



VACANCY

Operational Manager

About Walvis Bay | WBCT – Walvis Bay Cargo Terminal (Pty) Ltd

Walvis Bay Cargo Terminal is a key logistics and freight-handling facility in Namibia's leading port town of Walvis Bay. Strategically located along the southwestern African coast, WBCT connects the SADC region to international markets via the Atlantic Ocean. We are committed to operational excellence, safety, and sustainability — driving regional trade from the heart of Namibia's port.

Role Purpose

The **Operations Manager** is responsible for overseeing and optimizing daily operations across logistics, warehousing, production, and fleet management while integrating strong leadership, compliance, and occupational health and safety practices. This role ensures operational efficiency, cost-effectiveness, and alignment with organizational strategy, while also driving continuous improvement, staff development, and regulatory compliance.

Key Responsibilities

Operational & Strategic Management

- Plan, direct, and coordinate day-to-day operational activities across logistics, warehousing, fleet, and production support.
- Develop and implement operational strategies, goals, and budgets to support organizational growth and profitability.
- Monitor operational KPIs, cycle times, throughput rates, costs, and on-time delivery to ensure efficiency and competitiveness.
- Prepare and manage operational budgets (Opex), ensuring cost optimization and resource allocation.
- Oversee shipping, receiving, and inventory management functions.

People Leadership & Performance Management

- Supervise, train, and mentor staff, ensuring effective workforce planning, scheduling, and performance management.
- Conduct performance evaluations, address IR matters, and ensure compliance with employment equity and labour laws.
- Identify training and development needs, coordinating skills development initiatives for staff growth.
- Build a culture of accountability, safety, and excellence across all teams.

Safety, Compliance & Risk Management

- Integrate health, safety, and environmental standards into all operational activities.

- Ensure compliance with ISO 45001, ISO 14001, Namibian legislation, and external stakeholder requirements (e.g., DOL, DOH).
- Conduct operational and safety audits, risk assessments, and incident investigations, ensuring corrective actions are implemented.
- Promote a proactive safety culture that minimizes risk and ensures a safe working environment.

Cross-functional & Client Collaboration

- Coordinate with Finance, HR, Payroll, Logistics, Marketing, and Sales to align operational activities with broader business objectives.
 - Act as the custodian to clients, ensuring operational execution meets service-level agreements and client expectations.
 - Support business development initiatives by providing operational input on pricing, capacity, and efficiency.
 - Report weekly and monthly on operational and financial performance to senior/regional management
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Minimum Requirements

Education & Certifications:

- SAMTRAC (NOSA) (Required)
- SHE Supervisor Certification (Required)
- Occupational Health & Safety NQF Level 4 (Required)
- Relevant and related qualifications in Incident Investigation, Risk Management, and Compliance (Required)
- Additional qualifications in Operations, Logistics, or Industrial Management (Advantageous)

Experience:

- Over 10 years' combined experience in operational management, logistics, occupational health and safety, and related operational industries.
- Proven supervisory and management track record in operations, safety, and logistics within high-risk environments.
- Strong supervisory experience with demonstrated ability to lead large, diverse teams.
- Experience in financial and budget management.

Technical & Personal Skills:

- Proficient in MS Office and MS Teams (Required)
 - Strong leadership and people management skills
 - Excellent problem-solving and decision-making abilities
 - Skilled in risk management, compliance, and safety integration within operations
 - Ability to optimize resources and streamline processes
 - Effective communication, reporting, and stakeholder engagement skills
 - Results-driven with a proven ability to reduce costs, improve safety, and increase efficiency
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Additional Requirements

- Clear Criminal Record
 - Physically fit and able to operate in demanding environments
 - Valid Code 8 Driver's License
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Key Performance Indicators

- Operational efficiency and cost optimization.
 - Compliance with ISO standards and Namibian safety regulations.
 - Reduction in incident frequency and safety-related downtime.
 - On-time delivery and client satisfaction levels.
 - Workforce performance, training completion, and retention.
 - Inventory turnover, cycle time, and throughput rate improvements.
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Collaboration & Reporting Lines

You will report to the General Manager/Executive Management Team and work closely with:

- Operations, Logistics, and Fleet Teams
 - Health & Safety Department
 - Payroll & Administration Teams; HR
 - Finance Department
 - External Clients and Contractors
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Additional Requirements

- Clear Criminal Record
- Physically fit to operate in demanding environments
- Valid Code 8 Driver's License

Ready to Apply?

If you are a results-driven operations professional with a proven ability to integrate safety, compliance, and efficiency in high-risk environments — we'd love to hear from you.

Submit your application via www.jobopportunities.net

Include:

- A detailed cover letter
- Your updated CV
- Copies of relevant qualifications

Closing Date: 30 October 2025 @ 08:00AM

For assistance with the portal, contact the Tara Nawa team at +264 (0)64 402403.