



**LAND USE SCIENTIST**  
**Landscape Conservation Intelligence**  
**Operations Directorate**  
**George Office (East Landscape)**  
**Salary (R780 683 – R902 682) \* per annum (TCoE) Level 10**

CapeNature seeks to appoint a professional, competent, innovative, and energetic candidate to its **Land Use Scientist** position based in George. The ideal candidate should have detailed knowledge of Western Cape ecosystems (including wetlands) and plant species, especially of Fynbos, Succulent Karoo and Subtropical Thicket, as well as well-developed interpersonal, communication and writing skills coupled with a high level of professionalism.

The role of the Land Use Scientist is to provide a professional scientific support service (to all relevant stakeholders), to promote biodiversity resilience, inform land use and development planning, environmental assessments and authorisations, natural resource management and other multi-sectoral planning processes; and deploy innovation to develop human and knowledge capital towards achieving the strategic objectives of CapeNature.

**RESPONSIBILITIES:**

**KRA 1: Manage effective data, knowledge and information flow in order to produce quality data, information and intelligence to inform and facilitate strategic adaptive management.**

- Update landscape datasets for all priority projects.
- Conduct or facilitate priority landscape monitoring of Critical Biodiversity Areas, threatened vegetation and other priority biodiversity areas.
- Maintain and update CapeNature's Land Use Advice database, including spatial recording of development footprints.
- Provide landscape feedback on tracking priority tasks relating to land use advice cases.

**KRA 2: Provide ecological decision support for effective landscape conservation and ensure sound scientific analysis of data through coordination to guide management planning and assessment.**

- Provide inputs into WCPAES development; Attend quarterly stewardship review committee meetings and provide inputs into protected area expansion projects.
- Identify applications proactively or reactively that could contribute towards expanding the protected areas estate.
- Write formal comments on development applications and engage with the relevant stakeholders.

**KRA 3: Facilitate and lead integrated landscape and protected area planning and review.**

- Contribute to the development of protected area management plans
- Comment on all development proposals and event applications for CapeNature-managed protected areas in accordance with relevant legislation.
- Provide decision support to ensure that environmentally responsible development is conducted on protected areas in respect of biodiversity impacts and legislation.

**KRA 4: Build landscape intelligence knowledge and capacity and engage stakeholders and partners to support conservation management and ecosystem resilience through coordination and networking.**

- Maintain active landscape partnerships with *inter alia* municipalities, biosphere reserve partners, DEA&DP, academic institutes, specialists, and NGOs.
- Contribute to the development and maintenance of MOUs with priority partners.
- Develop or contribute to the development of biodiversity legislative tools such as BMP-s, BMP-e, spatial biodiversity plans, AIS management plans, biodiversity and other legislation, regulations and policies.



- Attend, present and represent the landscape at events and on platforms relevant to land use and conservation planning, and contribute to the promotion of public awareness about healthy natural ecosystems, habitats, landscapes, and ecosystem services.
- Provide and support capacity building interventions on conservation planning and/or land use.

#### **KRA 5: Assume accountability for ensuring performance, governance and risk management of Landscape Conservation Intelligence in the Landscape.**

- Identify and support the acquisition and maintenance of priority landscape monitoring equipment within the Landscape Conservation Intelligence (LCI) unit.
- Complete annual performance agreement and participate in biannual performance appraisal by line manager.
- Participate in LCI-related team meetings and contribute to strategic management decision making.
- Actively engage with other landscape LCI units and Biodiversity Capabilities staff to ensure organisational consistency.

#### **REQUIREMENTS:**

- A Natural Science MSc. Degree, plus 5 years relevant work experience, which meets the requirements for SACNASP registration as a Professional Scientist in the appropriate field of practice (Botanical Science, Ecological Science, Biological Science, Environmental Science).
- Excellent botanical knowledge of Western Cape ecosystems and plant species, especially Fynbos, Succulent Karoo and Subtropical Thicket.
- A good understanding of freshwater and coastal ecosystems in the Western Cape.
- Detailed knowledge of applicable current environmental and land use legislation such as the National Environmental Management Act; National Environmental Management: Protected Areas Act; National Environmental Management: Biodiversity Act; National Water Act; Mining and Petroleum Resources Development Act.
- A good working knowledge of the MS Office suite and full-featured GIS Packages (e.g. QGIS or ArcGIS, Cape Farm Mapper and Google Earth Pro).
- A valid driver's Code 8 license.
- Proficiency in English and one other official language of the Western Cape.
- No criminal record

#### **COMPETENCIES**

- Experience in working with environmental and land use planning policies, frameworks and guidelines, preferably in the Western Cape.
- Experience writing and reviewing botanical, faunal and ecological specialist reports.
- A good understanding of the principles of systematic conservation planning and knowledge of systematic conservation plans applicable to the Western Cape Province, including the challenges likely to be faced in implementation.
- A good understanding of the Provincial and National Protected Area Expansion Strategies.
- A good understanding of biodiversity offset mechanisms and applicable legislation.
- Self-motivated and requiring a minimal amount of supervision and technical management.
- Comfortable working in a team with willingness and patience to capacitate colleagues and stakeholders.
- Excellent oral and written communication skills, including a friendly and helpful disposition, to provide a professional and effective support function to colleagues and other clients.
- An active learning, innovative and problem-solving approach to work, with good organisation skills.
- Proven ability to work independently and/or part of a team.
- Ability to work to a detailed schedule and meet tight deadlines, database applications and keep a detailed log of work-related activities for reporting purposes.
- Ability to prioritise and adapt according to circumstances.
- Willingness to drive to meetings and site visits regularly.
- Ability to establish and maintain effective working relationships with colleagues, peers, and professional associations.



**AS A PERMANENT EMPLOYEE OF CAPENATURE, YOU WILL ENJOY:**

- 24 days of annual leave per annual leave cycle.
- Comprehensive benefits for death, critical illness or injury linked to the Pension Fund for CapeNature employees.
- Staff discounts of up to 50% on CapeNature accommodation at reserves across the Western Cape.
- Opportunities for career progression and development through internal and external training interventions, and academic growth through the internal CapeNature Bursary Programme subject to Bursary Policy guidelines.
- Free access to CapeNature's Wellness Partner for you and your immediate household which includes professional counselling, financial, legal and health related advice; and
- The opportunity to positively impact the environment and promote a sustainable future.

**Kindly note:**

**Only suitable candidates who meet the minimum requirements will be considered.**

**CapeNature reserves the right not to make an appointment or to re-advertise a post should it be deemed necessary within its sole discretion.**

**“\*Remuneration negotiable within the range provided, depending on current remuneration package.”**

Apply online at <https://capenature.simplify.hr/>

Closing Date: 10 July 2026