

INTERNAL VACANCY



SENIOR DOCK MASTER

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| Division: | Docking Operations |
| Reporting to: | Executive Infrastructure Support |
| Location: | Walvis Bay |
| Nature of position: | Permanent |
| Job grade: | D2 |

Primary purpose of the position

Responsible for managing and leading efficient dock operations to optimise resource utilization and vessel availability. The role provides technical support and guidance to Dock Masters to ensure safe docking and undocking processes, operational readiness, and effective administration of docking activities.

This includes overseeing daily operations, enforcing safety and compliance standards, coordinating maintenance of dock facilities, and ensuring seamless communication with stakeholders. By driving operational excellence and supporting the dock team, the Senior Dock Master ensures that dry dock operations are conducted safely, efficiently and to the highest industry standards.

Key Performance Areas:

- Operational Management & Leadership
- Pre-Docking Review & Planning
- Docking Operations Effectiveness
- Maintenance, Compliance oversight & Effectiveness
- Resource Planning & Budget Control (Capex and Opex)
- Stakeholder Relationships & Engagement
- People Management
- Health, Safety, Environment and Risk Management

Critical Technical Competencies for this role

- Technical proficiency in docking systems, cranes, pumps, and related equipment.
- Proven leadership and team management skills.
- Excellent problem-solving and decision-making abilities.
- Strong communication and interpersonal skills.
- Ability to work under pressure and manage multiple priorities
- Analytical and logical thinking
- Planning & Organising
- Results Orientation & Customer Focus

Qualification and Experience Required:

- Grade 12, with a recognised maritime qualification (e.g., Maritime Studies Bachelor of Marine Engineering or Maritime Studies Bachelor of Nautical Science or Grade 12, with National or Higher Diploma in Maritime Studies (S3 or S4) or valid maritime certifications (Dock Master, STCW, or equivalent).
- Minimum of 8 years of relevant maritime industry experience, with a comprehensive understanding of ship stability and the ability to bridge theoretical principles with practical application. Within this period, at least 3 years must be at a supervisory or leadership level, demonstrating proven capability in managing teams, overseeing complex operations, and ensuring safe and efficient dock activities.
- Strong knowledge of dry dock operations, vessel handling, and international maritime regulations, with a track record of applying these standards in daily practice. Candidates recruited with a National Diploma/Certificate must possess an additional 2 years of relevant experience to meet the minimum requirements.

CLOSING DATE: 24 APRIL 2026

Namdock will provide remuneration and benefits relevant and appropriate to the position.

Interested candidates that meet the above requirements should apply via recruitment@namdock.com or hand deliver your application at HR department. Your application should be accompanied by a cover letter, detailed CV, and certified copies of your relevant qualifications.

Only applications received via the portal will be evaluated.

Only short-listed candidates will be notified. No documents will be returned.

Note: Women and persons with disability are encouraged to apply. As an equal opportunity employer preference will be given to candidates from previously disadvantaged groups as defined in the Affirmative Action Act of 1998