KAMAL CISCO

VACANCY AVAILABLE

Job Title: Maintenance Artisan Fitter

Reporting to: Mechanical Supervisor / Mechanical Foreman / Maintenance Manager

The Maintenance Artisan Fitter is responsible for installing, inspecting, maintaining, repairing, overhauling, aligning, and commissioning mechanical equipment and machinery throughout the steel manufacturing plant. The role ensures optimum equipment reliability, plant availability, and operational efficiency through the execution of planned, preventative, predictive, corrective, and breakdown maintenance activities.

The incumbent is responsible for maintaining mechanical systems including pumps, gearboxes, conveyors, hydraulic and pneumatic systems, rotating equipment, crushers, fans, and other heavy industrial machinery while ensuring compliance with engineering standards, statutory regulations, and company SHERQ requirements.

KEY RESPONSIBILITIES

Mechanical Maintenance

- Perform planned, preventative, predictive, corrective, and breakdown maintenance on mechanical equipment.
- Inspect, dismantle, repair, overhaul, and reassemble mechanical plant equipment.
- Conduct routine servicing in accordance with maintenance schedules.
- Replace worn, damaged, or defective mechanical components.
- Ensure equipment is restored to safe and reliable operating condition.
- Test equipment after repairs to verify correct operation.

Equipment Repairs

Maintain and repair mechanical equipment including:

- Electric Arc Furnace (EAF) support equipment
- Ladle handling systems
- Rolling mill equipment (where applicable)
- Conveyors and material handling systems
- Pumps and pumping systems
- Gearboxes and transmissions
- Hydraulic power packs
- Pneumatic systems
- Compressors and blowers
- Crushers and scrap processing equipment
- Fans and ventilation systems
- Cooling water systems
- Industrial piping systems

- Bearings, shafts, couplings, and seals
- Mechanical components of overhead cranes

Precision Mechanical Fitting

- Perform precision fitting and assembly of mechanical equipment.
- Carry out laser or dial indicator shaft alignment.
- Install and replace bearings, seals, couplings, and mechanical components.
- Measure tolerances using precision measuring instruments.
- Perform balancing and alignment of rotating equipment where required.
- Ensure equipment is assembled to engineering specifications.

Preventative Maintenance

- Execute preventative maintenance schedules.
- Inspect equipment for wear, vibration, lubrication deficiencies, and mechanical defects.
- Replace components before failure occurs.
- Perform lubrication activities according to maintenance schedules.
- Complete preventative maintenance checklists.
- Support predictive maintenance programmes.

Breakdown Maintenance

- Respond promptly to plant breakdowns.
- Diagnose mechanical faults using systematic troubleshooting techniques.
- Perform emergency repairs to minimise production downtime.
- Work collaboratively with electricians, boilermakers, welders, and production personnel.
- Escalate major mechanical failures to supervisors where required.

Installation and Commissioning

- Install new mechanical equipment and machinery.
- Align motors, pumps, gearboxes, and rotating equipment.
- Assist with plant upgrades and capital projects.
- Conduct commissioning and operational testing.
- Verify equipment performance against engineering specifications.

Hydraulic and Pneumatic Systems

- Maintain hydraulic pumps, cylinders, valves, hoses, and power units.
- Repair pneumatic actuators, compressors, valves, and air systems.
- Troubleshoot hydraulic and pneumatic failures.
- Replace seals, hoses, bearings, and fittings.
- Test systems before returning equipment to service.

Equipment Inspection

- Conduct routine inspections of mechanical plant equipment.

- Identify abnormal wear, vibration, leaks, overheating, and alignment issues.
- Monitor equipment condition and recommend corrective action.
- Participate in Root Cause Failure Analysis (RCFA).
- Report recurring equipment failures.

Shutdown Maintenance

- Participate in planned plant shutdowns.
- Perform major equipment overhauls and rebuilds.
- Complete maintenance work within approved shutdown schedules.
- Assist contractors during major maintenance projects.
- Ensure equipment is fully operational prior to plant start-up.

Maintenance Documentation

- Complete work orders accurately using the Computerised Maintenance Management System (CMMS).
- Record maintenance history and completed repairs.
- Update inspection reports and equipment records.
- Report material requirements and recurring failures.
- Maintain accurate maintenance documentation.

Health, Safety, Environmental and Quality (SHERQ)

- Comply with the Occupational Health and Safety Act (OHSA) and company SHERQ procedures.
- Wear prescribed Personal Protective Equipment (PPE).
- Follow Lockout/Tagout (LOTO) procedures.
- Conduct pre-task risk assessments.
- Participate in toolbox talks and safety meetings.
- Report hazards, unsafe conditions, incidents, and near misses.
- Maintain excellent housekeeping standards in workshops and plant areas.

Continuous Improvement

- Identify opportunities to improve equipment reliability.
- Recommend engineering modifications to reduce recurring failures.
- Support Lean Manufacturing and continuous improvement initiatives.
- Assist with reliability-centred maintenance programmes.
- Participate in technical training and skills development.
- Promote best maintenance practices.

Any other duties which may be reasonable required, due to the operational requirements of the business.

QUALIFICATIONS

Minimum Requirements

- Grade 12 (Matric).
- Qualified Fitter Trade Test (Red Seal).

Preferred Qualifications

- N3–N6 Engineering Studies (Mechanical).
- National Certificate or National Diploma in Mechanical Engineering.

Advantageous Qualifications

- Hydraulic Systems Certification.
- Pneumatic Systems Training.
- Laser Shaft Alignment Certification.
- Vibration Analysis or Condition Monitoring Certification.
- Overhead Crane Licence.
- Forklift Licence.
- Working at Heights Certification.
- Confined Space Entry Training.
- First Aid Certificate.
- Basic Firefighting Training.

EXPERIENCE

Minimum Requirements

- Minimum 3–5 years' post-trade experience as a Fitter in a heavy industrial or manufacturing environment.

Preferred Experience

- Experience in steel manufacturing, foundries, mining, smelters, cement, or heavy engineering.
- Experience maintaining furnaces, conveyors, hydraulic systems, pumps, compressors, gearboxes, and rotating equipment.
- Experience with planned shutdowns and emergency maintenance.
- Experience using SAP PM or other Computerised Maintenance Management Systems (CMMS).

Kamal CISCO is an equal opportunity employer. In line with our Employment Equity Plan, preference will be given to suitable candidates from designated groups to support our commitment to workforce diversity.

If you are interested in applying for this position, please send your CV, including three contactable references, to recruitment@kamalcisco.co.za before **22 September 2026**.

Only shortlisted candidates will be contacted for an interview.