

THE UNITED REPUBLIC OF TANZANIA



**PRESIDENT'S OFFICE
PUBLIC SERVICE RECRUITMENT SECRETARIAT**

Ref.No.JA.9/259/01/A/512

16th APRIL, 2024

VACANCY ANNOUNCEMENT RE-ADVERTISED

1.0 BACKGROUND INFORMATION

On behalf of the Marine Services Company Limited (MSCL), Public Service Recruitment Secretariat (PSRS) invites dynamic, proactive, experienced and suitable qualified Tanzanians to fill five (5) vacant posts as follows; Director of Technical Services, Director of Safety and Maritime Transportation, Manager - Marine Engineering, Manager - Safety, Environment and Protection and Branch Manager.

2.0 MARINE SERVICES COMPANY LIMITED (MSCL)

Marine Services Company Limited (MSCL) was incorporated under the Companies Ordinance (Cap 212) on 8th December, 1997. The main function the Company is to transport people and cargo along the shore of Lake Victoria, Lake Tanganyika and Lake Nyasa. Company's vision statement is "To be the most competitive, reliable, safe and customer oriented maritime transport Company worldwide."

POST	DIRECTOR OF TECHNICAL SERVICES
EMPLOYER	MARINE SERVICES COMPANY LIMITED (MSCL)
REPORTS TO	MANAGING DIRECTOR
DUTIES AND RESPONSIBILITIES	<ul style="list-style-type: none">i. To develop, design, build, install, inspect operation and maintenance of watercraft propulsion, engines, pumps and other pieces of technical equipment and other maritime vessels on-board systems;ii. To undergo oceanographic technology;iii. To undertake maintenance of power and propulsion plants, machinery and piping, in engine rooms and ashore facilities;iv. To dock and undock vessels and other structures;

	<p>v. To produce and modify parts in workshops; and</p> <p>vi. To perform any other duties as may be assigned by the Supervisor.</p>
DESIRED ATTRIBUTES	<p>i. High integrity;</p> <p>ii. Innovative;</p> <p>iii. Outstanding leadership talents;</p> <p>iv. Clear understanding of work ethics in public organizations;</p> <p>v. Excellent analytical ability;</p> <p>vi. Fluent in English and Kiswahili;</p> <p>vii. Excellent interpersonal and communication skills;</p> <p>viii. Customer focus; and</p> <p>ix. Ability to work within a team independently and to interact with superiors, peers and subordinates.</p>
QUALIFICATIONS	<ul style="list-style-type: none"> • Holder of Master Degree in one of the following fields: Marine Engineering, Transport Engineering, Mechanical Engineering, or equivalent qualifications from recognized institutions. • Possession of at least Class 3 Certificate of Competency (COC) with Chief endorsement will be an added advantage.
WORK EXPERIENCE	Work experience of at least twelve (12) years of which four (4) years should be served in managerial position.
TERMS OF EMPLOYMENT	Permanent and Pensionable.
REMUNERATION/SALARY SCALE	MSCS 11
APPLICATION TIME LINE	Fourteen days (14) days from the date of the advertisement.
POST	DIRECTOR OF SAFETY AND MARITIME TRANSPORTATION
EMPLOYER	MARINE SERVICES COMPANY LIMITED (MSCL)
REPORTS TO	MANAGING DIRECTOR
DUTIES AND RESPONSIBILITIES	<p>i. To implement International and National Health and Environmental conventions, laws, regulations, rules, procedures and policies;</p> <p>ii. To interact with line departments vessels and other floating facilities for safety matters;</p> <p>iii. To verify trends in the nature or frequency of maritime incidents and Occurrences;</p> <p>iv. To develop assessment of hazards and associated risk control measures;</p> <p>v. To develop draft strategy and policies in respect to maritime and conservancy issues and operations;</p>

	<ul style="list-style-type: none"> vi. To oversee regular reviews of the Council’s maritime regulatory and enforcement; vii. To monitor and advise on the development of operational procedures, guidelines, recommendations or “lessons learned” arising from local, national, or international; viii. To monitor maritime safety performance measures; ix. To review data gathered from audits, inspections, incidents and any concerns; x. To implement employee competence training and Maritime Safety Management System awareness programmers together with succession plan; xi. To make follow up on civil penalties and enforcement to initiate investigation; reports, conferences and administrative hearings; xii. To initiate the integrated safety management with other organs; xiii. To facilitate port user involvement in the maintenance of the Maritime xiv. To develop measures to ensure stability of the ship including loading and discharging ballast water; xv. To organize search, rescue and salvage during accident and disaster at sea; xvi. To incorporate and maintain Occupational Safety and Health issues into development/strategic plans; xvii. To provide practical guidance on safety and health at workplace with a view to prevent accidents, diseases, pollutions and other detrimental effects on Marine employees at workplace; xviii. To establish a mechanism for effective emergency preparedness and response to ensure that staff, equipment and property are well prevented and protected from incidents; and xix. To perform any other duties as may be assigned by the supervisor.
<p>DESIRES ATTRIBUTES</p>	<ul style="list-style-type: none"> i. High integrity; ii. Innovative; iii. Outstanding leadership talents; iv. Clear understanding of work ethics in public organizations; v. Excellent analytical ability; vi. Fluent in English and Kiswahili; vii. Excellent interpersonal and communication skills; viii. Customer focus; and ix. Ability to work within a team independently and to interact with superiors, peers and subordinates

QUALIFICATIONS	<ul style="list-style-type: none"> • Holder of Master Degree in one of the following fields: Maritime Transportation, Nautical Science, Safety Management, Disaster Management, Environmental Management, Environmental Health, Public Health, Occupational Safety and Health, or equivalent qualifications from recognized institutions. • Possession of at least Class 3 Certificate Of Competency (COC) with Master endorsement will be an added advantage.
WORK EXPERIENCE	Work experience of at least twelve (12) years of which four (4) years should be served in managerial position
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	MSCS 11
APPLICATION TIME LINE	Fourteen days (14) days from the date of the advertisement.
POST	MANAGER - MARINE ENGINEERING
EMPLOYER	MARINE SERVICES COMPANY LIMITED (MSCL)
REPORTS TO	DIRECTOR OF TECHNICAL SERVICES
DUTIES AND RESPONSIBILITIES	<ol style="list-style-type: none"> i. To develop, design, build, install, inspect operation and maintenance of watercraft propulsion, engines, pumps and other pieces of technical equipment and other maritime vessels on-board systems; ii. To undergo oceanographic technology; iii. To undertake maintenance of power and propulsion plants, machinery and piping, in engine rooms and ashore facilities; iv. To dock and undock vessels and other structures; v. To produce and modify parts in workshops; vi. To automate and control systems for marine equipment of any kind; vii. To ensure Surface protection and preventing galvanic corrosion in every ship; viii. To ensure ship stability by balancing and tracking the fuel and ballast water; ix. To protect pollution both of sulfur emission by fuel burnt and waste disposal at sea; x. To prevent the burning of marine fuels this has the potential to release harmful pollutants (sulfur) into the atmosphere; and xi. To prepare engine room watch keeping procedures at sea

DESIRES ATTRIBUTES	<ol style="list-style-type: none"> i. High integrity; ii. Innovative; iii. Outstanding leadership talents; iv. Clear understanding of work ethics in public organizations; v. Excellent analytical ability; vi. Fluent in English and Kiswahili; vii. Excellent interpersonal and communication skills; viii. Customer focus; and ix. Ability to work within a team independently and to interact with superiors, peers and subordinates.
QUALIFICATIONS	<ul style="list-style-type: none"> • Holder of Master Degree in Marine Engineering or equivalent qualifications from recognized institutions. • The candidate must possess at least Class 3 Certificate of Competence (COC) with Chief Endorsement.
WORK EXPERIENCE	Work experience of at least eight (8) years in related field. The candidate must be at senior position.
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	MSCS 10
APPLICATION TIME LINE	Fourteen days (14) days from the date of the advertisement.
POST	MANAGER - SAFETY, ENVIRONMENT AND PROTECTION
EMPLOYER	MARINE SERVICES COMPANY LIMITED (MSCL)
REPORTS TO	DIRECTOR OF SAFETY AND MARITIME TRANSPORTATION
DUTIES AND RESPONSIBILITIES	<ol style="list-style-type: none"> i. To provide advice and coordinate maritime safety and environmental quality management of vessels; ii. To compile and improve marine vessels movement procedures; iii. To improve ways of achieving zero downtime of operational procedures and observe environmental policies for Organization vessels; iv. To undertake regular inspections of vessels and barges as per Organization procedures and prepares written reports in a timely manner; v. To make sure the Organization abides to international and national Health Safety and Environmental conventions, laws, regulations, rules, procedures and policies;

	<ul style="list-style-type: none"> vi. To maintain daily interaction with line Departments, Vessels, and barges on the status of fleet and marine matters; vii. To ensure all barges and vessels operate safely as per legal requirements and Global Maritime Safety Policy; viii. To attend vessels and barges during critical third-party inspections such as but not limited to flag state, port state, class, charters and clients; ix. To ensure that the office technical library, nautical charts and publications are maintained to the latest revision and circulates regular updates to various flag state and statutory requirements to the fleet; x. To attend vessel movements, risk assessments meetings and provides feedback regarding procedures, contingency planning, stability calculations, and any other special requirements; xi. To participate in marine incident investigations, advise marine corrective actions, prepare circulars, and propose recommendations to prevent recurrence; xii. To advise terminal management of any deficiencies/observations noted during ship/shore safety checklist inspection; xiii. To participate in any Health Safety Environment reporting programs; xiv. To maintain an awareness of Maritime changes related to the theatre of work for Organization vessels and barges, and advises accordingly; xv. To abide by all applicable international and national legislation and regulations. xvi. To deal with health issues for our customers and staff in case of illness, injuries; and xvii. To perform any other duties as may be assigned by the Supervisor.
<p>DESIRED ATTRIBUTES</p>	<ul style="list-style-type: none"> i. High integrity; ii. Innovative; iii. Outstanding leadership talents; iv. Clear understanding of work ethics in public organizations; v. Excellent analytical ability; vi. Fluent in English and Kiswahili; vii. Excellent interpersonal and communication skills; viii. Customer focus; and ix. Ability to work within a team independently and to interact with superiors, peers and subordinates.
<p>QUALIFICATIONS</p>	<ul style="list-style-type: none"> • Holder of Master Degree in one of the following fields: Maritime Transportation, Nautical Science, Safety Management or equivalent qualifications from recognized institutions.

	<ul style="list-style-type: none"> • Candidate must possess at least Class 3 Certificate of Competence (COC) with Master Endorsement.
WORK EXPERIENCE	Work experience of at least eight (8) years in related fields and must be at senior position.
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	MSCS 10
APPLICATION TIME LINE	Fourteen days (14) days from the date of the advertisement.
POST	BRANCH MANAGER
EMPLOYER	MARINE SERVICES COMPANY LIMITED (MSCL)
REPORTS TO	MANAGING DIRECTOR
DUTIES AND RESPONSIBILITIES	<ol style="list-style-type: none"> i. To develop, design, build, install, inspect operations and maintenance of watercraft propulsion, engines, pumps and other pieces of technical equipment and other maritime vessels on-board systems; ii. To undergo oceanographic technology; iii. To undertake maintenance of power and propulsion plants, machinery and piping, in engine rooms and ashore facilities; iv. To dock and undock vessels and other structures; v. To prepare budget for the purchase of materials fixing and fastening and machine tools to ensure smooth progression of the project through the workshop; vi. To plan and monitor work within the workshop supervision the space instrument makers; vii. To view administration for personnel and record keeping; viii. To manage stock levels e.g. materials, fixing and tooling; ix. To produce and modify parts in workshops; x. To ensure collection and banking of Organization revenue are timely and properly; xi. To monitor vessel operations and movements; xii. To ensure submission of returns are done accordingly; xiii. To manage, plan and coordinate the branch activities; xiv. To link the Organization and its stakeholders; xv. To effect Organization's operation policies; xvi. To oversee the implementation of branch budget; xvii. To coordinate administrative and financial activities at branch level; and xviii. To perform any other duties as may be assigned by the Supervisor.

DESIRED ATTRIBUTES	<ul style="list-style-type: none"> i. High integrity; ii. Innovative; iii. Outstanding leadership talents; iv. Clear understanding of work ethics in public organizations; v. Excellent analytical ability; vi. Fluent in English and Kiswahili; vii. Excellent interpersonal and communication skills; viii. Customer focus; and ix. Ability to work within a team independently and to interact with superiors, peers and subordinates
QUALIFICATIONS	<ul style="list-style-type: none"> • Holder of Master Degree in one of the following fields: Marketing, Transport Economics, Maritime Transportation, Marine Engineering, Port Management, Transport Management, Transport Engineering, Mechanical Engineering, or equivalent qualifications from recognized institutions.
WORK EXPERIENCE	Work experience of at least eight (8) years in related fields. The candidate must be at senior position
TERMS OF EMPLOYMENT	Permanent and Pensionable
REMUNERATION/SALARY SCALE	MSCS 10
APPLICATION TIME LINE	Fourteen days (14) days from the date of the advertisement.

3.0 GENERAL CONDITIONS

- i. All applicants must be citizens of Tanzania generally with an age not above 45 years except for those who are in Public Service should not exceed 55 years.
- ii. **People with disabilities are highly encouraged to apply and should indicate clearly in the portal for Public Service Recruitment Secretariat attention;**
- iii. Applicants must attach an up-to-date Curriculum Vitae (CV) having reliable contacts; postal address/post code, e-mail and telephone numbers.
- iv. Applicants should apply on the strength of the information given in this advertisement.
- v. Applicants must attach their certified copies of the following certificates: -
 - Postgraduate/Degree/Advanced Diploma/Diploma/Certificates;

- Postgraduate/Degree/Advanced Diploma/Diploma transcripts;
 - Form IV and Form VI National Examination Certificates;
 - Professional Registration and Training Certificates from respective Registration or Regulatory Bodies, (where applicable); and
 - Birth certificate.
- vi. Attaching copies of the following certificates is strictly not accepted: -
- Form IV and Form VI results slips; and
 - Testimonials and Partial transcripts.
- vii. An applicant must upload a recent Passport Size Photo in the Recruitment Portal.
- viii. An applicant employed in the Public Service should route his application letter through his respective employer.
- ix. An applicant who is retired from the Public Service for whatever reason should not apply.
- x. An applicant should indicate three reputable referees with their reliable contacts.
- xi. Certificates from foreign examination bodies for Ordinary or Advanced level education should be verified by The National Examination Council of Tanzania (NECTA).
- xii. Professional certificates from foreign Universities and other training institutions should be verified by The Tanzania Commission for Universities (TCU) and National Council for Technical Education (NACTE).
- xiii. A signed application letter should be written either in Swahili or English and Addressed to Secretary, Presidents Office, Public Service Recruitment Secretariat,
P.O. Box 2320, Utumishi Building-University of Dodoma and Dr. Asha Rose Migiro Buildings - Dodoma.
- xiv. Deadline for application is **29th April, 2024**;
- xv. Only shortlisted candidates will be informed the date of interview; and
- xvi. Presentation of forged certificates and other information will necessitate legal action;

NOTE: All applications must be sent through Recruitment Portal by using the following address; <http://portal.ajira.go.tz/> and not otherwise (This address also can be found at PSRS Website, Click 'Recruitment Portal**)**

Released by:

SECRETARY
PUBLIC SERVICE RECRUITMENT SECRETARIAT