



VACANCY

ANNOUNCEMENT

Maintenance, Equipment Care and Inventory Manager – Lüderitz based

Reporting directly to the Kelp Blue Namibia Operations Manager, the Maintenance, Equipment Care and Inventory Manager will have a hands-on leadership role for the planning, scheduling and execution of equipment maintenance, equipment care, inventory and spare parts stocking, preventative, conditions-based and reactive maintenance functions. Responsibilities will include refining, developing and implementing Equipment Care and Maintenance policies and procedures, implementing the rapid adoption of an industry standard computerized maintenance management system, detailed trend analysis and reporting. The role also incorporates delivering structured coaching and mentoring to all maintenance employees and maintenance related Subject Matter Expertise to Workstream leads. This role is critical to ensuring optimised uptime of all company equipment, thereby supporting overall production goals and maintaining high standards of safety and reliability.

Role

As the Maintenance, Equipment Care and Inventory Manager, you will take overall responsibility in developing the company's maintenance strategy. You will take the helm in shaping and executing all aspects of our equipment management plan. Your role will encompass the leadership, management and oversight of all aspects of the safe and efficient utilization and maintenance of all our assets. Beyond this, your expertise will be pivotal in envisioning, crafting, and implementing new strategies for optimizing equipment availability as we scale and develop new processing capability and equipment fleet. The scope will include all vehicles, vessels, plant and cranes, processing equipment, laboratory equipment, sensors as well as new on-shore and off-shore capabilities precured.

Responsibilities

Maintenance:

- ☐ Develop and execute a comprehensive maintenance plan to optimize equipment availability and extend the lifespan of machinery, vessels, vehicles, laboratory and plant equipment.
- ☐ Establish an inspection and servicing schedule for regular maintenance activities in line with Original Equipment Manufacturer's (OEM's) specifications and established protocols.
- ☐ Utilize diagnostic tools and techniques (such as incorporating Health and Usage Monitoring Systems to our critical equipment) to identify issues before they lead to equipment failures.

Logistics and Warehousing:

- ☐ Manage and optimize inventory control processes to ensure availability of parts and tools.
- ☐ Implement strategies for cost-effective procurement and storage of maintenance supplies.

Team Management:

- ☐ Lead, mentor, and manage a team of maintenance technicians to ensure high performance and standards, and professional growth including mentoring apprentices. Optimize the balance between growing 'in-house' maintenance capability and using external contractors and OEMs.
- ☐ Foster a collaborative environment with internal and external stakeholders to address complex maintenance issues and implement effective solutions.
- ☐ Prioritize and assign maintenance tasks based on urgency and impact on production.

Safety and Compliance:

- ☐ Ensure strict adherence to safety regulations and protocols across all maintenance activities and establish a positive safety culture within the maintenance function.
- ☐ Conduct safety training to keep the team updated on best practices and new technologies and support the Operations Manager in fostering a culture of equipment care based upon ownership and pride in high availability.

Equipment Repair and Troubleshooting:

- ☐ Respond promptly to equipment breakdowns and mechanical failures.
- ☐ Lead the Maintenance team in diagnosing the root cause of breakdowns and ensure the necessary repairs and rectification are performed to the highest of standards.
- ☐ Work efficiently to restore equipment to operational condition in a timely manner.

Documentation and Reporting:

- ☐ Maintain detailed records of maintenance activities, including inspections, repairs, and replacement.
- ☐ Prepare and present regular reports on maintenance performance, including downtime analysis and cost assessments.
- ☐ Collaborate with other departments (Workstreams) to support overall operational goals, continuous improvement initiatives and the development of their financial planning and budget requests for maintenance.

Experience

- ☐ > 10 years of experience of engineering and maintenance leadership roles in complex environments covering the full range of technical functions and skills.
- ☐ experience in a role teaching, consulting or advising individuals and organizations how to excel at equipment care and maintenance at scale
- ☐ Demonstrated experience of overseeing budgets and ensuring operations are within yearly budgets.
- ☐ Proven experience in long-term planning and execution of maintenance functions including collaboration with Original Equipment Manufacturers for the authorized modification and enhancements of equipment for specific customer needs.

Prerequisite

- ☐ Proven proficiency in all items mentioned under “Role” AND “Responsibilities” AND “Experience”
- ☐ Excellent problem-solving skills and the ability to diagnose and resolve complex maintenance issues.
- ☐ Strong communication and interpersonal skills to effectively collaborate with team members and other departments.
- ☐ Solid understanding of safety regulations and best practices in maintenance operations.
- ☐ Proficiency in using maintenance management software.

Qualifications

- ☐ Applicants with the required knowledge, skills and experience would be expected to have engineering, maintenance and technical qualifications at NQF Level 6 or 7. An extensive supporting portfolio of Project Management, Quality Assurance and Health and Safety courses and qualifications will be required to demonstrate competency in this wide-ranging role.

Benefits

- ☐ a challenging position in an inspiring and environmental impact driven environment.
- ☐ Salary based upon your experience and education.
- ☐ Medical aid insurance
- ☐ Being part of a highly ambitious, collaborative, flexible and multinational team
- ☐ Exposure to many different stakeholders
- ☐ Knowing that you are helping to make the difference

APPLICATION PROCESS

The deadline for applications is 19 September 2025

Applicants should send a cover letter, detailed CV and three contactable references.

Use the job title Maintenance, Equipment Care and Inventory Manager as the subject of the email please.

Applications should be sent to: newkelpies@kelp.blue

Only short-listed applicants will be notified by 26 September 2025

If you do not hear from us by 26 September 2025 please consider your application unsuccessful.

Women and persons with disability are encouraged to apply.