



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.

Position Purpose & Summary

- Assists in maintaining continuous brine flow sheet control from the seawater intake to the bittern discharge, by among other operating and maintaining pumps, canals, weirs, sluices and pipelines;
- Assist in measuring and monitoring among other brine levels, pump hours, fuel consumption, condition of pond walls & roads are in a sound condition;
- Assist in implementing maiden brine and crystalliser control philosophy;
- Execute pre-harvest, harvest and post-harvest operations and check lists; and
- Perform pond wall, sluice, weir, valves, canals and pump maintenance.

The position is graded B1.

Knowledge requirements:

- Basic Diesel and Electric motor, Pump, Valves Weirs and Sluices design and specifications.
- Continuous Brine Flow Sheet Control Operating Procedure, Pond Control Philosophy and Operating Parameters.
- Crystalliser pre and post-harvest requirements.
- General instrumentation monitoring and measurement e.g. pump timers, flow meters, pressure gauges, salinity and other.
- General knowledge of salt field operation, salt production, salt quality, brine flow sheet control, harvesting and washing.
- Knowledge of basic ISO / Quality / SHE procedures.

Salt Field Processing Equipment, Instruments, Structures & Other Operations & Maintenance

- Utilize salt field processing equipment, instruments structures optimally and at lowest cost.
- Ensure salt and brine processing and production equipment used in performing daily tasks are maintained as per maintenance schedule.
- Complete all appropriate equipment and instrument pre-operations checklists and report any defects and non-conformances to the Process Supervisor/ Brine Controller.
- Ensure that all mobile equipment and vehicles used are in a safe operating condition and roadworthy where required.
- Assist and perform basic maintenance of all equipment, instruments, ancillary equipment, structures and devices including pond walls, canals, pipelines and other to ensure continuous brine flow sheet control is maintained at all times, or report where instruments aren't working.
- Operate the salt processing and production equipment and ancillary equipment as per Safe Operating Procedures and as per daily tasks and work requests.
- Raise maintenance and repair requests (Job Requests) – either self or through Process Supervisor/Brine Controller.
- Ensure all vehicles, equipment, tools and work areas used are in a safe, clean, roadworthy and environmentally compliant condition and fit for use to meet requirements.
- Perform refuelling earth moving, pump and other equipment as instructed by Brine Controller. Manually record hour meter readings and fuel volume per stationary and mobile equipment unit.

Salt Field Operations

- Maintain continuous brine flow sheet control within process control parameters by among other controlling and maintaining brine flow rates, pump rates, pond depths and effective disposal of bittern as per weekly and daily work instructions, to optimize long term salt production.
- Assist in weekly collection of pond brine salinity and levels.
- Assist in ensuring concentrator, maiden brine and crystallizer pond operating parameters are maintained within the UCL and LCL by among other controlling appropriate brine flow rates and preventing pond wall breaches.
- Drain crystallizer ponds prior to harvesting and re-flooding on completion of crystallizer post-harvest check list, upon instruction, using among other mobile / stationary pumps, sluices and weirs.
- On completion of harvesting assist in taking levels using DGPS.
- Report any debris, littering, rock or salt lumps left in crystallizer after harvesting and assist in safely and efficiently removing such.
- Assist in performing final inspection of crystallizer and report presence of any oil, fuel, hydraulic oil, coolant solution, brake fluid and solvents and other foreign solution spills. Clean hydrocarbon spills immediately.
- Assist in sample collection e.g. crystallizer cores.

HSEQ

- Comply to all company HSEQ regulations, policies, standards, housekeeping practices & procedures.
- Adhere to the company's quality management programme and objectives implemented according to statutory legislation and ISO standards.
- Comply to ISO 9001 and HACCP requirements.
- Adhere to EMS requirements for area of responsibility.
- Work towards achievement of set goals and targets for safety, health, environment, quality and food safety activities and initiatives.
- Provide input into the development action plans from the risk and environmental impact assessments as required.
- HSEQ Standard deviations: take action via Job Request and Incident Report.
- Attend and participate in department HSE meetings and provide input into resolving HSE concerns and issues.
- Utilise resources provided to execute action plans or to correct HSEQ deficiencies identified by regulatory bodies, safety section or from incident/investigation reports.
- Report incidents and log on SharePoint.
- Do routine housekeeping in area of responsibility.
- Promote a strong performance culture focused on the achievement of WBSH's vision, mission and values.

Minimum Educational, Experiential & Certification Requirements

- Grade 12
- At least 2 years' experience as an Assistant Operator in mining or a similar industry
- Valid Driver's license – Code B
- Tractor trailer operator certificate and/or earthmoving equipment certificate an added advantage

Location: Walvis Bay

Closing Date: Wednesday, 21st 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.