
JOB ADVERT

CIMERWA Plc is Rwanda's largest cement manufacturer with capacity of 600,000tons of cement per year with PPC Ltd having 51% Shareholding. The Company operates a dry process technology Plant in Muganza Sector, Rusizi District in Western Province. To strengthen our commitment to safety and ensure the well-being of our communities, CIMERWA Plc is seeking a highly experienced and dedicated professional to join our team by filling the following vacancy.

National Road Safety Coordinator (1)

Responsible for maintaining a generative logistics Safety Culture throughout all CIMERWA Plc operations in Rwanda, amongst contracted transporters and within the organization through promotion, management, and maintenance of the Company's Safety Program.

Key duties and responsibilities:

1. Championing Contractor Management by ensuring the Contractor Safety Management standard is implemented in the transport contracting process and through the life of the contract by ensuring 5 pillar audits are conducted prior to engagement of transporter and they are 2 star and above.
2. Coordinate regular LSP's Meetings and Transporter Safety Managers Meetings in line with agreed schedule. Drive the agenda to ensure transport Safety KPIs are reviewed and controlled and that there is continuous improvement in Safety performance amongst all contracted transporters.
3. Coordinate transport – premise audits for all contracted transporters and pre-qualification audits for new transporters. Follow up closure of gaps identified to ensure contracted transporters are performing as per their individual improvement plans.
4. Advising, supporting, and implementing requirements for vehicles selection and maintenance in terms of technical specifications and schedules for maintenance as defined within vehicle standard section of the group advisories and consistent with established best practices within this area.
5. Management of IVMS / GPS tracking systems, including the Fleet management Center.

6. Implementation of vehicle inspection system ensuring only compliant trucks are allowed into our operations, supporting the transporters to pro-actively inspect and rectify issues in the premises and identifying problematic areas for sustainable solutions.
7. Manage driver selection, recruitment, and development process in collaboration with the contracted transporters and site manager, by ensuring that the transporter safety plan is fully implemented coupled with a robust training Program. This program should include defensive driving training, continual in cabin driver evaluation / assessment and coaching while undertaking quality control of defensive driving trainers and curriculum development and employment.
8. Implementation of the CIMERWA 's annual transporter safety plan and Health, Safety and Environment Improvement Plan (HSE-IP). Ensure effective application of the transport Safety program, while identifying opportunities for improvement.
9. Reporting & investigation procedure for all transportation accidents. Undertake root cause analysis for all incidences. Tracking corrective actions and implement key learning's from the same.
10. Support on Root Hazard Mapping, toolbox talks, road patrols and ensuring authentic data from IVMS, TMS and Four-kites' tools.
11. Implantation of the driver and transporters reward and sanction policy and demonstrating continuous improvement in driver's behaviors by reduction in number of violations.
12. Support HR on People Transport & Plant Engineering Team on Mobile Equipment Advisories where applicable.

GOALS – PERFORMANCE APPRAISAL

Major results and / or performance levels expected:

Quantitative

- Zero Fatalities / Zero Lost – Time Accidents.
- Zero regulatory safety non-compliance incidents.
- Annual 5 Pillar Audits for all contracted transporters.
- Implementation of Logistics Advisory & County transport Safety Improvement Plan (HSE -IP) in collaboration with SHEQ manager
- 100% closure of transport Safety RCA actions and other transport safety actions in isometrics.
- >85% Safety Compliance Score amongst contracted transporters.
- Annual Route Hazard mapping for all major routes. Route Hazard Mapping to new sites and risk assessments on water and rail transport.
- Implementation of the Drivers League and the Drivers Reward & Sanction Program.
- Implementation of transport Reward & Recognition program.
- % reduction in number of violations year on year by transporters and drivers.
- Monthly road patrols and driver's toolbox talks.

Qualitative

- An effective Transport Safety Management System.
- A positive development towards a generative safe driving culture.
- Increased road safety awareness of staff and drivers.
- Decrease in road safety awareness violations observable through GPS and patrols Effective Annual Road Safety Campaigns involving contracted transporters and key Road Safety stakeholders.

Education and experience requirements:

- Graduate in Logistics, supply chain or science related degree course
- Professional qualifications / diploma in Logistics / Procurement Health and Safety or 4 years' experience in logistics operations.

Technical Competencies:

- Minimum 6 years working experience with at least 3 years in a supervisory role.
- A registered Safety practitioner with local institutions and or recognized international institution would be an added advantage.
- Well versed with all relevant local Road and Water transport Health and Safety acts regulations, guidelines, guidelines, and code practices.
- More than 5 years driving experience.
- Ability to use contacts and networks to obtain information that drivers the road and water modes of transport safety agenda forward.

Managerial Competencies:

- Ability to understand organization behavior, address it underlying problems and positively impact the organization.
- Ability to adapt to changes in the external environment and sponsor new approaches and technology to promote efficiency.
- Ability to position self as leader and communicate compelling vision to influence others to adopt company and team objectives.

HOW TO APPLY:

Candidates interested in the above vacancy are required to submit their application documents together with copies of the degrees certificates, detailed curriculum vitae and any other relevant certificates should be submitted at CIMERWA Plc head office at Kimihurura, or at its liaison office at Bugarama, Rusizi District and/or by Email: cimerwa@cimerwa.rw not later than **Monday 20th November 2023**.

Note: Only successful Candidates will be contacted.