- Applicants must be a Namibian
- Applicants for WPS must attach their latest Certificate of Conduct
- Applicants within the Public Service must attach proof of confirmation of probation to their application for employment.
- Applicants outside the Public Service must attach testimonials and proof of their working experience;
- Applicants with foreign obtained qualifications must attach proof of evaluation from Namibia qualification Authority (NQA);
- Employment application form must be completed fully;
- Applicants who only partially complete and / or do not sign application forms, or who do not attach letters of confirmation of their probation in their current positions, will not be considered.
- No applications and personal documents will be returned.

Please note: Only shortlisted candidates will be contacted.

Applications (Form 156043 obtainable at all Government offices), together with a comprehensive curriculum vitae and certified copies of educational qualifications must be submitted to:

Address: The Executive Director, Ministry of Environment, Forestry and Tourism Private Bag 13306, Windhoek

Or Hand delivers to the Sub division, Human Resource Management Ministry of Environment, Forestry and Tourism, Troskie Building, Corner of Robert Mugabe and Dr. Kenneth Kaunda Street, Windhoek.

Closing date and time: 11 August 2023.

FAXED APPLICATIONS WILL NOT BE CONSIDERED.