

JOB DESCRIPTION

Position Title: Principal Engineer General

Division: Workshop	Location: Main Office, Matautu-tai
Report to: Assistant General Manager Workshop	Contract: 3 Years
Hours of Work: Monday to Friday, 9am – 5pm	Salary: \$55,431 - \$75,708 p.a [L16 – L17]
Responsible for: Welders, Fitters, Carpenters	

Primary Objective

Ensure all engineering and maintenance activities align with maritime safety standards and support the seaworthiness, reliability and operational continuity of the Corporation’s fleet. Provide management with Preventative Plans and assist surveyors with periodic vessels dry docking. Actively participate in the positive development of the Workshop Division.

Part A: Key Responsibilities, Activities, Tasks & Key Performance Indicators (KPIs)

Key Areas of Responsibility	Key Activities and Tasks	Key Performance Indicators (KPIs)
Engineering Maintenance and Asset Reliability	<ul style="list-style-type: none"> • Provide leadership and technical authority for all workshop trade functions, including carpentry, welding, fabrication, and mechanical engineering. • Provide strategic oversight of fabrication, carpentry, welding, and mechanical engineering works to ensure all activities meet approved specifications, safety standards, and operational requirements. • Direct the procurement planning process for engineering materials and critical spare parts, ensuring availability aligns with maintenance schedules and operational demands. • Ensure the implementation of structured preventative maintenance systems, minimizing unplanned downtime and protecting critical corporate assets. • Provide governance over inspection programmes, ensuring risks are identified early and corrective actions are implemented promptly. • Maintain accountability for workshop tools, machinery, and technical resources, ensuring effective asset control and lifecycle management. • Monitor contractor and internal engineering performance, ensuring works are completed safely, on time, and within agreed scope. 	<ul style="list-style-type: none"> • Scheduled maintenance and repair tasks completed on time per month/quarter • Zero reportable safety incidents • 100% of corrective actions implemented on time • 100% availability of critical spares, • 100% of workshop assets maintained on schedule

	<ul style="list-style-type: none"> • Provide technical leadership in the servicing and refurbishment of vessels, heavy equipment, and operational machinery, ensuring alignment with maritime engineering expectations. • Lead engineering response during operational emergencies, providing expert direction to restore critical services and safeguard infrastructure. 	
Workshop Operations and Technical Oversight	<ul style="list-style-type: none"> • Lead and coordinate workshop operations, ensuring the effective planning, prioritization, and execution of maintenance and repair programmes to support fleet reliability and asset longevity. • Establish and enforce engineering standards, procedures, and quality controls across all workshop trades to promote consistency, safety, and high-quality workmanship. • Oversee the interpretation and approval of technical drawings, plans, and engineering specifications to ensure accuracy and suitability prior to execution. 	<ul style="list-style-type: none"> • All works and specifications completed on time and in alignment with Maritime best practices
Safety, Compliance and Team Leadership	<ul style="list-style-type: none"> • Lead the analysis of equipment and machinery breakdowns, ensuring root causes are identified and effective preventative measures are implemented. • Review and approve technical scopes of work and cost estimates, ensuring they are accurate, practical, and aligned with operational needs. • Oversee the development and implementation of maintenance plans for vessels, machinery, and facilities to support safe and reliable operations. • Oversee general engineering activities, including machining and metal works, ensuring the workshop is equipped to meet operational requirements. • Ensure compliance with safety regulations and engineering standards, promoting safe work practices across all workshop functions. 	<ul style="list-style-type: none"> • Workshop Operations consistently comply with occupational health, engineering and maritime safety requirements

Part B: Merits and Selection Criteria

Skills and Abilities	<ul style="list-style-type: none"> ✓ demonstrated skills, ability and technical experience in <ul style="list-style-type: none"> • Analyzing mechanical and operational breakdowns and recommending effective preventative measures to enhance reliability. • Developing comprehensive maintenance plans for vessels, machinery, and operational assets. • Applying advanced professional and technical knowledge across machinery, fitting, welding, electrical, and plumbing systems. • Utilizing principles of welding and fitting to identify faults and mitigate potential failures. • Applying strong understanding of general engineering, machining, fitting, and metal-forming processes.
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	<ul style="list-style-type: none"> • Implementing best practices for occupational health, safety, and risk management in engineering operations. • Ensuring compliance with safety regulations, quality standards, and technical specifications. • Leading, mentoring, and developing staff to build capability and promote excellence in workshop performance.
Personal Attributes	<ul style="list-style-type: none"> ✓ High integrity and accountability, with sound professional judgement. ✓ Safety-focused mindset, committed to protecting people, vessels, and assets. ✓ Decisive and solution-oriented, able to remain effective under operational pressure. ✓ Strong leadership presence, fostering teamwork, discipline, and performance. ✓ Proactive and reliable, with a strong commitment to operational excellence.
Work Performance and Experience	<ul style="list-style-type: none"> ✓ Minimum of 6 years proven experience in engineering work and in a management / supervisory level ✓ Experience with ship management and maritime operations (desirable)
Qualifications	<ul style="list-style-type: none"> ✓ Bachelor Degree in Engineering or Equivalent Discipline from a recognized education Institution (essential)

Continued Professional Development

The Samoa Shipping Corporation is committed to provide CPD for the successful candidate. SSC expect the successful candidate to undertake available training courses and research to enhance personal knowledge, skills and experience.

