



SPECIALIST: CLIMATE CHANGE

Status: Permanent
Location: Nelspruit Office
Grade: D2
Reporting line: GM: SHEQ

Role Mandate

Coordinate, develop, implement, monitor, and promote the Company's Sustainability Strategy and related initiatives to ensure achievement of Environmental, Social, and Governance (ESG) objectives. Execute day-to-day climate data collection, environmental monitoring, and carbon project assessments across operations. Monitor compliance with applicable sustainability and environmental legislation, standards, and regulatory requirements, driving continuous improvement initiatives and fostering a culture of sustainability throughout the Company.

Key Accountabilities

- Support development and execution of company's Sustainability Strategy and ESG programmes in consultation with relevant stakeholders, monitor progress against approved objectives, targets, and action plans
- Coordinate implementation of SAFCOL three-year Climate Change Response Plan and ensure achievement of strategic climate objectives and company resilience
- Monitor and report on progress and performance against approved plan, ensure timely risk identification and resolution of deviations from actual plan
- Conduct annual review and update of climate change response plans to incorporate changes in operations, legal and regulatory requirements and business priorities etc.
- Ensure implementation of sustainability projects aimed at reducing environmental impacts and enhancing resource efficiency
- Coordinate integration of sustainability principles into business operations and decision-making processes
- Ensure business unit Conservation Management Plans (CMP) are routinely reviewed and updated as required to enable compliance at operations level
- Contribute towards review of environmental policies, monitor schedules, and ensure compliance, alignment with applicable legislation and FSC Principles
- Identify opportunities to improve environmental, social, and economic performance
- Guide, monitor, co-ordinate and report on implementation of appropriate strategies and actions to identify and reduce potential effects of climate change on SAFCOL operations and assets
- Support management on identification and mitigation of any significant ESG risks
- Contribute on identification, assessment, quantification and prioritisation of resource requirements for climate change response, sustainability and environmental management initiatives
- Coordinate integration of climate change response strategies and sustainability principles into SAFCOL corporate strategy, governance and operational decision-making
- Coordinate development and implement targeted programmes and initiatives to improve resource efficiency and reduce operational resource consumption across SAFCOL operations specifically focusing on:
 - Electricity; Water; and Hydro-carbon fuels
- Drive initiatives to reduce greenhouse gas and other operational emissions from SAFCOL operations in consultation with responsible managers and relevant stakeholders
- Promote adoption and integration of green technologies, renewable energy solutions, sustainable practices and greening of existing SAFCOL operations and facilities
- Coordinate, monitor implementation of all actions contained on approved three-year Climate Change Response Plan, and measure performance against established objectives, targets, and key performance indicators
- Conduct sustainability assessments, including life cycle assessments, carbon footprint analyses, climate risk assessments and environmental impact assessments, to identify opportunities for operational improvement and enhanced sustainability performance.
- Develop and maintain systems for monitoring, measuring, analysing, and reporting on climate change and sustainability performance indicators, ensure accurate and timely reporting to management and relevant stakeholders
- Monitor emerging climate change legislation, sustainability trends, environmental regulations, carbon markets, and reporting requirements, and advise management on their implications for SAFCOL's operations and strategic objectives.
- Inspect plantations for signs of climate induced stress
- Identify, quantify, monitor and report on climate change-related impacts arising from SAFCOL operations including:
 - Greenhouse Gas Emissions; Carbon emissions; and Resource consumption
- In consultation with Research & Development function, coordinate and promote initiatives aimed at mitigating effects of climate change on SAFCOL biological assets
- Support pursuit of potential sources of funding, partnership and technical expertise and investment opportunities to support implementation of effective sustainability and climate change mitigation strategies that are aligned to the company's strategic objectives
- Collaborate with external stakeholders, including government, non-governmental organisations, industry partners and communities to develop and implement sustainability initiatives
- Support development, review and update of policies and procedures to achieve effective sustainability and environmental stewardship
- In consultation with relevant managers and specialist functions, oversee coordination of SAFCOL's contributions and responses to mining-related risks and threats affecting SAFCOL-managed properties
- Monitor and ensure compliance with related legislation, regulations and best practice and provide advice to address areas of non-compliance;
- Assist in formulating sustainability KPIs for inclusion in all line manager's performance contracts where applicable
- Ensures timely completion of field level environmental monitoring reports, scheduled sustainability audits for plantation sites
- Ensures completeness and accuracy of the monthly greenhouse gas data logs
- Prepare monthly, quarterly and annual reports on climate change response, sustainability performance, compliance status, risk mitigation and achievement of targets
- Contribute on preparation of annual Capital Expenditure (CAPEX) and Operational Expenditure (OPEX) budget proposals for approval
- Monitor utilisation of annual budgets and plans in line with strategic climate change, sustainability and environmental plans and projects
- Coordinate and develop business cases/ initiatives for capex expenditure
- Attend workshops and stakeholder forums and co-ordinate SAFCOL's response and contribution to Climate Change Response at a broader level
- Promote and encourage implementation of community-based programmes focused on effective climate change response implementation strategies
- Provide training and support to employees to enhance their understanding of their role in achieving the company's sustainability objectives
- Act as primary on-site point of contact for independent audits and compliance assessment on climate change and sustainability

Minimum Requirements

- Grade 12
- B-Tech/ BSc Degree in Forestry; Environmental Science; Climatology, Atmospheric Science, Physics or similar related field
- 5-8 years relevant experience in Environmental Management / Sustainability / Climate Change/ ESG in Forestry/ Agriculture or similar land-based industry
- Previous experience and exposure in implementing, maintaining Environmental Management Systems, Certifications and Sustainability Programmes including FSC, ISO14001

Leadership Competencies

- Operational delivery
- Driving change
- Self-awareness
- Leading Others
- Strategic Thinking
- Commercial Insight

Behavioural Competencies

- Analytical / problem solving
- Communication skills
- Proactive and self-driven
- Results oriented
- Relationship building
- Communication

Technical Competencies

- Environmental Management, Regulatory requirements, Social and Corporate Governance
- Climate Change and Sustainability Management
- Risk Management and Compliance (Health & Safety, Forestry / Agricultural Practices)
- Carbon standards/protocols and Just Economic Transition (JET)
- Sustainability/ESG principles

SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities.
Employment Equity will be taken into consideration in terms of all appointments within SAFCOL.

By submitting your CV to SAFCOL, you hereby give permission to circulate your information to the interview panel members for this vacancy only. Your information will not be used for any other position/purpose and will be disregarded after an offer has been made.

Interested qualified individuals can e-mail a concise CV with relevant copies of qualifications in confidence to:

Ms. Nozipho Tembe, Human Capital Practitioner, nozirecruitment@safcol.co.za Tel no: 013 754 2700

Closing date: 30 September 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.