BirdLife SOUTH AFRICA
Giving Conservation Wings

EMPLOYMENT OPPORTUNITY

Birds and Renewable Energy Project Officer

BirdLife South Africa is seeking to recruit a **Birds and Renewable Energy Project Officer** to support the integration of conservation objectives into renewable energy developments in South Africa, with a particular focus on wind energy facilities. This exciting position provides the opportunity to contribute directly to the conservation of South Africa's priority bird species and their habitats through applied research and data gathering, engagement with developers, regulators, and other stakeholders. The incumbent will play a central role in reviewing renewable energy Environmental Impact Assessments (EIA) and registration applications, drafting technical comments, and supporting the monitoring, reporting, and advocacy work of BirdLife South Africa's Birds and Renewable Energy Project.

The Birds and Renewable Energy Project Officer will be committed to BirdLife South Africa's mission and vision and must be willing to collaborate with other organisations at regional and international levels.

BirdLife South Africa has offices in Cape Town and Johannesburg, South Africa, and is one of the largest and most active non-governmental conservation organisations in South Africa and the South African partner of BirdLife International, which operates through partners in more than 124 countries and territories worldwide. The BirdLife Partnership is the leading, internationally acclaimed authority on birds, habitats, and issues that affect them.

More information is available from *www.birdlife.org.za*

PRIMARY RESPONSIBILITIES

The Birds and Renewable Energy Project Officer will be responsible for the screening, evaluation and categorisation of renewable energy EIAs and registration applications, and for the drafting of BirdLife South Africa's comments on EIA reports. The role includes engaging with environmental assessment practitioners, bird specialists, developers, landowners and other stakeholders to promote acceptable mitigation and management outcomes.

The Birds and Renewable Energy Project Officer will also assist with obtaining, analysing and reporting of bird and bat fatality records from operational wind energy facilities. S/he will support the planning, delivery and follow-up actions related to capacity building events, including the Birds and Renewable Energy Forum (BAREF) and Birds and Renewable Energy Specialist Group (BARESG) meetings. The incumbent will contribute to the development and maintenance of guidelines, protocols, position statements and other project resources, provide input into relevant policy and legislative developments, and, where required, undertake site visits to existing and proposed facilities.

This position is ideally suited to an individual who has strong technical and analytical skills, excellent written communication, a sound understanding of South African environmental law and the EIA process, and a genuine interest in the conservation of birds and their habitats. The incumbent should be comfortable managing multiple concurrent cases, working to schedule and meeting deadlines, engaging diverse stakeholders including government, industry and civil society, and contributing to a dynamic project at the interface of conservation and renewable energy development. >>>

INHERENT REQUIREMENTS

The inherent requirements for the position are:

- A relevant tertiary qualification in conservation biology, ecology, environmental science, environmental law, natural resource management or related field.
- Relevant experience in environmental impact assessment, conservation advocacy, environmental policy, biodiversity conservation or related field.
- Working knowledge of South African environmental legislation, regulatory frameworks and planning processes relevant to renewable energy development, including the National Environmental Management Act (NEMA) and the Environmental Impact Assessment (EIA) Regulations.
- Ability to critically assess environmental reports, specialist studies, and development applications; identify material environmental risks and key issues; and formulate sound, evidence-based conclusions. Applicants should provide specific examples demonstrating this capability in their motivation.
- Strong written communication skills, with the ability to prepare clear, accurate and evidence-based technical comments, submissions, reports and correspondence.
- Proficiency in Microsoft Office applications and cloud-based collaboration platforms.
- Ability to manage multiple projects, competing priorities and deadlines with minimal supervision (please refer to specific examples in your motivation).
- Fluency in written and spoken English.

Please note that the relevant skills and competencies will be assessed as part of the recruitment and selection process.

RECOMMENDATIONS

The following are not essential for appointment but would complement the inherent requirements and strengthen an applicant's ability to perform the role:

- Experience using GIS, spatial planning tools and biodiversity datasets to screen development proposals and support environmental decision-making.
- Experience managing, analysing and interpreting data and translating findings into practical management or mitigation recommendations.
- Experience coordinating or facilitating technical meetings, workshops and collaborative processes involving specialists, developers, regulators and conservation stakeholders.
- Ability to establish and maintain effective working relationships with internal and external stakeholders.
- Experience contributing to environmental guidelines, protocols, position statements, policy submissions or similar technical resources.
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GENERAL

LOCATION: The position is ideally based in Cape Town, Western Cape, although applicants from other main centres will be considered.

REPORTING STRUCTURE: The incumbent will report to BirdLife South Africa's Birds and Renewable Energy Project Manager.

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REMUNERATION

SALARY: BirdLife South Africa offers a commensurate salary for the position and responsibilities. Salary information is available upon request. If you have any further questions, please contact BirdLife South Africa's Human Resources and Governance Manager, Dr Isabel Human, at *isabel.human@birdlife.org.za*

FRINGE BENEFITS: BirdLife South Africa provides comprehensive group life insurance to all employees.

INTERVIEW

- Shortlisted applicants will be invited to an interview, held either virtually or in person at BirdLife South Africa's Cape Town or Johannesburg office.
- Successful applicants may be required to complete a task relevant to the desired skills and competencies as an additional selection measure.

APPLICATION PROCEDURE

APPLICANTS ARE TO SUBMIT THE FOLLOWING:

- A detailed motivation (cover letter) as to how the applicant sees their role in this post, also ensuring to provide information on how previous experience and qualifications apply to the inherent requirements listed here.
- A detailed curriculum vitae with no less than three contactable referees.
- A list of publications and/or other notable achievements.
- A copy of the applicant's identity document and driver's licence.

PLEASE NOTE:

- All applications will be treated in the strictest confidence.
- Communication will be limited to shortlisted candidates only.
- Applicants should assume that their application was unsuccessful if they are not contacted within six weeks of the closing date for applications.
- BirdLife South Africa reserves the right not to make an appointment.
- BirdLife South Africa subscribes to and applies the directions of the Protection of Personal Information Act.
- BirdLife South Africa subscribes to and applies the principles prescribed by the Employment Equity Act, as amended.

CLOSING DATE FOR APPLICATIONS: Friday, 6 November 2026

ASSUMPTION OF DUTIES: As soon as possible.

To apply, please e-mail a copy of your CV and cover letter to BirdLife South Africa's Human Resources and Governance Manager, Dr Isabel Human, at *isabel.human@birdlife.org.za* with the subject line: "**Birds and Renewable Energy Project Officer**"

For further information about the role, contact Samantha Ralston-Paton, Birds and Renewable Energy Project Manager, *energy@birdlife.org.za*