



South African
NATIONAL PARKS

SANPARKS JOB PROFILING SYSTEM (SJPS)

JOB TITLE:

Field Ranger Sergeant

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1. JOB DETAILS

Job Title:		Field Ranger Sergeant
Job Grade:		C1
Division:		Kruger National Park
Reporting	Upward	Section Ranger
	Downward	Field Ranger Corporal, Field Ranger Lance Corporal

1.1. PARTICIPANTS

1.1.1. Job Analyst

Full Names:	Agatha Khunwane
Job Title:	Corporate Manager Organisational Design
Job Grade	D4
Employee Number:	252210
Job Profiling License Number:	2522100KA

1.1.2. Subject Matter Specialists

Surname & Initials	Job Title	Job Grade	Employee Number
Tukela. MM	Snr Manager Mission Area Management	D5	953065
Malongete. J	Manager HCM	D3	
Mangena. S	Field Ranger Sergeant	C1	231108
Shihlangu. A	Field Ranger Sergeant	C1	910342
Ubisi. K	Section Ranger	D1	950102
		Select	
		Select	
		Select	

1.2. JOB PURPOSE

To assist with the management of the section with the aim of protecting the territorial integrity of the section in line with all relevant legislations, Biodiversity Management Plan and all internal Policies.

1.3. ROLES AND RESPONSIBILITIES

- To assist the Section Ranger with all management related aspects in order to deliver on the biodiversity, area integrity and cultural heritage mandate.
- To assist in the daily control of the financial management and administration of the section (overtime management, timesheets, vehicle log-sheets, requisitions and procurement).
- To assist with the management of assets and inventory control within the section.
- To assist in maintaining purposeful relationships with key Stakeholders.
- To ensure the enforcement of good corporate governance and pro-active risk management.
- To supervise the human capital of the section (in terms of training, mentoring and coaching).
- To ensure effective patrolling for maximum area coverage.
- To ensure compliance with state of area integrity management standards (ecological and infrastructure management).
- To enforce law, order and discipline based on relevant legislation, policies and procedures.
- To assist in visitor management and safety when required.

1.4. JOB – RELATED KNOWLEDGE

- Relevant Legislation (NEMA, CPA, FCA)
- Firearms handling
- Fire Fighting
- Handling Dangerous Game
- Windmill, Troughs and Reservoir Maintenance
- Soil Erosion Control
- Fence Maintenance
- Para-military training
- Advance tactical operational knowledge
- Tracking and Bush craft
- Basic Canine management
- Animal disease monitoring
- Game census
- Knowledge of invasive species (Alien Plants and animals)
- Identification and behaviour of mammals, birds and reptiles
- Veld condition assessments
- Water management

1.5. JOB – RELATED SKILLS

- Leadership skills
- Communication Skills (verbal and written)
- Problem solving and conflict resolution
- Fire Arm Handling
- Crime scene management
- Interpersonal skills
- Motivational
- Off-Road Driving skills
- Interpretative skills
- Para-military training skills
- Law enforcement skills

1.6. JOB – RELATED ACTIVITIES

Guidelines: Leading, Planning, Assessing, Evaluating, Implementing, Coordinating, Reviewing, Advising, Cooperating, Discussing, Analysing, Writing, Administrating, Learning, Researching, Deciding, Problem solving, Designing, Influencing and Diagnosing

1.6.1. Activities

- Leading by example.
- Manage section in the absence of the Section Ranger.
- Plan, implement, assess and evaluate activities (patrols, fire-fighting, deployments, and census).
- Conduct bi-annual verification of assets and inventory.
- Manage assets in the section (vehicles, fire-fighting equipment).
- Conduct veld condition assessments annually.
- Manage and maintain infrastructure (roads, windmills, fences, pickets).
- Training, evaluation and accreditation of personnel (EMI, accredited qualifications).
- Contribute to the financial planning and budgeting processes for the section.
- Assist with the administration and law enforcement in the section (issuing of fines, late permits, time sheets, log books, visitor management).
- Assist with the management of ecological systems.
- Stakeholder engagement (environmental awareness, community forums, law enforcement agencies, sister organisations, NPA).
- Manage crime scenes.
- Attend courts and present evidence.
- Enforce disciplines.

- Manage the human capital of the section/subordinates (supervision, mentoring, and induction).

1.7. RESPONSIBILITIES

Value of Resources (Rands and Cents)	
Budget	

1.8. DISABILITIES AND HEALTH CHALLENGES

NB: Discrimination against people living with disabilities in the workplace is both ethically and legally unacceptable.

The Job can be performed by a person with the following disabilities health challenges:

		YES	NO
Mental Disabilities	• Alzheimer Disease	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Anxiety Disorder	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Bipolar Disorder	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Depression	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Learning Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Memory lost	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Obsessive Compulsive Disorder	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Any mental Disorder	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Physical Disability	• Visual Impairment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Hearing Impairment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Mobility Impairment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chronic Illness	• Asthma	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Cancer	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Diabetes	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	• Hypoglycaemia	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• HIV /Aids	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	• Renal Failure	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Tuberculosis	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	• Any Other Chronic Illness	<input type="checkbox"/>	<input type="checkbox"/>

1.9. RELEVANT QUALIFICATIONS

Certificate (NQF level 5) in Conservation or Natural Resource Management or equivalent EMI Grade 5 designation (compulsory)

Ideal - National Diploma in Conservation management or related fields

1.10. RELEVANT EXPERIENCE

5 years relevant experience within operations, include all infrastructure maintenance, Area coverage and anti-poaching activities.

1.11. NATURE OF THE JOB

Working Hours Per day	8 hours	
Working Days per week	6 days	
Travel (within the Park)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Office bound	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Approved By Managing Executive / Head of Division / Delegated Authority

Full Names	Signature	Date
Chief Ranger		