

## GENERAL FUNCTION DESCRIPTION

**POSITION** -- Mechanical Reliability Superintendent

**DEPARTMENT:** O&M

**LOCATION:** GP Tarkwa

**IMMEDIATE SUPERVISOR:** Plant/Project Manager

**SUBORDINATE:** Mechanical Reliability Engineer

**MAIN OBJECTIVE:** Ability to carry out equipment maintenance and planning for the Tarkwa Internal Combustion Engine (ICE) Station (technical, administration, commercial and the human relations functions) so as to optimize profitability/return on net assets, in PPA environment, while maintaining a particular emphasis on safety of personnel/plant, availability, efficiency and protection of the environment.

### OPERATIONS AND MAINTENANCE

- Develop strategies and policies to improve the maintenance of Internal Combustion Engine (ICE) Power Plant and equipment.
- Ensures that all station strategies, Maintenance, financial and manpower targets are achieved.
- Develop technical and planning services in respect of planned maintenance, overhauls, and refurbishment.
- Seeks approval from Plant/Project Manager for major shut down decision unless during emergencies.
- Manages the maintenance schedule for the Internal Combustion Engine (ICE) plant and equipment (Preventive, Condition monitoring, scheduled overhauls and mandatory inspections).
- Monitors Plant & equipment performance and carry out routine performance test to confirm Original Equipment Manufacturer (OEM) performance guarantees.
- Manages the administration of the Maintenance Management System (MMS) on daily basis.
- Manages the condition monitoring of plant and equipment performance.
- Manages the availability of materials and spares, including critical spares for routine, breakdown and preventive maintenance and also for overhaul.

### PROCUREMENT AND LOGISTICS

- Manages all Purchase & Service Order Agreements relating to equipment and spares procurement.
- Ensures materials and spares are available for overhauls and mandatory inspections.

### CONSTRUCTION, INSTALLATION & COMMISSIONING

- Ensures that all HS&E issues during construction and installation are in compliance with all the safety requirements for the project.
- Works with Plant Management to collate punch list and warranty items for redress by Project Team/Contractors.
- Ensures construction and installation of plants and equipment are implemented to the required prudent industry/Utility practice so as to minimize operational risks.

### ENGINEERING:

- Ensures that As-built Constructions Drawings, P&ID, manuals are available and updated to reflect station current condition.
- Leads the Maintenance team to design and engineer necessary modification to existing plant to ensure an increase in efficiency and plant output.

### FINANCE & COMPLIANCE

- Develops targets for Maintenance to be incorporated in the business plan for the station in accordance with business needs

and ensure successful implementation.

- Complies with the agreed Plant Budget per business plan.
- Ensures that all maintenance activities at the Plant complies with all pre-approved and acceptable HS&E, Engineering, and Corporate rules and standards.
- Develops and submits monthly, quarterly and annual

#### **ORGANIZATIONAL DEVELOPMENT**

- Supports the Plant/Project Manager to develop the Maintenance staff of the O&M Team.
- Implements training and development programmes for the Maintenance staff in line with technical and business needs.
- Supports the Plant/Project Manager to manage the implementation of change to meet global strategies and to achieve world-class performance
- Manages maintenance staff, plant and resources in line with agreed business strategy.
- Develops and implements necessary measures to ensure flexible maintenance work practice and team building.
- Carries out performance appraisal of subordinate staff.
- Performs any other work that your position may demand or instructed by your supervisor

#### **QUALIFICATIONS**

Bsc. Mechanical, Chemical and Petrochemical Engineering (Masters Degree (MBA) will be an advantage).

#### **KNOWLEDGE, SKILLS & EXPERIENCE:**

- At least six (6) years of Post qualification experience and competence in power plant operations and maintenance (Excluding National Service period) and two (2) years in management position.
- Ability to build a high level of trust, develop a team approach, lead, empower and motivate staff to achieve optimum performance.
- Experience in power generating plant with knowledge in steam turbines, boilers, rotating equipment.
- Knowledge in the implementation of ISO 9000, 14000, 18000 norms.
- Knowledge of international standards: OSHA, ANSI, NFPA, IEC, IEEE ASME etc.
- Business acumen to formulate decisions in a dynamic commercial environment.
- Good communications/inter-personal skills, self-motivated, with the ability to manage people and resources with optimum effectiveness.

#### **COMPLEXITY & CREATIVITY-PROBLEM SOLVING**

- Ability to define complex technical and human problems and develop a range of solutions in differing situations.
- Ability to manage technical, financial and human relations issues in a continually changing business environment.
- Comfortable with complexity and ambiguity and capable of decisive action.
- Ability to co-ordinate activities across a wide range of disciplines.

#### **JUDGEMENTS-DECISION-ADVICE:**

- Ability to create a culture to achieve maximum input to solving actual and potential problems
- Awareness of one's competencies.
- Capability of significant autonomy in decision making in regard to personnel and technical matters.
- Ability to source technical, financial/commercial information and advice quickly.