



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.



MAINTENANCE MANAGER

Grade: Senior Management



POSITION PURPOSE & SUMMARY

We are seeking an experienced and strategically minded Maintenance Manager to lead our engineering and maintenance function and drive a significant shift towards proactive, preventative and predictive maintenance.

This is a senior leadership position responsible for maximising the reliability, availability, maintainability and lifecycle performance of the Company's plant and equipment. The successful candidate will be expected to establish and continuously improve a structured maintenance management system that reduces reactive maintenance, prevents recurring failures and supports consistent production performance.

The role will lead the development and implementation of world-class maintenance practices, including preventative and predictive maintenance programmes, condition monitoring, reliability-centred maintenance, maintenance planning and the effective use of a Computerised Maintenance Management System (CMMS). A key focus will be on using maintenance data, equipment criticality, failure trends and performance metrics to move the organisation from a reactive maintenance environment towards a planned, data-driven and reliability-focused maintenance culture.

The Maintenance Manager will also provide strategic leadership across asset lifecycle management, shutdown and scheduled maintenance, capital projects, engineering governance, contractor management, maintenance budgets and continuous improvement initiatives.



KEY RESPONSIBILITIES

- Develop and implement a comprehensive preventative, productive and condition-based maintenance strategy across the operation.
- Establish robust maintenance plans, schedules, standards and systems that improve equipment reliability and reduce unplanned downtime.
- Drive the effective implementation and utilisation of the CMMS, ensuring accurate asset registers, maintenance history, work orders, spares and maintenance schedules.
- Lead reliability improvement initiatives, including Root Cause Failure Analysis, equipment criticality assessments and Reliability-Centred Maintenance.
- Analyse maintenance data and trends to identify recurring failures, emerging risks and opportunities for improvement.
- Improve key maintenance performance indicators including plant availability, reliability, MTBF, MTTR, preventative maintenance compliance and reactive maintenance.



KEY RESPONSIBILITIES (CONT.)

- Lead major shutdowns and scheduled maintenance activities, ensuring effective planning, execution and post-shutdown review.
- Develop asset lifecycle, refurbishment and replacement strategies to optimise the total cost of ownership and useful life of critical assets.
- Provide technical leadership for capital projects and ensure new equipment and assets are effectively incorporated into the maintenance system.
- Lead and develop a high-performing multidisciplinary maintenance team and build a culture of accountability, continuous improvement and operational excellence.
- Manage maintenance OPEX and CAPEX budgets, contractors, resources and cost-control initiatives.
- Ensure compliance with applicable engineering, statutory, HSE and asset management requirements.



MINIMUM REQUIREMENTS

- ✓ Bachelor's Degree in Mechanical Engineering, Mechatronic Engineering or a related Engineering discipline.
- ✓ Minimum 10 years' experience in a heavy industrial, mining or continuous manufacturing environment.
- ✓ Minimum 5 years' experience leading multidisciplinary teams.
- ✓ Demonstrated experience in reliability engineering, maintenance planning, CMMS, asset lifecycle management, shutdown management, capital projects and maintenance cost management.
- ✓ Strong practical knowledge of preventative and predictive maintenance, condition monitoring and Reliability-Centred Maintenance.
- ✓ Experience using maintenance performance data and analytics to drive business decisions and improve asset reliability.
- ✓ Knowledge of continuous improvement methodologies such as TPM, WCM, Lean Manufacturing or Six Sigma will be advantageous.
- ✓ Project Management and/or Maintenance/Asset Management certification will be an advantage.
- ✓ Valid driver's licence.



LOCATION:
Walvis Bay



CLOSING DATE:
7 September 2026



TO APPLY:
To apply for this position please visit the [JobPortunities Website](#).



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.
- Walvis Bay Salt Holdings (Pty) Ltd is an **EQUAL OPPORTUNITY** employer – Women and Differently Abled Persons are encouraged to apply.