



**WALVIS BAY
SALT**

Walvis Bay Salt Holdings (Pty) Ltd - an equal opportunity employer - through its subsidiary operating companies, is the largest producer of solar sea salt in Sub-Saharan Africa. Inclusive of its value addition processes the Group's annual output is more than 1 million tons of product.

WE'RE LOOKING FOR

OPTIMIZATION ENGINEER (D1)

Qualifications

- Bachelor's degree in Mechanical Engineering, Civil Engineering, Industrial Engineering or related field.

Experience

- At least 3-5 years relevant experience in mining or heavy industrial environment, preferably with some salt or similar resource extraction exposure.
- Proven project and contractor management experience
- Engineering maintenance systems
- Risk management systems
- Preventative maintenance systems

Licenses Required/Preferred

- Registration as Professional/Incorporated Engineer with the Engineering Council of Namibia/South Africa would be an advantage.
- Valid Driver's license

Key result areas

- Project Planning, Management and Execution
- Production and Process Optimization
- Preventative Maintenance
- Cost Reduction, Resource Utilisation and Financial Control
- Documentation and Data-Driven Decision Making
- Tender Scopes & Negotiations
- Staff Leadership/People Management
- HSEQ



Key Responsibilities include:

- **Process Optimization:** Analyse and improve mining and refining processes for efficiency, safety and quality.
- **Maintenance Department Management:** Review & make Recommendations in driving and ensuring optimum plant availability and reliability at the lowest cost, according to operational requirements and organisational objective and sound engineering practises.
- **Project Management:** to develop project plans focused on process improvement, capacity expansion and automation, establishing criteria and coordinate project reviews to ensure proper implementation.
- **Technical Expertise:** Identify and apply engineering principles / solutions and methods to solve technical problems.
- **Cost Reduction & Resource Management:** Identify opportunities for reducing raw material losses, energy consumption and production costs, manage budgets, timelines, and resources effectively and efficiently to meet project goals.
- **Stakeholder Communication:** Collaborates with stakeholders, clients, and team members to ensure clear communication and address issues.
- **Quality and Safety Control:** Monitor and maintain quality and safety standards.
- **Documentation and Data Analysis:** Monitor production metrics and downtime trends to identify performance gaps and keep accurate records and reports on project initiation, progress and completion.
- **Field Operations:** Oversee day-to-day field operations for the project while meeting management and project objectives.
- **Documentation and Change Management:** Ensure proper and complete project documentation is recorded and communicate any project changes which may affect schedule, design, scope, cost or resource allocation. Advise and develop counter measures to address and resolve project constraints, deviations, challenges etc.
- **Research and Development:** Maintain up to date knowledge and skills of industry trends, new technologies, perform periodic business risk assessments, ISO management reviews, own vs outsource evaluations, and other.

Location: Walvis Bay
Closing Date: Friday, 16th January 2026
To apply for this position please visit:
https://jobopportunities.net/jobs_search.aspx.

For assistance on the portal, please contact the Tara Nawa team at +264 (064) 402 403.

- The Company reserves the right not to fill this position.
- Only short-listed candidates will be notified, and no documentation will be returned.
- Walvis Bay Salt Holdings (Pty) Ltd is an EQUAL OPPORTUNITY employer - Women and Differently Abled Persons are encouraged to apply.

APPLY NOW