

## VACANCY

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**TYPE OF VACANCY:** Internal & External  
**POSITION TITLE:** Plant Superintendent  
**SITE & LOCATION:** EDP (Swakopmund)  
**CLOSING DATE:** 19 June 2025

**JOB SUMMARY:** Manage plant and project activities and resources to ensure that operational targets are achieved on time and within budget.

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**KEY PERFORMANCE AREAS:**

- Effective management of the production process to achieve production targets.
  - Plant operation and operating parameters monitored to ensure that plant health and water quality are maintained.
  - Safe Work Procedures with regards to plant operation developed, approved, communicated and maintained.
  - Appropriate improvement initiatives and best practices identified and implemented.
  - Suppliers managed in accordance with the needs and objectives of the plant.
  - Assist in projects as required, managing project close-out activities, ensuring proper documentation, compliance, and transition to operational teams.
  - Client and management reports compiled and submitted as an when required.
- Effective execution of onsite projects
  - Commissioning of equipment and processes
  - Identifying and resolving technical issues that arise, including equipment malfunctions and process deviations
- Acceptable standards of financial performance
  - Budgets/forecasts prepared and managed according to the budget calendar.
  - Ops cost forecasts achieved; variances and reasons reported.
  - Company assets safeguarded:
    - Chemical stock levels and consumption managed.
    - Material wastage reduced.
  - Material risks identified and mitigated.
- SHEQ objectives and targets met.
  - SHEQ standards (ISO 45000, 9000 & 14000), company policies and procedures and legislation complied with
  - Workplace incidents and non-conformances are investigated, and corrective actions taken.
  - Risk assessments conducted, risks and hazards identified and mitigated.
- Effective leadership and management of the operations team
  - Individual and team performance managed in accordance with company's procedures.
  - Conflicts managed successfully and timeously.
  - Workplace discipline is maintained (absenteeism, time management, overtime, misconduct, grievances etc.)
  - Individual development plans for permanent employees in place, and competence is ensured.
  - Key staff members coached and mentored in line with the site training and operations succession plan.
  - Inspiring climate maintained.
- Reputations and relations are managed effectively.
  - Customer satisfaction monitored; non-conformances identified; and corrective actions implemented.

**ACADEMIC QUALIFICATIONS, REGISTRATIONS, LICENCES & PERMITS:**

- BEng/BSc. in Chemical or Process Engineering.
- Certification in project management is an advantage.
- Valid driver's license

**EXPERIENCE:**

- Proven experience in commissioning and operating process plants, preferably in seawater desalination, water treatment or related industries:
  - driving process improvements,
  - closing out projects, and
  - ensuring optimal plant performance,
  - managing diverse subordinates.
- Prior experience in production driven processing plant.
  - Completion of production reports
  - Performing material balances throughout the plant

**KNOWLEDGE, SKILLS & ABILITIES:**

- Strong understanding of reverse osmosis and other water treatment technologies.
- Expertise in process improvement methodologies and project management principles.
- Working knowledge of SCADA/DCS control systems for plant operations.
- Familiarity with predictive maintenance and asset management strategies.
- Proficiency in writing technical reports and operational documentation.
- Knowledge of health, safety, and environmental regulations related to water treatment.

**BEHAVIOURAL COMPETENCIES:**

- Strong analytical, problem-solving, and leadership skills.
- Excellent communication, collaboration skills and stakeholder management abilities.
- Deal effectively with change.

**ADDITIONAL REQUIREMENTS:**

- The role requires working in an industrial plant environment with exposure to noise, chemicals, and high-temperature conditions.
- Medically fit in line with client requirements:
  - Work in confined spaces and at heights.
  - Work and/or walk on various types of – and uneven - surfaces
  - Enough physical ability to perform moderate to heavy lifting; standing and walking for prolonged periods of time; climbing, balancing, stooping, kneeling, crouching, and operating motorized equipment. Good hand-eye co-ordination.
  - See in the normal visual range with or without correction to read computer screens and printed documents and to operate equipment.
  - Hear in the normal audio range with or without correction.
- Flexibility for extended hours or emergency response as required.
- Access to reliable transportation.
- Willingness to travel.
- Namibian Citizen

If you meet the requirements for this role and are ready to contribute to the success of our company, please apply through our recruitment portal at [www.jobopportunities.net](http://www.jobopportunities.net). Ensure your application includes a detailed cover letter, a comprehensive CV, and any relevant certifications.

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*While the company's recruitment policy stipulates that all positions will be advertised, provision is also made for appointments to be made in accordance with the company's succession planning strategy and practice when filling vacancies.*