Savannah Environmental (Pty) Ltd | Directors: KM Jodas, J Thomas, M Matsabu
Company Reg No.: 2006/000127/07
VAT Reg No.: 4780226736

Appointment of a Head of Operations: Team Lead and Project Manager
Appointment Brief: September 2026

The Role: Purpose

Savannah Environmental is seeking to appoint a Senior EAP as an outstanding Team Lead and Project Manager to play a strategic role in environmental permitting, compliance advice and assurance. This is a senior role and a key appointment for Savannah Environmental as this manager will lead our high-performing team and drive strategic growth. The work of the appointed candidate will play an important part in the management and execution of projects, and specifically the growth and management of the EAP team.

A track record of delivery in an environment of change will be distinctly advantageous for this role, as will the confidence to project manage large-scale, multi-disciplinary projects, and lead/mentor staff and manage the team's performance. Strong evidence of project management, leadership credentials, and the ability to work independently will be critical.

Defining the Role

The role forms part of the management team/head of operations of the business. As part of the management team, you will assist to resolve challenges, participate in service proposition and business development work, and most importantly provide project management and leadership skills. You will be responsible for project management of the EAP-led projects, and for leading and guiding EAPs, with support from the company Directors.

<u>The overarching expectations for this role can be summarised as:</u>

- Overall management – Understands key objectives for clients and Savannah Environmental, sets priorities and direction for workflow and resource management within required timeframes and approved budgets. Partnering with the full management team to set and achieve targets.
- Leadership and Mentoring – Influencing clients, teams and individuals positively, leading by example and establishing valued relationships at all levels. Mentoring internal staff to develop high performing individuals and teams for consistent and effective service delivery.
- Marketing and Business Development – Sourcing new business development opportunities, analysing tender opportunities presented to the company, and leading the development and submission of high-quality proposals.
- Quality Control – Compilation of high quality deliverables within specified project programmes and budget.
- Profitability – project management to ensure profitability of appointments.

- Manage any third parties or sub-consultants to which functions have been outsourced, including timeframes and budgets.
- Support to Company Directors, as required.

This will be achieved through the specific key responsibilities for the role:

- Lead, manage and mentor inhouse assessment practitioners, and manage and review their reporting/ deliverables. To demonstrate a process of upskilling of inhouse EAPs and building a working team.
- Project manage, execute, draft, review and/or further develop and manage the delivery of environmental impact assessment (EIA) reports and EMPrs in line with the requirements of NEMA, the EIA Regulations and any relevant guidelines.
- Execute and further develop and manage environmental permitting requirements (including, but not limited to, WUL, AEL, WML, biodiversity permits) and provide compliance assurance to projects prior to construction.
- Play a lead role as registered EAP in environmental permitting, environmental authorisation applications, and compliance advice and assurance, as may be required, including final sign off of reports in accordance with the requirements of the Regulations.

Performance Areas key to the Role:

Operational Management: EAP Team

- Play an integral part of the development and delivery the business strategy for the Environmental Management team in line with the broader Savannah Environmental service offering/business.
- Develop, implement and remain responsible for the appropriate procedures to ensure efficient and effective project management across the company.
- Responsible for how resources are utilised and allocated to project work within the team/business unit to meet client service, technical and financial criteria.
- Knowledgeable and accountable for the governance and compliance of the business unit, ensuring processes, systems and operations are consistently followed and understood at every level.
- Responsible for day-to-day management of the team including timesheets, expenses, leave, budget expenditure, hiring and terminations.
- Responsible for developing group level Key Performance Indicators (KPIs) and continuously influence, lead, communicate and hold people accountable for achievement and delivery of the business unit's strategy and financial objectives.
- Accountable for developing a high performing team including performance feedback, retention and development of our people. Proactively identifying skills and development needs, fostering career development and seeking out and hiring technical and industry leaders to strengthen capability within the business to serve our client needs.
- Actively lead by example and ensure all activity is aligned to our policies and procedures and people matters are dealt with consistently, fairly and in a timely manner.
- Contribute to building the technical capability of others and transferring technical expertise within the organisation. Foster a culture that generates long-term learning and development of capability.
- Inspire, motivate, encourage, and influence direct reports through a socially impactful leadership style.

Operational Management: Project Management and Delivery

- Oversees the appropriate management of client projects, obtaining the necessary review and sign off, identifies risks, troubleshoots and reports risks that may cause financial or reputational impact to Savannah Environmental.
- Accountable for business and project delivery as required to lead the delivery on Environmental Management team's projects.
- Responsible for the effective sharing/co-ordination of resources to ensure on-time and in budget delivery, to optimise productivity, utilisation and workload of the team, and to allow for skills development and succession planning.
- Review technical deliverables for quality control and compliance with relevant guidelines and regulations.
- Be accountable for efficient project delivery, which includes all aspects of EAP-led projects.
- Accountable for the financial and operational management of the projects led by the EAPs.
- Prepares winning proposals and contributes to new business development.

Operational Management: Business Development & Client Relationship Management

- Accountable for developing and maintaining client relationships and to deliver best client outcomes/options in line with current and future strategies and standards.
- Utilise existing network to build client relationships, while maintaining those that are pre-existing.
- Develop internal networks with key specialists and other external colleagues.

Candidate Specification

Experience required:

- Proven working experience in environmental management related projects, ideally in a consulting environment.
- At least 5 years of experience as a senior level consultant contributing across a range of consulting needs and business issues.
- Proven leadership role and skills, including the ability to manage projects, staff, contractors, programmes and budgets. Demonstrated experience in managing professional teams.
- Practical knowledge and experience of best practice in environmental management.
- Experienced in dealing with client issues and concerns related to projects and project teams.
- Strong experience in business development and ensuring adequate ongoing pipeline.
- Experience of working directly with clients, authorities and key stakeholders.
- A high level of written and oral communication skills.

Personal Attributes

- Balances innovation, quality and technical excellence with delivery to timelines and budget. Is adaptable and proactive to meet project outcomes.
- Ability to prioritise tasks effectively and manage multiple projects simultaneously.
- Manages self and team under pressure.
- Excellent communicator.
- Excellent time management.
- Ability to communicate and action feedback to resources, clients, team.
- Set a positive example to others through contributing to and fostering a good work ethic and culture in a time-sensitive environment.

Qualifications and post-qualification experience:

» Applicants should have an Honours or Masters Degree in Environmental Science or a related field with extensive exposure to environmental management.
» A qualification in Project Management is preferred, and would be a distinct advantage.
» Applicant must be EAPASA and SACNASP registered.
» A sound knowledge of environmental legislation, the environmental impact assessment process and environmental permitting are essential.
» Sound written and verbal communication skills in English are required.

Terms of Appointment

- The role will be based in Savannah's Environmental's offices in Sandton, Gauteng, with allowance for some home-based working.
- Travel may be required within South African and other countries within southern Africa.
- Eligibility for participation in a Performance Bonus Scheme.
- Notice period of 2-months attached to a senior role.
- 17 days annual leave

To apply for this position, please submit a comprehensive CV and cover letter to info@savannahsa.com.

Application Deadline: 30 October 2026
Applications are reviewed on a rolling basis, early submission is encouraged.

Savannah Environmental is committed to providing equal employment opportunities to all individuals. We believe in hiring based on merit and qualifications, ensuring a fair and inclusive hiring process for everyone.