KAMAL CISCO

KAMAL CAPE TOWN IRON AND STEEL COMPANY
Registration number 2009/000005/07 VAT number 4760258063

JOB PROFILE

1. JOB DETAILS

JOB TITLE	**Civil Engineer**
BUSINESS AREA	**Kamal CISCO**
DEPARTMENT	**Production/Maintenance**
LOCATION / SITE	**Kuilsriver**

JOB PURPOSE SUMMARY
The Civil Engineer will be responsible for all civil works for the company including the site analysis, creation of blueprints, managing budgets and timelines, conducting risk assessments, and overseeing construction for the oxygen project and general ad hoc Kamal CISCO requirements.

OPERATING LEVEL		
STRATEGIC	Establishes the overall plan or end goal, i.e. <u>high-level</u> determination of <u>what</u> needs to be done	
TACTICAL	Plans and organizes – determines <u>how</u> the job needs to be done	✔
OPERATIONAL	Day to day functions / activities – getting the job done	✔

POSITION IN THE ORGANISATION	
LINE MANAGER (1ST LEVEL)	Director: Management, Projects and Operations
JOB BEING PROFILED	**Civil Engineer**
SUBORDINATE(S) (DIRECT)	
SUBORDINATE(S) (2ND LEVEL)	

2. POSITION DESCRIPTION

KPA AREAS AND % IT CONSTITUTES OF THE ROLE	ACTIVITIES /INPUTS	OUTPUTS	PRIORITY (HIGH, MEDIUM, LOW)
KPA1	❖ **Project Planning & Design:** Analyzing survey data, maps, and site conditions to develop project plans, blueprints, and technical specifications. ❖ **Feasibility & Risk Assessment:** Evaluating project feasibility, analyzing environmental impacts, and assessing risks related to budgets, regulations, and hazards.	❖ Obtain survey data and maps ❖ Assess site conditions ❖ Draw up draft project plan ❖ Obtain EIA ❖ Draw up budget ❖ Understand SHERQ implications and ramifications	High
KPA2	❖ **Project Management:** Organizing site labour, managing material delivery, coordinating activities, and monitoring progress to meet deadlines and budgets. ❖ **Structural Analysis:** Designing structures to withstand loads (static/dynamic) and ensuring they are safe, durable, and meet quality standards.	❖ Coordinate employees ❖ Material management ❖ Coordinate activities according to pre-approved plan ❖ Work together with SHERQ to ensure that all structures meet safety regulations	High
KPA3	❖ **Compliance & Standards:** Ensuring projects adhere to government regulations, environmental laws, and building codes. ❖ **Cost Estimation:** Preparing detailed cost estimates and monitoring changes to manage budgetary control.	❖ Work with COCT to ensure that all standards and regulations are in place. ❖ ISO standards ❖ Oversee budget and budget amendments strictly	High
KPA4	❖ Reflect the right behaviour and practices towards living the KAMAL CISCO values.	❖ Take personal responsibility for own performance and development. ❖ Ensure that another team member can cover you and do your work during scheduled and unscheduled absences.	High
	❖ Assisting line management with advice and best practice according to the Company's Policies and Procedures.		Medium
	❖ Be proactive in all duties.		High
	❖ Reflect the right behaviour and practices towards living the KAMAL CISCO values.		Medium

3. JOB SPECIFIC CRITERIA & REQUIREMENTS

FORMAL ACHIEVEMENTS / ATTAINMENTS REQUIRED FOR APPOINTMENT TO THE ROLE	
QUALIFICATIONS AND CERTIFICATIONS	**EXPERIENCE AND TRAINING**
Formal Qualifications: ❖ Grade 12 and relevant tertiary education in civil engineering. ❖ Valid Code 8 License. ❖ Computer literacy certificate.	**Relevant years of experience:** ❖ 10 - 12-years' experience in site supervision of industrial and commercial projects ❖ Problem-solving and analytical skills ❖ Strong mathematical and technical aptitude ❖ Proficiency in design software (e.g., CAD) ❖ Excellent communication and leadership skills ❖ Project management and budgeting knowledge