

EXTERNAL VACANCY



Position	:	Executive: Operations & Plant Hire
Job Grade	:	Paterson E1
Contract Duration	:	5 years
Business Unit	:	Operations & Plant Hire
Duty Station	:	Head Office, Windhoek

Job Purpose

To lead and manage revenue generating projects and meet strategic and business objectives and targets. To establish a center of excellence with respect to the projects appraisal, initiation, preparation, execution, monitoring, controlling and closing. The person is responsible for Civil and Mechanical Engineering Infrastructure Development, Construction, Rehabilitation and Maintenance Revenue Generating Projects undertaken by RCC.

Key Performance Areas

- Provide a leadership that ensures that RCC meets its business plan objectives and strategic initiatives targets.
- Provides input into the development of the corporate business strategic plan
- Develop and Implement strategic plan for Plant Hire in line with corporate strategy
- Develop a market potential analysis & identify an appropriate project portfolio
- Ensures that the sourced projects meets RCC targets in terms of profitability, quality, and delivery timeliness.
- Development and implement project appraisal and tendering policy systems.
- Ensure tenders submitted meet client responsiveness and conditions.
- Ensure that project's establishment, execution, project hand-over, and de-establishment and contract conditions are benchmarked against best practices
- Evaluate and analyze overall risk levels of projects and implement risk management in projects.
- Develop and Implement relevant financial manage systems to achieve strategic targets.
- Develops, Implement and manage fleet management best practices and systems

Minimum Experience and Qualifications

- A relevant Bachelor's Degree in Civil Engineering or an Construction Management or relevant Engineering Qualification (NQF Level 7)
- At least 10/15 years' experience in Road Construction and project management
- Strong leadership and team management skills.
- Good communication and interpersonal skills
- Business understanding and development
- Strategic Planning and Leadership
- Operations Management Excellence
- Proficiency in Microsoft Office Suite Word, Excel and Power point
- A Valid Driver's License
- A Valid Police Clearance Certificate

Applicants who meet the requirements must submit written application accompanied by certified copies of qualifications and supporting documents to:

The Executive: Human Capital Management
Roads Contractor Company Ltd
15 Marien Ngouabi Street,
Windhoek

Alternatively, applicants can forward their applications to Recruitment@rcc.com.na

Enquiries: Mr. Jason Kafidi at telephone (+264-61) 2979000

NB: Applicants from previously disadvantaged groups are encouraged to apply. Only shortlisted candidates will be contacted. Please note that no documents will be returned.

Closing date: 14 August 2026