
Regional Technical Manager Cape Town

Location – Cape Town

Salary: R850 000 – R960 000 per annum, depending on skills, experience, and qualifications.

About the Role

Minimum Requirements:

- Trade Test Certificate
- Computer literate
- Experience in mechanical parts
- 8 years' experience

Key Performance Areas (KPA's)

Employee Relations

- Technical Advice / Information Provided
- Technical Policies and Procedures Applied
- Training and Development
- Managing Technical Budget
- Equipment Replacement Policy and Strategy Implemented
- Maintenance Program Planned and Implemented
- Workforce Planning
- Technical Department Strategy Implemented
- Adhere to Procurement Policies and Procedures

Employee Relations – Job Activities / Accountability

- Identify and empower individuals to promote accountability and responsibility within the team
- Support and achieve the Technical Department's set goals
- Apply knowledge of the Labour Relations Act and the company's Disciplinary and Grievance Procedures
- Apply knowledge of HR practices, procedures, and related legislation
- Initiate and maintain performance appraisals for workshop technical personnel
- Assist in managing the Technical Department budget
- Oversee maintenance of the vehicle fleet
- Manage maintenance of facilities, tools, and equipment
- Manage administration functions
- Supervise workshop personnel and identify development needs
- Ensure Occupational Health and Safety Act regulations are adhered to in the workshop
- Utilise NTM and MOVE systems
- Attend weekly RTMS meetings

Technical Advice / Information Provided – Job Activities / Accountability

- Provide immediate response and support to Operations information requirements
- Present monthly technical reports on time
- Demonstrate understanding of Bus Operations and inter-relationship with the Technical Department
- Participate in Monthly Technical & Operations meetings and daily conference calls

- Technical Policies and Procedures Applied – Job Activities / Accountability
- Communicate technical policies and procedures to relevant staff
- Ensure all technical staff are trained on procedures
- Conduct regular evaluations to measure compliance
- Maintain signed records and use the MOVE system

Training and Development – Job Activities / Accountability

- Identify technical team training needs and report to the National Technical Manager
- Provide in-house development experience and training opportunities
- Monitor and evaluate training objectives monthly
- Maintain signed records and attend relevant meetings

Managing Technical Budget – Job Activities / Accountability

- Accurately monitor the running cost of all vehicles
- Report monthly variances
- Control technical budget within set parameters
- Use the MOVE system and reporting tools

Equipment Replacement Policy and Strategy Implemented – Job Activities / Accountability

- Draft equipment replacement policies with key stakeholders
- Forecast preventative maintenance requirements in relation to the budget
- Identify unplanned maintenance repairs
- Monitor warranty reports and minimise breakdowns
- Ensure replacement costs are within budget constraints
- Ensure equipment meets quality and delivery requirements
- Conduct daily inspections and handovers

Maintenance Program Planned and Implemented – Job Activities / Accountability

- Complete preventative maintenance program by due dates
- Ensure maintenance program is within budget
- Communicate the program to all relevant staff
- Monitor and control maintenance in consultation with stakeholders
- Maintain vehicles inside and outside according to company standards
- Conduct daily road tests as part of spot-check maintenance
- Use the MOVE system and conduct regular inspections

Workforce Planning – Job Activities / Accountability

- Establish staffing numbers according to depot workload
- Identify required or excess positions
- Identify staff recruitment or reduction needs
- Ensure staff costs are within the approved budget
- Consult and communicate with key account holders
- Use the MOVE system over time and productivity reports

Technical Department Strategy Implemented – Job Activities / Accountability

- Ensure the technical strategic plan aligns with the national strategy
- Set challenging but achievable objectives
- Identify short-term and long-term priorities

- Consult with key stakeholders
- Monitor strategy monthly and review biannually

Procurement Compliance – Job Activities / Accountability

- Adhere to procurement policies and procedures
- Maintain prescribed stock levels
- Follow OE manufacturer specifications in consultation with the National Technical Manager
- Follow MOVE policies on procurement

How to Apply

To apply, send your CV and a short cover letter explaining why you are the right fit to apply@prospectinc.co.za with the subject **Regional Technical Manager- Cape Town**

Start Date: ASAP

We look forward to receiving your application.

Disclaimer: Due to the high volume of applications received, only shortlisted candidates will be contacted. Should a candidate not hear from us within four (4) weeks following their application, they should consider their application unsuccessful. Strictly fair and non-discriminatory selection procedures will be followed