



## ZAMBEZI RIVER AUTHORITY

# JOB OPPORTUNITIES

Zambezi River Authority is seeking highly motivated, suitably qualified and experienced Zambian Nationals to fill the following vacant positions:

No	Position	Department	Office Location
1	Dam Safety Monitoring Engineer	Projects and Dam Management Services	Kariba Office, Zimbabwe
2	Artisan - Mechanical	Projects and Dam Management Services	Kariba Office, Zimbabwe

### **1. DAM SAFETY MONITORING ENGINEER**

#### **JOB PURPOSE**

To lead and manage the Dam Safety management programme and related processes, proving professional engineering expertise on dam safety matters to ensure compliance in the delivery of dam safety management requirements for long-term and safe operations of the Authority's dams.

**Under the supervision of the Senior Manager – Dam Management Services, the Dam Safety Monitoring Engineer will carry out the following key responsibilities:-**

#### **1. Dam Safety Monitoring will cover the following key responsibilities:**

- 1.1. Leading the Dam Safety team in performing dam safety management processes of data collection, evaluation and analysis, dam safety inspections, surveillances and incident management, applying professional engineering judgment in interpreting dam behaviour for long-term safe operation.

- 1.2. Leading the design, development and implementation, in consultation with internal and external stakeholders, of appropriate programmes, policies and administrative procedures so as to ensure that long-term dam safety requirements are effectively met.
- 1.3. Undertaking of monthly Kariba Dam inspections, investigation of unusual incidences and carrying out dam safety reviews in consultation with the Dam Maintenance Engineer and providing expert advice focusing on risk management measures and implementation of inspection recommendations.
- 1.4. Participating in undertaking of Dam Safety audits and Five-Yearly Inspections.
- 1.5. Reviewing of the Dam Safety management processes and the Standing Operating Procedures (SOP) in consultation with the Dam Maintenance Engineer so as to ensure that compliance with relevant national regulatory Standards of the Contracting States as well as international dam safety management guidelines are effectively met.
- 1.6. Reporting the status of the implementation of the dam safety management programme to the Senior Manager – Dam Management Services including identification of dam safety risks and countermeasures to mitigate such identified risks.
- 1.7. Preparing and submitting, to the Senior Manager - Dam Management Services for further refinement, reports of annual assessments of the Dam Safety programme, with recommendation for improvements.
- 1.8. Providing project and contract management services, including tender preparation for non-capital Dam Safety related contracts.
- 1.9. Preparing annual plans for Dam Safety management activities and reports to ensure compliance with the SOP and to effectively meet the requirements of the Authority's Corporate Strategy.

**2. Risk Management which will cover the following key responsibilities:**

- 2.1. Promoting a risk culture and awareness in the Dam Safety section.
- 2.2. Performing specialized dam safety Risk Assessment and Risk Monitoring processes in consultation with the Line Supervisor and advising Management on the condition and behavior of the dam and related structures.
- 2.3. Coordinating the implementation of emergency responses under the Emergency Preparedness Plan (EPP), in liaison with the Senior Manager – Dam Management Services and Director - Projects and Dam Management Services

2.4. Identification of dam safety maintenance requirements and risk mitigation measures in liaison with the Dam Maintenance Engineer and coordinating follow-up remedial actions to ensure that maintenance recommendations are effectively implemented.

**3. Strategic Management which will cover the following responsibilities:**

3.1. Providing professional advice on the application of dam safety policy and processes, in meeting dam safety guidelines and statutory requirements.

3.2. Developing and implementing Dam Safety Annual Plans in line with Departmental Strategic Objectives.

3.3. Reporting regularly, to Senior Manager – Dam Management Services, on the Dam Safety management programmes being undertaken and progress thereof.

**4. Budgeting and Budgetary Control will cover the following key responsibilities**

4.1. Proposing the Dam Safety sectional budget requirements to address identified dam safety risks and for the sustenance of surveillance and monitoring activities.

4.2. Ensuring effective utilization of resources and that expenditure is within budgetary allocations.

**5. Strategic leadership which will cover the following key responsibilities:**

5.1. Providing leadership and direction, including management of the performance of employees in the Dam Safety Monitoring Section.

5.2. Providing direction in change management by embracing and supporting all the new systems being introduced in the Authority.

5.3. Ensuring that applicable Performance Management system processes are adequately carried out during each performance management cycle of the Dam Safety Monitoring Section.

5.4. Ensuring proper utilization of human resources in the Dam Safety Monitoring Section.

**6. Stakeholder management which will cover the following key responsibilities:**

- 6.1. Managing on-going stakeholder engagements and correspondence with the Dam Safety management consultants, contractors, engineers, dam owners/operators and emergency services agencies.
- 6.2. Ensuring a safe working environment through monitoring compliance and enforcement of relevant Occupational Health and Safety (OHS) pieces of legislation of the Contracting States, relevant codes of practice and policies, procedures and guidelines.
- 6.3. Enforcing of security restrictions at the Kariba Dam in liaison with relevant National Security organs of the Contracting States.

**QUALIFICATIONS & EXPERIENCE**

**General Education:**

- Five (5) 'O' Levels with credits or better; in English, Mathematics and any Science subject;

**Academic / Professional Qualifications:**

- Bachelor's Degree in Civil Engineering or equivalent.
- Post graduate qualification Civil Engineering or equivalent as an added advantage.
- Membership of a Professional Body.

**Experience**

- Minimum Experience: Six (6) years of relevant experience, five (5) years of which should be at Middle Management Level.

**OTHER KEY COMPETENCES**

Dam Safety knowledge, communication, analytical and critical thinking skills, teamwork, result and quality oriented, flexibility and adaptivity, and people management skills.

## **2. ARTISAN - MECHANICAL**

### **JOB PURPOSE**

To lead the mechanical team in the maintenance of hydromechanical equipment of the spillway and all mechanical related fittings around the dam, its appurtenant structures and other installations that form part of the Kariba Complex; always maintaining them in a safe and good working condition.

**Under the supervision of the Dam Maintenance Civil Foreperson, the Artisan – Mechanical will carry out the following key responsibilities:-**

1. Leading the maintenance of hydromechanical equipment of the spillway and all related mechanical fittings around the dam, abutments, galleries, adits, shafts and the Authority's real estate.
2. Planning of tasks, work plans and distribution of labour, equipment, transport, materials and scheduling of time in respect of job cards received.
3. Monitoring, supervising and providing technical expertise to skilled and semi-skilled subordinates including casuals and contract employees performing mechanical related tasks and always ensuring that employees observe safe workplace practices.
4. Inspecting and certifying ongoing and completed works and ensuring that workmanship meets the applicable and acceptable standards.
5. Preparing and submitting comprehensive monthly and ad hoc reports on all mechanical activities on time, with sufficient useful details for decision making by superiors.
6. Proposing equipment, materials, and spares to be used and procured in line with the changing technologies applicable to the mechanical field.
7. Participating in preparation of the budgets for the Mechanical Unit and ensuring effective execution of the same.
8. Preparing monthly time sheets for the mechanical team in order to facilitate the processing of the payroll for both permanent and casual/contract employees.

### **QUALIFICATIONS & EXPERIENCE**

#### **General Education:**

- Five (5) 'O' Levels with credits/ "Cs" or better; in English, Mathematics and any Science subject;

## **Academic / Professional Qualifications:**

- Diploma in Mechanical Engineering.or equivalent
- Crane Operations and Maintenance Certificate
- Membership of a Professional Body.

## **Experience**

- Minimum Experience: Two (2) years of relevant experience.

## **OTHER KEY COMPETENCES**

Leadership skills, innovative, results oriented, quality oriented, communication skills, planning and organization skills

## **EMPLOYMENT TYPE: Permanent and Pensionable**

***Please take notice that in a quest to ensure that the Authority achieves one of its strategic goals regarding Workplace Gender Equity and Equality, female candidates are encouraged to APPLY.***

## **APPLICATION PROCEDURE**

Written application letters together with detailed CVs and certified photocopies of academic & professional certificates should be forwarded to:

Senior Manager-Human Resource and Administration,  
Zambezi River Authority  
Kariba House  
32 Cha Cha Cha Road  
P.O. Box 30233  
LUSAKA

**CLOSING DATE FOR RECEIVING APPLICATIONS WILL BE 27<sup>TH</sup> MAY 2022**

**(ONLY SHORT LISTED CANDIDATES WILL BE CONTACTED)**