

Exciting Job Opportunity

Hima Cement Ltd. is a subsidiary of Bamburi Cement Ltd. which is a member of the Holcim Group. Holcim is the leading producer of building materials in the world. At Hima Cement, our Vision is "To be the preferred provider of cement and concrete based building solutions in East Africa with a strong focus on customer experience."

Hima Cement works with all actors in the building and construction industry in Uganda – manufacturing and supplying a wide range of building and construction solutions designed to meet housing and construction needs from small projects like individual home buildings to major construction and infrastructure projects. Whether supplying high-quality cement to a craftsman or helping leading architects explore and deliver creative possibilities, Hima is committed to providing solutions that fit the needs of all its clients.

In order to achieve the above objectives, Hima Cement seeks to recruit a motivated and competent staff as indicated below;

Job Title:	Condition Monitoring Inspector
Vacancy Code:	CMIX01
Reporting line:	Preventive Maintenance Head
Duration:	Full time
Duty Station:	Kasese

Job Summary:

The primary purpose of the role is to coach, prepare, update and optimize yearly condition monitoring schedule based on inputs of equipment conditions and executed work order history for the area under your responsibility.

Key Duties and Responsibilities

- Plan, schedule and execute the condition monitoring measurements giving high priority to critical equipment.
- Review and update the annual condition monitoring chart.
- Maintain in depth knowledge of the condition of all plant equipment on a continuous basis.
- Take care of instruments and tools under your responsibility.
- Compliance to Health, Safety and Environment objectives, standards and regulations.
- Any other tasks and responsibilities that may be assigned.
- Create/optimize procedures, documentation to assure the quality of job and reduce time needed for the inspection.

Required Qualifications, Skills and Attributes

- B.SC in Mechanical Engineering 3-5 years' experience in an industrial environment and reliability/maintenance department
- Minimum of 5 years of maintenance equipment inspection experience in Cement Industry.
- 2 years' experience in busy commercial environment/FMCG involving import/export will be of added advantage.

- Good computer knowledge, especially in SAP, PM
- Knowledge of Cement Production process. Knowledge of MMS, ACS, PMA, RCFA solve, Cost Basis
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PERFORMANCE CRITERIA

1. Technical performance
 - a. Number of Stoppages for Incidents.
 - b. Inspection Routes and calendar Fulfillment.
 - c. Unplanned (% of Emergency WOs)
2. Reduction of the number and duration of stoppages (NAI and MTBF)
3. Availability and clarity of up-to-date technical documentation

Technical skills

1. Strong technical knowledge of Mechanical equipment
2. Technical knowledge of preventive, predictive and systematic maintenance (databases, CMMS)
3. Safety rules and regulations
4. Strong knowledge of cement process.
5. Computer literacy.

Leadership & Behavioral Skills

1. Result driven (reliability, cost)
2. Accuracy and precision.
3. Good aptitude for organization
4. Initiative and innovative
5. Analytical capacity

Methods / Tools

1. Software for maintenance management CMMS such as (SAP)
2. Safety Policy (local and Holcim)

Profile & Personal Qualities

Mechanical Technology:

- Strong knowledge of critical and auxiliary equipment and its components (kiln, cooler, drives, Chain/Belt Bucket elevators, conveyor system, bag filters gearboxes ...)
- Strong knowledge of technical drawings, schematics, technical documents and parameters to be monitored

Preventive Maintenance/equipment reliability:

- Implement the condition monitoring strategies and suggest updates to the Failure Modes Plan (Work instructions/Jobs plans & frequencies and Routes)
- Implement and follow the annual calendar for inspection schedules and comply with the planned inspections
- Implement the work instruction/job plans when carrying out inspections and detects abnormalities
- Strong knowledge of various measurements (vibration measurements, thermal measurements, thickness measurements...) at least CAT 1 vibration analysis and CAT 2 is preferred
- Using proper tools to execute the inspection as well as analysing equipment conditions
- Measure deviations in the parameters to detect any abnormalities
- Implement proposed inspection schedule during the shutdown activities with respect to critical path activities

- Implement actions based on hazard identification and risk management based on the hierarchy of control
- Strong knowledge of lubricant sample analysis reports and initiate the corrective actions
- Knowledge of testing devices (vibration, oil analysis, infrared thermography, dye penetrants, ultrasonic, magnetic, radiographic ...)
- Ability to collect and analyse vibration data.
- Measurement of gauges
- Alignment control of equipment
- Interpretation of results

Maintenance Process:

- Strong knowledge of maintenance processes (inspection, preparation, execution...) according to maintenance standards and supported by the Work Order Cycle.
- Ensure effective implementation of corrective actions
- Implement strategy to ensure equipment availability within budget constraints
- Validating Preventive maintenance Level 1 inspections on equipment conditions and define maintenance activities required.

Incident Management and Equipment Sustainability:

- Prepare action plans for condition improvement and maintenance (repair/replacement)

Good knowledge of the problem-solving methodology and RCA practices

How to apply;

Hima Cement will offer a competitive remuneration package to the successful candidate. Candidates that know that they meet the above criteria and have what it takes to excel in the above position, should send their CVs, which should include details of email address (if any), present position, current remuneration, Certificate/testimonials and address of three (3) Referees plus telephone contact to the stipulated email address not later than **15th May, 2023. (Email your application and CV to career.applications.hima@lafarge.com and let's save the environment).**

Key Notes:

1. *Hima Cement Limited is a diverse, inclusive and equal opportunity employer. We do not discriminate and do not charge any fee at any stage of the recruitment.*
2. *Make sure that your application letter, CV and certificates are attached as one document*
3. *Indicate the Vacancy Code as the subject for your email*
4. *Only shortlisted candidates will be contacted*
5. *Any form of canvassing will lead to automatic disqualification.*

**The Human Resource Manager – Hima Plant
Hima Cement Ltd,
P.O Box 7230 Kampala**