



VACANCY ADVERTISEMENT

Vacancy Information Download

Reference Number:	KZNPG/20250727/3395
Advert Reference Number:	310501
Job Title:	Manager Game Capture
Job Level:	D3
Vacancy Type:	Internal & External
Salary:	R1 002 421,46 per annum
Department:	EZEMVELO KZN WILDLIFE
Component:	HEAD OFFICE
Employment Type:	Permanent
Center:	Queen Elizabeth Park
Number Of Posts:	1

Duties/Responsibilities:

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 Manager Game Capture for the organization's core function.

PURPOSE OF THE JOB:

The purpose of this role is to lead, manage, and coordinate all live game capture operations and veterinary interventions within Ezemvelo's insourced Game Capture and Veterinary Services Unit. The Game Capture Manager is responsible for ensuring the efficient, safe, and humane capture, handling, and relocation of wildlife across all Ezemvelo-managed areas.

Additionally, the role encompasses the strategic planning and implementation of wildlife disease monitoring and control programs to support biodiversity conservation and ecological integrity. Reporting to the Head of Biodiversity Conservation Operations, the incumbent plays a critical role in supporting wildlife management objectives, contributing to sustainable conservation outcomes, and ensuring compliance with relevant veterinary and environmental legislation.

KEY PERFORMANCE AREAS:

- .Ensure sound financial planning and control within the Game Capture Unit by budget planning, monitoring financial performance regularly, controlling expenditure to stay within approved budget.
- .Compliance with internal policies and public finance regulations.
- .Administer HR processes including leave, maintaining accurate employee records, implementation of performance management, implement talent management, implement succession planning, and deal with labour relations issues.
- .Build and maintain a competent, motivated, and high-performing Game Capture team.
- .Conduct regular staff meetings and assign duties effectively.
- .Plan and execute efficient, ethical wildlife capture and translocation programmes.
- .Ensure the functioning of the Animal Population Control Committee.
- .Analyse animal off-take requirements and disposal needs for each reserve.
- .Determine the source and destination of animals in line with conservation goals.
- .Plan capture operations per species and reserve, ensuring efficiency and cost-effectiveness.
- .Manage the deployment of capture teams.
- .Maintain operational readiness of equipment, vehicles, and facilities, including overseeing fleet maintenance and managing boma maintenance.
- .Ensure boma operations management for safe and effective use of bomas for animal holding.
- .Manage allocation and preparation of animals for live auctions and catalogue sales; including the coordination of deliveries, ensuring animals meet preparation standards and auction schedules.
- .Provide Game Capture operations oversight by ensuring that all game capture activities meet ethical, operational, legal and OHS standards.
- .Promote continuous improvement in wildlife capture and translocation.
- .Safeguard animal and public health through effective disease management.
- .Align capture operations with market needs and organisational partnerships.
- .Facilitate and assist in the game donations to Biodiversity Economy initiative.
- .Provide accurate and timely reporting for strategic decision-making.
- .Execute flight safely flights safely, adhering strictly to aviation legislation and procedures.
- .Ability to delegate aerial surveys, monitoring and supervision.

Qualifications and Experience:

MINIMUM QUALIFICATIONS:

- .Grade 12
- .Nature Conservation Diploma
- .B:Tech Nature Conservation or related equivalent qualification is desired.
- .Drivers Licence Code B

EXPERIENCE REQUIRED

- .Minimum of 5-years operational and supervisory in Game Capture.

Essential Knowledge, Skills and Competencies Required:**KEY COMPETENCIES REQUIRED**

- .Strong organisational skills to coordinate resources, teams, and logistics across multiple reserves.
- .Proven ability to building a successful team by using appropriate methods and a flexible interpersonal style to help build a cohesive team; facilitating the completion of team goals.
- .Skilled in clarifying roles, delegating effectively, and fostering a high-performance culture.
- .Ability to design, plan, and manage game capture programmes in alignment with conservation and biodiversity strategies.
- .Competence in setting performance standards, conducting evaluations, and managing labour relations.
- .Ability to prepare, manage, and monitor unit budgets efficiently and in compliance with public financial management frameworks.
- .Experience in optimising the use of physical and financial resources to achieve cost-effective operations.
- .Sound judgement and problem-solving skills in high-pressure and dynamic field environments.
- .Competence in analysing complex data (e.g., animal populations, disease outbreaks, logistics) to inform operational choices.
- .Deep understanding of wildlife ecology, capture techniques, species-specific behaviour, and animal welfare standards.
- .Familiarity with veterinary protocols, game translocation methods, and ethical conservation practices.
- .Knowledge of relevant environmental, veterinary, and occupational health and safety legislation.
- .Ability to manage operational risks including disease outbreaks, capture-related injuries, and environmental hazards.
- .Strong communication and interpersonal skills to liaise with Game Capture unit stakeholders that are both internal and external to the organization.
- .Ability to understand and respond to client needs in terms of game quality, species selection, and delivery timelines.
- .Ability to secure funding externally to fulfil mandate of Ezemvelo's conservation objectives.
- .Experience in coordinating complex flight logistics.

Additional Information

HOUSING: Housing is not 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.

Please note that applicants should only use one of the following methods when applying for a post:

- .Emailing Ezemvelo application form directly to Recruitment@kznwildlife.com.
- .Submit a hardcopy application to Recruitment Office at Ezemvelo; Queen Elizabeth Park; 1 Peter Brown Drive; Montrose, Pietermaritzburg, 3201.

For any queries relating to this job-application please contact Recruitment Office on 033 845 1761 during office hours.

CLOSING DATE: 07 August 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.

How to apply

To apply please log onto the e-Government Portal: <https://www.eservices.gov.za/> and follow the following process;

1. Register using your ID and personal information;
2. Use received one-time pin to complete the registration;
3. Log in using your username and password;
4. Click on "Employment & Labour";
5. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

Or, if candidate has registered on eservices portal, access <https://www.eservices.gov.za/>, then follow the below steps:

1. Click on "Employment & Labour";
2. Click on "Click on KZN Provincial Government e-Recruitment Vacancies, S'Thesha Waya Waya";
3. Log in using your username and password;
4. Click on "Recruitment Citizen" to create profile, update profile, browse and apply for jobs;

For support, please send an email to: KZNHelpDeskRecruit@KZNpremier.gov.za

Closing Date : 07 Aug 2025

Disclaimer

DISCLAIMER FOR KZN E-RECRUITMENT SYSTEM

a)The KwaZulu-Natal Provincial Government and all KwaZulu-Natal Provincial Public Entities are equal opportunity, affirmative action employers, and preference may be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998. The filling of posts may also be guided by the Departments/ Entities Employment Equity plan/targets.

b)If you do not hear from us within two months of the closing date, please regard your application as unsuccessful.

c)Applications received after the closing date will not be considered.

d)Please clearly indicate the name of the post and reference number of the position for which you are applying.

e)Applicants applying for posts in KZN Government Departments via the online e-Recruitment system, must upload a copy of their CV onto the system. Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted applicants only.

f)Applicants applying for posts in KZN Public Entities via the online e-Recruitment system, must upload copies of all documents, including certified copies of all documents stipulated in the advert of the Public Entity.

g)It is the responsibility of the applicant to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA), prior to the time the qualification documents are requested to be submitted to the KZN Provincial Department or Public Entity.

h)Only candidates who meet the requirements may apply.

i)Appointment is subject to verification of the qualifications of the applicant, reference checking, and securing a positive security clearance, in circumstances where this is in relation to the requirement/s for appointment to the post applied for.

j)Applications from Recruitment Agencies will not be considered.

k)Applications sent to incorrect email address will not be considered.

l)The respective Provincial Departments and Public Entities reserve the right not to make an appointment.

m)The appointed candidate shall be required to sign a performance agreement.

n)Reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment in their application/CV to facilitate this.

o)The respective Provincial Departments and Public Entities reserve the right to regard a negative record on any verification check or risk assessment conducted, as sufficient grounds for refusal to select a candidate for appointment.

By utilising the KZN Provincial e-Recruitment system, you hereby specifically acknowledge that you have read and accepted the following disclaimer:

I understand and agree that where information is provided, whether personal or otherwise, it may be used and processed by the owner of this e-Recruitment system, and such use may include placing such information in the public domain.

All reasonable measures to protect the personal information of users will be taken, provided that for the purpose of this disclaimer (personal information) will be as defined in the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000) and the Protection of Personal Information Act, 2013 (Act No. 4 of 2013).

The information and reports contained herein may not necessarily be accurate or final and must be viewed in the context of when such information or report is dated.

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By using the KZN Provincial e-Recruitment system, I specifically consent and submit to the jurisdiction of the South African Courts in regard to all proceedings, actions, applications, or the like, instituted by either party against the other where necessary.

If you do not agree to be bound by these terms, please do not make applications for posts through the KZN Provincial e-Recruitment system.