



SPECIALIST: FLEET REPAIR & MAINTENANCE

Status: Permanent

Location: Technical Services (Swartfontein)

Grade: D2

Reporting line: Specialist: Mechanisation and Harvesting

Role Mandate

To develop, implement, and maintain a comprehensive preventative maintenance programme for the SAFCOL fleet, ensuring optimal reliability, safety, and cost-effectiveness.

Key Accountabilities

- Establish and manage workshops (e.g., Tweefontein) as centres of excellence for operations
- Supervise fleet repair and maintenance teams to ensure effective daily operations.
- Develop, review, and implement company-wide operational maintenance procedures, standards, and control protocols.
- Determine annual vehicle fleet requirements, fleet replacement specifications, and optimal fleet allocation to business units.
- Manage fleet utilisation, age, performance, and cost efficiency, including the annual auction of replaced fleet and other written-off assets.
- Implement maintenance strategies and policies to continuously reduce costs and improve fleet efficiency.
- Manage fleet planned service schedule and execution
- Provide mechanical support and problem-solving guidance to business
- Evaluate new products, technologies, and methods, and drive technology transfer and productivity improvements
- Conduct industry benchmarking and cost/efficiency comparisons
- Validate technical content and value for money in quotes and invoices
- Align long-term Repairs & Maintenance (R&M) capacities with strategic objectives and tactical plans
- Determine required service provider types and capacities to meet operational needs
- Establish and maintain a panel of approved service providers in accordance with procurement policies
- Identify, validate, and recommend suitable service providers for appointment
- Develop and implement standardized Service Level Agreements (SLAs)
- Monitor and manage service provider performance against established SLAs
- Maintain comprehensive records of all SLAs and related documentation.
- Support line manager in building high-performing teams through daily coaching, mentoring, and operational performance discussions.
- Monitor training plans and ensure planned development activities are completed, including field days and workshops.
- Establish and maintain team succession plans.
- Participate in recruitment processes, providing input on candidate suitability for artisan and technical positions.
- Review leave, overtime, and workforce plans, making recommendations to ensure optimal resource allocation.
- Recommend and support performance management interventions, including disciplinary actions or Performance Improvement Programmes as required.

Minimum Requirements

- Grade 12
- Bachelor's Degree (NQF Level 7) in Mechanical Engineering, Automotive Engineering, Fleet Management, or related field.
- Trade qualification (Red seal – Section 26D) in diesel mechanics
- 5 – 8 years Fleet Maintenance and Management Experience or Artisan Mechanical
- Experience within forestry, logistics, transport, or heavy industrial environment will be advantageous
- Valid driver's licence

Leadership Competencies

- Driving change
- Operational delivery
- Commercial Insight
- Self-Awareness

Behavioural Competencies

- Planning and organising
- Analytical Thinking,
- Problem Analysis and Solving
- Attention to Detail
- Negotiation
- Regulatory & Compliance
- Reporting

Technical Competencies

- Project Management
- Fleet Management
- Workshop Management
- Fleet Management System

SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities.

Employment Equity will be taken into consideration in terms of all appointments within SAFCOL.

Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:

Ms Magdeline Selopyane, Human Capital Practitioner, magdalinerecruitment@safcol.co.za Tel no: 013 754 2700

Closing date: 1 June 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.