

External Vacancy

Sierra Mineral Holdings I Limited (A Bauxite Mining Company) Gondama Plant Site, Moyamba District, Southern Sierra Leone, West Africa

Sierra Mineral Holdings I Limited invites applications from accomplished professionals to join our team as:

Position: Port and River Transport Manager

Reports to: General Manager

Contract Type: Permanent

Salary: Competitive

Date Advertised: 31st March 2025

Job Overview

The Port and Marine Manager will lead and optimize all aspects of bauxite transshipment operations, ensuring the safe, efficient, and cost effective achievement of daily loading target of 8,000 MT and an annual export volume of 1.4 million MT. the role oversees the use of four barges, four pushers a conveyor system with a span of 400 meters and a barge loader (800-1000 tons/hour), manages 100+ personnel and ensures the technical integrity of all marine fleet through rigorous slipway and muddock maintenance and repair programs and environmental goals.

Key Responsibilities

1. Operational Management.

- Direct daily transshipment operations to meet 8,000 MT/day and 1.4 million MT/ year targets, optimizing the use of barges, pushers, conveyor system and personnel.
- Plan and supervise daily transshipment operations, including coordination of barges, pushers and conveyor-barge loader system to achieve target loading rate of 800-1000 tons/hour, loading/unloading bauxite between ocean-going vessels and barges.
- Monitor barges and pushers' schedules to minimize downtime and maximize throughput.
- Optimize workflows for cargo transfer, ensuring alignment with production targets and vessel availability.
- Coordinate with logistics, shipping, and procurement teams to align operations schedules with inbound/outbound vessel availability and with offtake requirements.
- Track cargo transfer rates, resolve bottlenecks, and implement efficiency improvements.

2. Team Leadership

- Lead a team of 100+ personnel, including marine crews, conveyors and loading operators, maintenance technicians, terminal staff, welders and contractors.
- Develop training programs on conveyor system operations, safety protocols, equipment handling, barge loader operations, and emergency response procedures.
- Manage performance evaluations, schedule shift rotations and ensure 24/7 operational readiness for transshipment, staffing needs and foster a culture of accountability and continuous improvement.

3. Safety, Compliance, and Environmental Stewardship

- Enforce EHS standards, for barge operations, conveyor systems, and personnel working near heavy machinery and including measures specific to bauxite handling.
- Conduct risk assessments, safety audits, slipway operations activities and emergency drills (e.g., spill response).
- Ensure compliance with local/international maritime, and labor regulations. (e.g., SOLAS, MARPOL), port authority standards and environmental together with EHS.
- Investigate incidents and implement corrective actions.

4. Equipment and Maintenance

- Oversee the condition, maintenance, and repairs of barges, pushers, and related machinery.
- Manage spare parts inventory and maintenance budget for equipment upkeep.
- Manage the slipway maintenance program for barges and pushers, including dry docking, hull inspections and certifications in collaboration with technical teams
- Oversee maintenance of port conveyor system and barge loader, ensuring operational reliability and performance.
- Implement predictive maintenance strategies to extend equipment lifespan and reduce unplanned outage.

5. Reporting and Budgeting

- Prepare performance reports on throughput, costs, and incidents.
- Develop and manage operational budgets, focusing on cost efficiency.
- Analyze operational data (e.g. conveyor efficiency, barge and pushers turnaround times) to identify bottlenecks and implement improvements
- Monitor and improve fuel and lubricant consumption of pushers and port equipment.
- Prepare plan maintenance system and monthly maintenance report.

6. Stakeholder Coordination

- Liaise with port authorities, customs, and regulatory agencies to secure permits and resolve operational disputes.
- Maintain relationships with clients, suppliers, and vessel operators.
- Manage relationships with barge charterers, shipping agent, offtake agreement and buyers
- Report to senior management on operational performance, budget adherence and risk mitigation strategies.
- Preparing lay time calculations for every shipment.

7. Marine Fleet Technical Supervision

- Supervise the technical condition, maintenance, and repairs of all marine assets, including 4 barges, 4 pushers, and technical personnel.
- Oversee slipway operations, including dry-docking, hull inspections, engine overhauls, and preventive maintenance to ensure 90% + fleet operational readiness.
- Collaborate with technical teams to implement upgrades, address corrosion, and ensure compliance with Class Society and Port State regulations.

1. Qualification & Experience Requirements

- Education: Bachelor's degree in Marine Engineering, Logistics, or related field. Master's degree preferred.
- Experience: 7–10 years in port/marine operations, including bulk cargo (e.g., Bauxite, Iron Ore and Coal) and direct experience with barge/pusher fleets
- Certifications: PMP, ISM Code, STCW, or HSE certifications (e.g., NEBOSH) advantageous.
- Familiarity with slipway maintenance, dry docking procedures, pusher/barge management

Skills:

- Leadership, communication, and problem-solving.
- Proficiency in logistics software (e.g., SAP).
- Knowledge of bauxite handling requirements (e.g., moisture and quality control).
- ~~Physical Requirements: Ability to work in harsh weather, board vessels, and respond to emergencies 24/7.~~

Why Join SMHL?

- Opportunity to work with a dynamic and forward-thinking team in a globally recognized mining operation.
- Attractive remuneration and benefits package.
- A challenging and rewarding career in a fast-paced industry.

How to Apply

Submit your application, including a detailed CV, cover letter, and copies of relevant certificates, to:

The Human Resource & Corporate Affairs Manager

Sierra Mineral Holdings Limited

Gondama Plant Site

Alternatively, email your application to:

smhlrecruitment@sierramineral.com

Closing Date: 15th April 2025

Note: Applications will be reviewed on a rolling basis, and only shortlisted candidates will be contacted.

Sierra Mineral Holdings 1 Ltd

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