

VACANCY



NAMIB POULTRY

BECAUSE YOU DESERVE BETTER

MANAGER: HATCHERY **HATCHERY DEPARTMENT**

Namib Poultry (Pty) Ltd is a fully integrated broiler production operation established in 2012 and situated 30 km north of Windhoek on the A1 Highway on the farm Klein Okapuka. Namib Poultry (Pty) Ltd is an equal opportunity employer with the following vacancy available. Interested and suitably qualified candidates as well as candidates from the designated groups are invited to apply.

PRIMARY PURPOSE OF THE POSITION

The Hatchery Manager is responsible for the efficient and effective management of hatchery operations, ensuring optimal chick quality, compliance with biosecurity and safety standards, and alignment with production targets. This role requires strong leadership, operational expertise, and coordination with multiple departments to support company goals.

KEY FUNCTIONS AND RESPONSIBILITIES

1. Hatchery Operations Management

- Manage day-to-day operations of the single-stage hatchery unit, including egg setting, incubation, hatching, chick transfer, vaccination and placement.
- Monitor and optimize hatchery production schedules, egg forecasts, and chick output targets.
- Ensure all hatchery systems (temperature, ventilation, alarms, and equipment) are operating effectively and maintained according to standard.
- Maintain high standards of cleanliness, hygiene, and biosecurity throughout the hatchery facility.
- Implement and maintain an effective preventative maintenance program for equipment and buildings.

2. Strategic Planning and Coordination

- Lead strategic planning, budgeting, and resource allocation for the hatchery department.
- Plan and manage daily, weekly, and monthly egg setting and hatching schedules in alignment with sales forecasts and production needs.
- Balance the egg bank and forecast chick production based on breeder farm inputs and market demand.
- Coordinate closely with broiler and breeder farms to ensure timely and accurate egg supply and chick placements.

3. Quality Assurance and Compliance

- Conduct daily inspections of tractors, skid steers, and related equipment to ensure they are in good working condition, including checking brakes, tires, oil levels, hydraulics, lights, and overall machine condition.
- Clean tractors and skid steers at the end of each week (or more often if required) to maintain cleanliness and adhere to hygiene protocols.
- Perform basic maintenance tasks such as greasing, fluid top-ups, and basic repairs to keep tractors and skid steers in optimal working condition.
- Report mechanical issues, wear and tear, or safety concerns promptly to the supervisor for further action and repairs.

4. People and Performance Management

- Lead, supervise, and develop hatchery teams including technical staff, setters, graders, and support personnel.
- Assign roles, delegate tasks, and monitor employee performance against defined Key Performance Areas (KPA's).

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- Conduct regular performance evaluations and provide training and development opportunities for team members.
- Maintain discipline, motivation, and effective communication across the hatchery team.
- Manage recruitment, onboarding, and disciplinary procedures as required

5. Equipment and Facility Oversight

- Ensure all hatchery equipment (setters, hatchers, ventilation systems and vaccination equipment) undergo timely preventive and corrective maintenance.
- Conduct regular inspections and coordinate with maintenance teams to minimize downtime and maintain operational continuity.

• Stock and Inventory Control

- Manage inventory levels of vaccines, consumables, and hatchery equipment to ensure uninterrupted operations.
- Procure additional eggs and critical supplies as needed.
- Reconcile stock, particularly egg stocks, and maintain accurate inventory records.
- Report chick production metrics against breed standards and submit operational reports to senior management.

6. Health, Safety and Biosecurity

- Implement and monitor compliance with the hatchery's biosecurity and safety plans.
- Ensure a safe working environment for all staff by enforcing occupational health and safety procedures.
- Address any biosecurity breaches or safety issues promptly and effectively.

MINIMUM QUALIFICATION, EXPERIENCE AND COMPETENCIES

- Bachelor's Degree or Diploma in Animal Science, Poultry Production, or a related field
- Minimum 5 years of hatchery management or senior supervisory experience in a commercial poultry environment
- Strong understanding of hatchery equipment and systems
- Computer literacy (MS Office, Hatchery software)
- Proven record of leading successful teams
- Namibian citizen
- Proficient in English, being bilingual will be advantageous
- Able to work shifts, weekends, overtime, Sundays and on Public Holidays

The company offers a competitive salary and market-related employee benefits.
Previously Disadvantaged Namibians (PDN) and women are encouraged to apply.
Candidates who qualify for the above position should send a short CV to the HR department.

Email: HRSalaries@npi.com.na

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.

THE SUBJECT LINE FOR APPLICATIONS SHOULD BE: MANAGER: HATCHERY
ONLY APPLICATIONS WITH THIS SUBJECT LINE WILL BE CONSIDERED.

CLOSING DATE FOR APPLICATIONS: 30TH OF JUNE 2025.

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