

Ekango Salt Refiners (Pty) Ltd – is an equal opportunity employer that produces table salt and chemical grade salt for various local and international markets.

### **Position Purpose & Summary**

To ensure that the refining plant operations run efficiently and effectively to produce sufficient salt to meet specified client requirements on a shift basis. To optimally apply human capital & other resources assigned to the incumbent in order to achieve targets determined by management.

The position is graded B5.

### **Key Functions & Responsibilities include:**

#### **Operations: Maintain consistent production efficiency of refined salt according to production requirements:**

- Start and stop refinery as required.
- Monitor and control plant and its operations to ensure optimal production. Report deviations.
- Ensure production of final product and in-process material is monitored and meet quality specifications.
- Ensure proper shift hand-over is done.
- Ensure required checks are done in accordance with standard instruction.
- Use troubleshooting capabilities to solve process specific irregularities and problems.
- Use knowledge and abilities to achieved improved plant performance.
- Responsible to ensure refined salt is packed according to correct standard.
- Order raw material and ensure that adequate supplies are at all times available for the operation of the plant.
- Carries out functional testing and trail runs.
- Ensure housekeeping is maintained in area of responsibility.
- Monitors and complies to the use of PPE and HACCP equipment.
- Inspect the refining plant production area and complete work requests for maintenance.
- Assist in medium to long term planning of maintenance.
- Ensure routine calibration, maintenance and repairs are done on the equipment.

#### **Leadership Activities:**

- Monitor performance and report to management.
- Provide ad hoc on the job training.
- Initiate disciplinary action in case of misconduct. Attend to grievances.
- Ensure team adheres all safety, quality and food safety regulations/requirements.
- Ensure compliance to policies, procedures and work instructions.
- Maintain high levels of productivity.
- Ensure process and production information is captured and available. Complete data and statistics of in-process material availability.
- Ensure root cause investigations are conducted and corrective actions are implemented.
- Ensure general housekeeping audits, operation and quality audits and audit findings are attended to, implemented, corrective actions communicated and implemented within the time frame specified in the audit report.
- Play and active role in teamwork, corrective and preventative actions.

- Promote a strong performance culture focused on the achievement of WBSH's vision, mission and values.

**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, HACCP requirements and or any other quality / food safety management systems.
- Take action on deviations via work requests, request for problem solving, incident reporting, employee training, counselling and disciplinary action.
- Participate in implementing and maintaining management approved certifications.
- To ensure the number of incidents of off-spec product is reduced by operating according to quality standards and procedures.
- Perform monthly safety inspections.

**Knowledge Requirements:**

- Knowledge of Quality Management System, programme & objectives
- Knowledge of Safety Management System, programme & objectives
- Knowledge of the Food Safety Programme
- Knowledge of HACCP & Food Safety Standards

**Competency Requirements:**

- Corporate mission, vision and values orientated and driven
- Detail focused
- Results and Quality orientated
- Excellent proactive written and oral communicator
- Organising and planning focussed
- Ability to operate independently

**Minimum Requirements:**

- Grade 12 minimum
- Technical diploma or equivalent being advantageous.
- 2-3 years plant operation experience (in manufacturing industry will be advantageous)

**This position requires working Shifts as well as Overtime, Sunday work, Public Holiday Work as and when required by the Employer.**

**Location: Walvis Bay**

**Closing Date: 30 August 2024, 19:00.**

**To apply for this position please visit: [https://jobopportunities.net/jobs\\_search.aspx](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.**
- **Ekango Salt Refiners (Pty) Ltd is an EQUAL OPPORTUNITY employer - Women and Differently Abled Persons are encouraged to apply.**