

JOB DESCRIPTION

Position Title: Principal Engineer Vessel Maintenance

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: Mechanics & Engineers	

Primary Objective

To ensure and oversee the safe and efficient maintenance and repair of vessels, facilities, and operational assets, ensuring compliance with engineering and maritime safety standards. Provide expert advice and preventative maintenance strategies to safeguard corporate assets and support the continuous improvement of Workshop operations.

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

Key Areas of Responsibility	Key Activities and Tasks	Key Performance Indicators (KPIs)
Vessel and Asset Safety Assurance	<ul style="list-style-type: none"> • Leadership and Oversight of Engineering Operations: Provide strategic supervision and guidance to workshop staff in the execution of maintenance, repair, and overhaul activities on vessels and operational machinery, ensuring alignment with maritime engineering standards and safety protocols. • Maintenance Planning and Asset Management: Collaborate with senior management to develop, implement, and monitor quarterly and annual maintenance programs for vessels and corporate vehicles, including procurement and lifecycle management of critical spare parts. • Technical Governance and Compliance: Interpret and apply technical drawings, blueprints, and engineering specifications to ensure accuracy, quality, and compliance across all workshop and dry-docking activities, including ship engine overhauls and slipping operations. • Operational Reporting and Emergency Response: Provide comprehensive reporting to management on workshop performance, maintenance outcomes, and emergent operational issues, while taking decisive action during technical emergencies 	<ul style="list-style-type: none"> • Timely completion of scheduled works completed • Minimal operational disruptions • Near zero tolerance for repeated mechanical failures • Preventative inspections completed • Vessels available as scheduled

	to safeguard critical assets and continuity of operations.	
Engineering Quality and Technical Oversight	<ul style="list-style-type: none"> • Develop and enforce engineering standards and quality controls • Approve and validate technical designs and specifications • Monitor and audit engineering performance • Lead maintenance planning and preventative programs • Provide technical leadership in emergency operations • Coach and develop engineering staff 	<ul style="list-style-type: none"> • Minimal percentage of jobs requiring correction • 100% of work completed on time within timeframe scheduled vs. actual • Minimal revisions to quality of technical reports
Workshop leadership and operational management	<ul style="list-style-type: none"> • Drive a performance and results-oriented team culture • Conduct performance reviews and provide regular feedback • Identify training needs and facilitate professional development • Coach and mentor direct reports in alignment with SSC values and behavior guidelines • Address staff issues promptly and fairly 	<ul style="list-style-type: none"> • Staff performance reviews completed annually • Periodic and team safety participation • Staff competency developed • Timely emergency response readiness

Part B: Merits and Selection Criteria

Skills and Abilities	<ul style="list-style-type: none"> ✓ Demonstrated skills, experience and technical ability in vessel maintenance, marine engineering systems and preventative maintenance planning to support safe and reliable fleet operations ✓ Demonstrated skills, experience and technical ability in diagnosing mechanical faults, analysing equipment failures, and implementing effective corrective actions to minimize operational downtime. ✓ Demonstrated skills, experience and technical ability in interpreting engineering drawings, preparing technical scopes, and supervising fabrication, installation, and repair works to required safety and quality standards. ✓ Demonstrated skills, experience and technical ability in applying occupational health and safety requirements within an engineering or maritime environment, promoting safe work practices and hazard mitigation. ✓ Demonstrated skills, experience and technical ability in leading engineering teams, managing workshop operations, and coordinating resources to deliver maintenance programmes within agreed timeframes.
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	✓ Bachelor Degree in Marine Engineering / Science, Engineering Class 3 or Equivalent Discipline from a recognized education Institution (essential)
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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.

