Criteria	%	Proof	Floor	Kick In	Average	Stretch	Ceiling
Proof of work done by the company - 5 projects **completed in Alien Invasive Species Management**	30	**Attach proof of the completion of projects – indicating project success (PO, Contract Documents)**	0% 0 completed projects	10% 1-2 completed projects	15% 3 completed projects	20% 4 completed projects	30% 5 completed projects
Relevant Key Personnel: **Biodiversity Professional** **Certified Copy of Qualifications**	15	**NQF Level 8 Qualification (certified copy) in Biodiversity/Botany & Zoology/Nature Conservation/ Ecology**	0% Qualification attached not listed or Qualification not attached or relevant			15% Relevant NQF level 8 qualification attached	
Relevant Key Personnel: **Biodiversity Professional Body Affiliation** **Certified copy of Professional Registration Certificate (The certificate must be valid)**	15	**SACNASP Registration as a Professional Scientist in the one of the following fields (Ecology/ Biodiversity /Botany / Plant Science)** **Registration status will be verified on SACNASP (only "*Pr.Nat.Sci*" will be considered)**	0% Professional Registration not attached or attached registration not relevant			15% Relevant Professional Registration attached	
Relevant Key Personnel: **Biodiversity Professional Experience** The professional shall have a **minimum of five (5) years' relevant professional experience** in biodiversity	5	**A chronological CV demonstrating the required experience shall be submitted.** **The CV must include traceable references.**	0% 1 year experience and less	1% 2 years' experience	2% 3 years' experience	3% 4 years' experience	5% 5 years' experience

Criteria	%	Proof	Floor	Kick In	Average	Stretch	Ceiling
management, ecology, invasive alien species management and/or ecological rehabilitation.							
Relevant Key Personnel: **Site Manager's Experience:** **Site manager must have 5 years' experience specifically in the management of Alien Invasive Species.**	5	**Attach CV indicating experience and show chronological involvement in invasive species management** **(including involvement in restoration of biodiversity).** **The CV must include traceable references.**	1% 1 year experience in AIS Projects Management	2% 2 years' experience in AIS Projects Management	3% 3 years' experience in AIS projects Management	4% 4 years' experience in AIS Projects Management	5% 5 years of experience in AIS Projects Management
Relevant Key Personnel: **Project Supervisor's Qualifications** **Certified Copy of Qualifications**	5	**Project Supervisor** **NQF 6 Qualification in:** **Ecology/Nature Conservation/Biodiversity/ Botany/ Horticulture**	0% Qualification attached not listed or Qualification not attached or relevant		2.5% NQF level 5 qualification attached		5% Relevant NQF level 6 qualification attached

Criteria	%	Proof	Floor	Kick In	Average	Stretch	Ceiling
Relevant Key Personnel: **Project Supervisor's Experience**	5	**CV indicating experience and show chronological involvement in invasive species management** **3 years' experience in the AIS Projects** **The CV must include traceable references.**	0% Less than a year experience in AIS Projects supervision	1% 1 year experience in AIS Projects supervision	2% 1,5 years' experience in AIS Projects supervision	3% 2 years' experience in AIS Projects supervision	5% 3 years' experience in AIS Projects supervision
Relevant Key Personnel: **Project Supervisor's Training**	5	**Project Supervisor Training** **Must have the following training:** • Alien Invasive Species Legislation & Compliance **Or** Environmental Law Training **Certified copy of Certificate must be attached**.	0% No proof of training				5% Proof of training included
Relevant Key Personnel: **Herbicide Applicators/ Pest Control Operator** **Experience** Provide comprehensive CV's, Qualifications and supporting documentation	5	**Attach CV showing** **3 years' experience applying herbicides in *any* of the following:** • Alien invasive plant control • Forestry or vegetation management • Conservation or land-care projects	0% Less than 1 year experience in herbicide application	2% 1 year experience in herbicide application	3% 1,5 years' experience in herbicide application	4% 2 years' experience in herbicide application	5% 3 years' experience in herbicide application

Criteria	%	Proof	Floor	Kick In	Average	Stretch	Ceiling
Relevant Key Personnel: **Herbicide Applicators/ Pest Control Operator's Competence**	10	**Herbicide Applicator / Knapsack Sprayer/ Pest Control Operator's Certificate (attach Certificate) which shows competence in the following Category:** • Industrial Vegetation & Noxious weeds The PCO shall be registered with Department of Agriculture in terms of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947) **The Employer reserves the right to verify the validity and registration status directly with the Department of Agriculture.**	0% Certificate not attached				10% Required Certificate Attached
The minimum threshold is 75% **NOTE the symbol "/" represents "or"** **Where a certified copy is requested/ submitted the date of certification should not be older than 6 months.**							

Compiled by



Boitumelo Ratlhogo

Environmental Snr Advisor

27/10/2026