



At Barloworld Logistics, we believe that the supply chain is a key enabler of successful business strategy. To ensure we stay at the top of the industry, we depend on our highly motivated staff. The following opportunities now exist for persons who share our goal of excellence:

## SENIOR MANAGER: OPERATIONS

• Rustenburg • Johannesburg

Reporting to the General Manager: Region – North West, the successful candidate will ensure implementation of a regional business strategy in order to create sustainable stakeholder value.

**Requirements:** • A postgraduate qualification in Transportation Management/Logistics • 7 years' experience in the transportation management business • Interpersonal skills • Computer skills at intermediate level • Teamwork orientation • Attention to detail • The ability to work under pressure • Leadership skills • Negotiation skills • Self-motivation • Commercial skills • Entrepreneurial skills • A high level of communication skills required for engaging at senior level • Problem solving skills.

**Key responsibilities:** *Human resource management:* • Recruit, select and develop staff • Manage performance • Implement the succession plan • Manage diversity • Undertake coaching and mentoring. *Business risk management:* • Safeguard company assets • Implement business risk management tools • Ensure compliance with audit protocols • Eliminate fraudulent activities • Implement regional business contingency plans. *Capital efficiency/profitability:* • Ensure optimal utilisation of assets and resources to achieve and exceed target hurdle rates • Determine appropriate asset application for the business.

*Operational excellence:* • Ensure compliance with business operations, risk and technical protocols • Ensure customer satisfaction • Achieve and exceed contractual service levels • Develop bow-tie relations with key customers at all levels • Develop the business • Manage suppliers in order to build mutually beneficial relations • Manage stakeholders • Identify opportunities for business growth. *Enterprise development:* Manage owner driver projects in line with the Company's BBBEE strategy.

## MANAGERS: HUMAN RESOURCES

• Cape Town • Durban

Reporting to the relevant General Manager - DTS, the successful candidates will develop and implement human resource management practices and development initiatives that are aimed at optimising staff performance.

**Requirements:** • A diploma in Transport Management or degree in Human Resource Management • A minimum of 7 years' relevant experience in the road freight industry • Experience in developing and implementing skills development programmes according to relevant legislation • A strong training background is preferred • Excellent administration skills • Superior facilitation skills • Excellent communication skills • Strong mentoring and coaching skills • Good influencing skills • Excellent organising skills • Good people management skills • Computer skills at intermediate level • Teamwork orientation • Attention to detail • The ability to work under pressure • Good observation skills • Assessment skills • Customer focus.

**Key responsibilities:** *Human resource management:* • Recruit and select staff • Manage staff performance, discipline and conflict. *Human resource management practices:* • Assist line management with recruitment and selection • Manage payroll • Ensure alignment of remuneration practices with the Bargaining Council Collective Agreement • Represent the Company at Bargaining Council Dispute Handling Mechanisms. *Human resource development practices:* • Plan and execute training of staff, especially drivers • Manage learnership and other development programmes • Develop and implement a Regional Skills Plan and compile quarterly reports. *Quality assurance:* • Establish quality assurance practices • Carry out audits. *Human resource administration and reporting:* • Take care of personnel files • Maintain a training database.

## DEPOT MANAGERS

• Gauteng • Durban

Reporting to the relevant General Manager - DTS, the successful candidates will execute business strategy at operational level in order to create sustainable stakeholder value.

**Requirements:** • A diploma in Transport Management or equivalent qualification • A minimum of 7 years' experience in a similar position within the road freight industry • Experience in managing a Health and Safety programme according to relevant legislation • Interpersonal skills • Computer skills at intermediate level • Teamwork orientation • Attention to detail • The ability to work under pressure • Leadership skills • Negotiation skills • Self-motivation • Communication skills • Conflict resolution skills • Accountability, honesty, integrity and ethical conduct • The ability to work independently and under pressure.

**Key responsibilities:** • Ensure the profitability of the contracts meets the budgets set • Manage all depot staff • Manage the site's Occupational Health and Safety Programme • Adhere to all corporate governance requirements • Ensure compliance to Barloworld Logistics audit requirements • Meet delivery frequencies, as per customer requirements • Meet and exceed all client service level agreements • Actively manage the risk profile of the site to ensure losses are prevented and security is not compromised • Meet and exceed all operational KPIs • Ensure fleet maintenance and the Company image are in line with the required standards.

## SENIOR TECHNICAL MANAGER

Gauteng

Reporting to the Operations Executive, the successful candidate will determine and design an appropriate technical strategy for implementation at national level in order to create stakeholder value.

**Requirements:** • A relevant trade qualification • A postgraduate technical qualification • A minimum of 8 years' experience in a similar position within the road freight industry • Experience in managing a Health and Safety programme according to relevant legislation • Interpersonal skills • Computer skills at advanced level • Teamwork orientation • Attention to detail • The ability to work under pressure • Technically minded • Leadership skills.

**Key responsibilities:** *Technical solution development and delivery:* • Provide technical direction for development, design and technical systems integration • Apply industry knowledge regarding trends and technical developments in order to improve service to clients • Implement effective technical solutions in order to eliminate system deficiencies • Review the work of the technical team. *Technical effort management:* • Create and execute technical development plans and revisions in order to meet changing needs and requirements • Manage company technical risks • Assure quality. *Coaching and mentoring:* • Recruit, coach and mentor technical managers in different regions • Offer a technical support service to technical managers in different regions • Develop and maintain a succession plan for technical staff • Develop and implement retention strategies for technical staff. *Internal processes:* • Develop and implement internal management processes for the management of the technical capability of the business • Develop technical policies and procedures • Review status reports of different regions and address areas of improvement • Ensure adherence to corporate governance requirements • Manage relationships with suppliers. *Safety risk management:* • Manage the Occupational Health and Safety Programme • Manage relationships with suppliers.

## TECHNICAL MANAGER

Gauteng

Reporting to the General Manager, the successful candidate will implement and maintain technical activities in order to achieve operational excellence.

**Requirements:** • A relevant trade qualification • A technical diploma or equivalent qualification • A minimum of 7 years' experience in a similar position within the road freight industry • Experience in managing a Health and Safety programme according to relevant legislation • Interpersonal skills • Computer skills at intermediate level • Teamwork orientation • Attention to detail • The ability to work under pressure • Technically minded • Leadership skills.

**Key responsibilities:** • Manage the technical budget • Manage all workshop staff • Manage all workshop activities • Manage the relationship with suppliers • Manage the site Occupational Health and Safety Programme • Adhere to all corporate governance requirements • Ensure compliance with Barloworld Logistics audit requirements • Meet and exceed client service level agreements • Actively manage the risk profile of the workshop to ensure losses are prevented and security is not compromised • Ensure fleet maintenance and the Company image are in line with the required standards.

## DIESEL MECHANICS (2 POSTS)

Heriotdale Depot, Gauteng

Reporting to the Senior Controller: Maintenance, the successful candidate will carry out planned and preventative maintenance activities on pneumatic tanker trailers, as well as control quality with regards to the Full Maintenance Contract (FMC) service and repairs completed by external agents on truck tractors.

**Requirements:** • A Matric and N3 Technical qualification • A Diesel Mechanic trade certificate • A minimum of 5 years' experience in carrying out maintenance work on trailers • A Code EC driver's licence • Good verbal and written communication skills • A high level of quality control • Accountability, honesty, integrity and ethical conduct • The ability to work independently and under pressure • Strong people and interpersonal skills • High energy • Highly self-motivated • Teamwork orientation • Willingness to work extended hours.

**Key responsibilities:** • Maintain trailers, blowers and company LDVs • Attend to breakdowns (office and after hours) • Be actively involved in Occupational Health and Safety on-site in order to achieve at least 90% at audits • Ensure compliance with Barloworld audit requirements • Contribute to depot meetings and exceeding client targets • Ensure losses are prevented and security is not compromised • Manage and adhere to vehicle servicing schedules.

Commencement date: 1 December 2011

Interested individuals are invited to forward their applications to Human Communications as follows:

Position Title	E-mail Address	Fax Number
Senior Manager: Operations (Rustenburg)	opsrust@humanresponse.co.za	086 246 8697
Senior Manager: Operations (Johannesburg)	opsjhb@humanresponse.co.za	086 246 8699
Managers: Human Resources (Cape Town)	hrcpt@humanresponse.co.za	086 246 8700
Managers: Human Resources (Durban)	hrdbn@humanresponse.co.za	086 246 8702
Depot Managers (Gauteng)	depotgauteng@humanresponse.co.za	086 246 8704
Depot Managers (Durban)	depotdbn@humanresponse.co.za	086 246 8705
Senior Technical Manager	snrtech@humanresponse.co.za	086 246 8706
Technical Manager	tech@humanresponse.co.za	086 246 8708
Diesel Mechanics	dieselmech@humanresponse.co.za	086 246 8710

Alternatively, apply online at [www.humanjobs.co.za](http://www.humanjobs.co.za)

Closing date: 18 November 2011

Barloworld Logistics is an equal opportunity employer and preference will be given to individuals from the designated groups.



# RRT project forges ahead: Thousands of Jobs Created

**Rustenburg** – The Rustenburg Rapid Transport (RRT) project – a massive bus transport system which is set to change the face of our Platinum city – is well on course.

During a press conference which was held at the Rustenburg Golf Club on Thursday November 3, RRT communications manager Ms. Sara Butchart revealed that more than 5 000 jobs would be created once the project is in full swing. She said, "We are estimating that a minimum of 1 000 jobs will be for locals living in and around the Rustenburg area."

Ms. Butchart also revealed that negotiations were currently underway with taxi operators, who are going to be majorly affected by this project.

Rustenburg is the fastest growing city in Africa and has an estimated population of just over 1 million residents in the Greater Rustenburg area (Rustenburg & surrounds), of which around 6 000 are living with disabilities.

The RRT system is expected to serve some 200 000 passengers daily when it starts operating in 2015. The dynamics have resulted in extended planning and research being conducted for the RRT project.

Construction will commence during 2012 and run through to 2014. New vehicles will be ordered in 2013 and the first phase of the service will be operational in 2015.



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9th – 20th January 2012

For Correspondence info contact:  
**072 104 8731 / 072 768 5165 during office hours.**



Contact our client services at 018 786 4300 / 018 786 2812

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