



Senior Manager - Operations

P&O Ports Bosasso, Puntland, Somalia

P&O Ports managed by P&O Maritime is a company with a 200 year history in shipping and ports. We specialize in managing small multi-purpose ports including container, bulk and general cargo terminals.

ABOUT THE ROLE:

The Senior Manager - Operations is responsible in defining strategies and plans to improve productivity and working environment of terminal/port vessel operations and manage complete vessel operations thereby increasing the efficiency & effectiveness of all quay side & land side resources (people & equipment) while adhering to port policies and procedures.

KEY ACCOUNTABILITIES:

Responsible for security, safety & discipline in the work area

To Oversee and fulfil all procedural requirements for the below activities being handled by Shift Manager.

Vessel Operations

1. Assist the top management in defining the quay strategy and participate in the daily meetings to decide the berth allocation & crane assignment
2. Ensure adequate availability of all resources – people & equipment to execute the operational requirements for the day
3. Track the ongoing vessel operations, investigate reasons for delays if any and take appropriate corrective measures
4. Coordinate with the vessel superintendent and ensure that the plans/documents essential for the daily vessel operations are available, if not take up the matter with the respective departmental heads
5. Promptly attend to escalated unresolved issues which can impact vessel operations – e.g. request for more quay cranes, switchers etc
6. Whenever possible facilitate the shifting of vessels between terminals (T1 & T2) if it can improve the vessel operations
7. In coordination with the vessel superintendent ensure that the stowage for all scheduled vessels is appropriately planned
8. Discuss yard planning strategies with Vessel Operations personnel, analyse its impact on the vessel operations, identify possible corrective actions and convey this to the Yard Manager
9. Plan for handling of GC and/or Break Bulk with quick delivery pre planned due to paucity of space
10. Plan for loading Live Stock with accuracy of head count
11. Ensure injury free loading of Livestock
12. Ensure proper tally of any and all GC, BB, Bulk, Ro-Ro & Livestock whether discharged or loaded to be accurate (all discrepancies to be immediately notified to shipper/consignee & management to avoid claims.
13. Ensure random checks of quantity of cargo being received from vessel, delivered to consignee, or loaded to vessel after being received in the Port
14. Ensure all HSE Rules/Regulations are followed.
15. Ensure Secure operation at all times, by coordinating with Security Team on ground
16. Ensure coordination with Stevedore/Subcontractor if applicable and smooth operation
17. Ensure cargo is received from vessel and delivered and/or loaded with accurate tally
18. Ensure Daily reports on each vessel operating within the Port.
19. Ensure all documentation and payments complete prior to delivery of cargo or loading of cargo on board

Cost Control

1. Ensure economical, efficient, and productive use of the department's equipment and manpower
2. Ensure development and/or maintenance of cost databases enabling measuring total cost of ownership (TCO).
3. Periodic evaluation of TCO and optimal lifetime of CHE, with the objective to driving costs down, while still meeting performance requirements.

Departmental Activities

1. Manage the department's financial, administrative, and personnel activities, plan and set targets for different Vessel Operation's personnel
2. Plan and monitor training programs for department personnel, provide regular process control checks and initiate & support performance improvement activities

3. Develop, implement and enforce terminal/port operational policies, procedures, and guidelines in coordination with the general management organization
4. Represent the Terminal/Port Operations department at the scheduled review meetings (if any with Port Authority) with the General Manager
5. Report departmental activities and Key Performance Indicators to the General Manager
6. Administer & report incidents to General Manager and take corrective action
7. Analyse the accidents reported in port and take necessary actions in coordination with Vessel Superintendent / Shift Manager / Supervisor
8. Incorporate these corrective actions into standard operations procedures for future prevention
9. Motivate and encourage staff to achieve superior performance and reorganize achievements
10. Any other work deemed fit for structuring of tasks and goals, to achieve high productivity with efficient utilization of equipment and manpower
11. Maintain close interaction with Security Team through out. Disseminate outcome of these interactions to all in field as deemed fit.
12. Find innovative ways to improve operations

Relationship Management

1. Closely coordinate with the Planning & the Yard manager thereby ensuring that the collective efforts are synchronized and directed towards common terminal/port objectives
2. Establish, organize, and maintain a high standard of working relationships with the terminal/port stakeholders, lines, agents, shippers, consignees, port authority, customs and other concerned parties
3. Ensure the liner agent & Marine operations are timely informed about berthing/sailing time
4. Ensure effective coordination and communication within each section of Terminal/Port Operations
5. Act as the key internal and external focal point for the company's operational activities

Analysis

1. Monitor and analyse the following factors on a regular basis- Quay crane (MHC) & Mobile Crane productivity and utilization, Utilization of all quay side resources, Number of vessels serviced per day , Completion time of vessels, Berth occupancy and vessel waiting time before commencement and post completion of operations, Number and nature of accidents/incidents at the quay side or in the port.

General activities

1. Define initiatives to improve terminal productivity, Ensure employee discipline for all port personnel
2. Promote and drive Innovation at terminal level, ensure balance in the duty schedules with allocated day offs
3. Maintain constant communication with the Vessel Superintendent / Shift Manager / Supervisors to ensure effective vessel operations, ensure effective inter and intra departmental communication
4. Plan, monitor and analyse relevant reports, propose areas for operational improvement, system automation and up gradation if and when necessary
5. Perform periodical scheduled performance review with reporting personnel and identify and develop the department's technology and training requirements

To be considered for this position, the candidate must possess the following qualifications and experience:

- University degree qualification in any discipline / Bachelors in Port Management or equivalent
- Diploma or Certificate in either Operational Management, Performance Management, Maritime or Logistics
- 12-14 years of work experience within a container terminal environment and must also have experience to operate General Cargo, Break Bulk, Bulk, Ro-Ro & Livestock, 3 years of which having held a supervisory/managerial level role and demonstrated experience of working as mentioned above.
- Should also possess experience of implementing and promoting Health & Safety training and awareness in the workplace

Further details about this role are outlined in the attached Position Description.

The employment benefits package is reflective of the market and location. A competitive salary package commensurate with the successful applicant's skills and experience will be offered.

Applications to be submitted to : recruitment@poports.com