

Vacancy Announcement

Mugher Cement Factory, which is administered by Chemical Industry Corporation (CIC), is the oldest and one of the big cement producing companies in Ethiopia, located some 90 km North-West of the capital, Addis Ababa, is a government owned factory. It started its production in 1983 with a single production line of capacity 1000 tpd clinker to which was added a similar capacity after 6 years later in 1989. Recently in 2011, it commissioned a new line with a production capacity of 3000 tpd clinker. The annual production capacity of cement is therefore 2.3 million metric tons. For more details about what we do Visit our website at www.mughercement.com.et.

Mugher Cement factory is interested to hire two expatriate job positions, namely Plant Operation Manager and Senior Maintenance Manager for the plant operations and maintenance who fulfill the requirements stated below:

1. Position: Plant Operation Manager

Key Responsibilities and Qualification of Plant Operation Manager

The Plant Operations Manager is responsible for leading and coordinating all production-related activities within the cement manufacturing facility to ensure safe, efficient, reliable, and cost-effective operations. The role oversees the entire production process, from quarry material preparation through clinker production and cement grinding to packing and dispatch, while ensuring compliance with quality, environmental, and safety standards. The Plant Operations Manager drives operational excellence, productivity improvement, cost optimization, and continuous process enhancement to achieve the plant's business objectives. Manage and develop team members; coach and support to develop individual's operational skills and develop their understanding of the wider business issues relevant to their job.

Requirement Skill: Minimum Qualifications of Plant Operation Manager;

A. Education

- Bachelor's Degree in Chemical Engineering, Mechanical Engineering, Process Engineering, Industrial Engineering, or a related field.
- Master's Degree in Engineering, Industrial Management, Business Administration (MBA), or a related discipline is an advantage.

B. Experience

- Minimum 10 years of industrial experience in cement manufacturing or a similar heavy process industry.
- Minimum 5 years in a senior production or operations management position.
- Proven experience managing kiln systems (preferably 3,000 TPD clinker capacity or higher), grinding plants, utilities, and production teams.

2. Position: Senior Maintenance Manager

Key Responsibilities and Qualification of Senior Maintenance Manager

The Senior Maintenance Manager is responsible for planning, directing, and controlling all mechanical, electrical, instrumentation, and civil maintenance activities within the cement plant. The role ensures maximum equipment availability, reliability, safety, and cost-effectiveness while supporting continuous production operations. The position leads maintenance teams, develops preventive and predictive maintenance programs, manages maintenance budgets, and drives continuous improvement initiatives to achieve world-class plant performance. Manage and develop team members; coach and support to develop individual's technical skills and develop their understanding of the wider business issues relevant to their job.

Requirement Skills: Minimum Qualifications of Senior Maintenance Manager

A. Education:

- Bachelors or Master's degree in Mechanical Engineering, Electromechanical Engineering, or a closely related field.

B. Experience:

- 8+ years of progressive, hands-on mechanical maintenance and leadership experience, specifically within heavy industrial or manufacturing environments.
- Extensive experience with rotary kilns, mills, crushers, conveyors, and utility systems.
- Experience managing large maintenance teams and shutdown projects.

For All positions

- **Conditions of Work:** The working hours for individuals shall be eight hours a day, and six days a week. Ethiopian public holidays shall be considered as holidays for the deputized experts also, and no other holiday, than the Ethiopian public holidays, shall be considered as a holiday.
- **Communication and Documentation of Procedures/Processes in English**
- **Remunerations:** The compensation package, is negotiable based on qualifications.
- **Housing and Transportation:** Provides living room and work-to-home transportation.
- **Contract Renewal Period:** The contract will be renewed every 6 months.

How to Apply

Interested applicants who meet the above requirements should apply through our email: info@mughercement.com.et within 10 working days from the date of this vacancy announcement,

OR

Should submit their application with relevant documents and CV within 10 working days from the date of this vacancy announcement to Muger Cement Factory, Human Resource & Comm'n Team, Addis Ababa Office, Gerji Imperial Building, at 4th floor, or send through our P.O.Box 5782 Addis Ababa, Ethiopia.

N.B the Company has the right to cancel the post advertised.

N.B Selected candidates must have their educational credentials authenticated by the issuing institution and submit the verification within the mentioned period.

Address: TelePhone 251-913092247/0929046616