



CapeNature has been constituted in terms of the Western Cape Nature Conservation Board Act of 1998. CapeNature operates within a framework of good governance and regulatory compliance, driven by a clear strategy and strong focus on people performance. To further enhance and strengthen its position as a world leader in biodiversity conservation, the following key positions are available within our Management Team.

Executive Director: Conservation Management

**5 Year contract position, renewable, Head Office, Cape Town
Salary: R771 306 per annum (TCoE) Level 13**

Responsibilities: ■ Overall strategic management of conservation management ■ Conservation management and monitoring at protected area and landscape levels ■ Ensuring progressive Integrated Catchment Management, which includes fire management and alien vegetation management ■ Ensuring progressive operationalisation of various CapeNature programmes ■ Effective co-ordination of various programmes such as Working for Water, Working on Fire, Working for Wetlands ■ Effective co-ordination of various EPWP programmes ■ Assume overall responsibility for the initiation, driving and management of applicable partnership development and for the building of appropriate skills and capabilities related to conservation management ■ Advise on and monitor the maximizing of conservation and social outcomes within the available budgets ■ Oversee the development of applicable biodiversity and conservation policy systems ■ Regular communication and liaison with conservation institutions, partners and stakeholders in order to ensure, maintain and improve the technical decision support base of conservation management.

Requirements: ■ B Degree in Nature Conservation and a relevant post graduate degree ■ Appropriate Master's Degree will be advantageous ■ 8 Years' senior management experience in the Conservation Sector ■ Proven track record of managing significant conservation estates at both area and landscape levels ■ Ability to participate in public engagements and interact with the media ■ An understanding and support of inter-governmental relations and co-operative governance ■ A good understanding of the operating environment of a Conservation public entity in the South African context ■ Knowledge of relevant legislation ■ Thorough working knowledge of MS Office ■ Experience in, and knowledge of, information management ■ A valid EB (08) driver's license and willingness to regularly travel extensively throughout the Western Cape Province and elsewhere as required.

Executive Director: Conservation Management Support

**5 Year contract position, renewable, Head Office, Cape Town
Salary: R771 306 per annum (TCoE) Level 13**

Responsibilities: ■ Fulfil the roles, function and responsibilities required of CapeNature's conservation management decision support programmes and strategies ■ Assume overall accountability for the performance and day-to-day functioning of all units of the directorate and for the management and the driving of partnership initiatives ■ Undertake overall responsibility for the building of appropriate skills and capabilities related to conservation management ■ Advise on and monitor the maximizing of conservation and social outcomes within available budgets ■ Oversee the development of applicable biodiversity and conservation policy and systems ■ Ensure regular communication and liaison with conservation institutions, partners and stakeholders in order to ensure, maintain and improve the technical decision support base of conservation management ■ Position CapeNature to fulfil a leadership role in participating and providing specialist input into corporate, local, regional and national biodiversity programmes, projects, policies and initiatives.

Requirements: ■ MSc or equivalent higher qualification in the Natural Sciences ■ 8 Years' experience in the conservation sector or an applicable management environment ■ Additional qualification in project management, human resources management, financial management and/or any other management qualification would be an advantage ■ In-depth knowledge of the functioning of ecological processes and conservation management ■ Knowledge and experience of applicable environmental legal matters and the implementation thereof ■ Potential to advise on and monitor the maximizing of conservation and social outcomes ■ Thorough working knowledge of MS Office ■ Experience in, and knowledge of, information management ■ A valid EB (08) driver's license and willingness to regularly travel extensively throughout the Western Cape Province and elsewhere as required.

Responsibilities for both positions: ■ Ensure implementation of collaborative projects with the Department of Environmental Affairs and Development planning ■ Strategic Financial and Human Resource Management of the Directorate.

Requirements for both positions: ■ A mature, stable person with strong leadership, conceptual and formulation skills and strategic vision, and a demonstrated ability to lead a team and to be part of the Executive Management Team ■ Exceptional communicator, including strong advocacy, interpersonal, planning, people management and conflict resolution skills ■ Ability to regularly work under pressure and meet tight deadlines.

You will be appointed as Executive Directors: Conservation Management & Conservation Management Support from 1 February 2014 to ensure continuity and seamlessness within the organisation. These will be five year contract appointments subject to a 12 month probation period and the conclusion of an annual renewable Performance Agreement. The appointments will be in line with the Employment Equity Plan of CapeNature. Qualifications and experience will determine the total cost of the remuneration package. You will be required to disclose your financial interests.

To apply, please send your application, along with a motivational letter, CV, 3 contactable referees, certified copies of qualifications, Driver's License and ID, to The HR Manager, CapeNature, Private Bag X 29, Gatesville, 7766 or fax to 086 210 5242 or email to hinfo@capenature.co.za

Closing date: 29 November 2013. **Enquiries:** Chamilla Thebus on 021 483 0049. Competency assessment, background and reference checking and qualification verification will be performed as part of the selection process.

■ Preference will be given to candidates from previously disadvantaged groups ■ Only shortlisted candidates will be contacted ■ Candidates who have not been contacted within 14 days of the closing date must please assume that their applications were not successful ■ CapeNature reserves the right not to make an appointment.