

# UNITED REPUBLIC OF TANZANIA



## PRESIDENT'S OFFICE PUBLIC SERVICE RECRUITMENT SECRETARIAT

Ref.No.EA.7/96/01/J/193

13<sup>nd</sup> September, 2018

### VACANCIES ANNOUNCEMENT

On behalf of the Tanzania Railways Corporation (TRC) President's Office, Public Service Recruitment Secretariat invites qualified Tanzanians to fill **12** vacant posts mentioned below;

#### **1.0 TANZANIA RAILWAYS CORPORATION (TRC)**

Tanzania Railways Corporation (TRC) was established by the Railways Act No. 10 of 2017 for the development, maintenance and promotion of rail infrastructure and rail transport services.

#### **1.1 MANAGER FOR CIVIL WORKS – 1 POST (RE-ADVERTISED)**

##### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Civil Engineering Infrastructure

**Supervises:** Staff under his/her Section

##### **1.1.1 JOB OBJECTIVES**

To manage construction and maintenance of permanent way, bridges and culverts, offices, stations buildings, quarries, plants & machinery and other railway related infrastructure as specified and agreed in the Corporate strategic plan, Business plan and Service Level Agreements.

##### **1.1.2 DUTIES AND RESPONSIBILITIES**

- i. Executes development and maintenance of railway infrastructure and assets;
- ii. Constructs and maintains civil works & structures (formation, bridges, via ducts, culverts, retaining walls, drainage ditches);
- iii. Constructs and maintain workshops and other operations buildings;
- iv. Operates, maintain and service railway operating equipment;
- v. Maintains accidents recovery equipment and machineries; and
- vi. Maintains and repair of wayside train control gadgets;

- vii. Negotiates Service Level Agreements with Business Section Managers;
- viii. Participate in core strategic plans of the Corporation; and
- ix. Performs any other relevant duties as may be assigned by supervisor.

### **1.1.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Civil Engineering, Highway Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer.

### **1.1.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.1.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.1.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.2 MANAGER FOR PLANT AND MACHINERY - 1 POST (RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Civil Engineering Infrastructure

**Supervises:** Staff under his/her Section

### **1.2.1 JOB OBJECTIVES**

Manage maintenance of plants & machinery and other railway related equipment used in civil works as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.2.2 DUTIES AND RESPONSIBILITIES**

- i. Maintains plant and machineries throughout the railway system;
- ii. Undertakes installation and repair electricity in the electrical machines;
- iii. Performs services to the infrastructure handling equipment and auxiliary plants;
- iv. Prepares and maintain plant and machinery records;
- v. Rehabilitates and repair plants and equipment;
- vi. Manage maintenance schedule and spare parts for the plant and machineries;
- vii. Negotiates Service Level Agreements with Business Section Managers;
- viii. Participate in core strategic plans of the Corporation; and
- ix. Performs any other relevant duties as may be assigned by supervisor.

### **1.2.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree in Mechanical Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer.

### **1.2.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.2.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.2.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.3 MANAGER FOR PERMANENT WAY MAINTENANCE- 1 POST (RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Civil Engineering Infrastructure

**Supervises:** Staff under his/her Section

### **1.3.1 JOB OBJECTIVES**

Manage construction and rehabilitation of permanent way including ballast, sleepers, rails, rail fastening, rail turnouts, bridges and culverts, and other track related infrastructure as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.3.2 DUTIES AND RESPONSIBILITIES**

- i. Undertakes inspection of permanent way;
- ii. Prepares project appraisal and supervise rehabilitation of permanent way;
- iii. Conducts maintenance and services for motor vehicles, tracks and plants;
- iv. Conducts civil works and structures (formation, bridges, culverts, retaining walls and drainage ditches);
- v. Survey and monitor track maintenance requirement and schedule the maintenance works;
- vi. Undertakes short and long term relaying works;

- vii. Manages quarries operations; and
- viii. Performs stone ballasting and dressing works;
- ix. Negotiates Service Level Agreements with Business Section Managers;
- x. Participate in core strategic plans of the Corporation; and
- xi. Performs any other relevant duties as may be assigned by supervisor.

### **1.3.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Civil Engineering, Highway Engineering or equivalent qualifications from recognized institution with working experience of at least five(5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer

### **1.3.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.3.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.3.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.4 MANAGER FOR SIGNALLING AND TELECOMMUNICATION- 1 POST(RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Signaling, Telecommunication and Electrification

**Supervises:** Staff under his/her Section

### **1.4.1 JOB OBJECTIVES**

To manage the installation, maintenance and support of Signaling, Telecommunication and Electrification railway related infrastructure as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.4.2 DUTIES AND RESPONSIBILITIES**

- i. Plans for construction of signaling and telecommunication radio infrastructure;
- ii. Installs, maintain and repair of SGR/MGR signaling and telecommunication network;
- iii. Maintains way side train control facilities;

- iv. Undertakes preventive maintenance of signaling & telecommunication and radio equipment;
- v. Undertakes inspection of signaling & telecommunication infrastructure and radio equipment;
- vi. Survey and monitor signal & telecommunication infrastructure requirement and schedule the maintenance works;
- vii. Negotiates Service Level Agreements with Business Section Managers;
- viii. Participate in core strategic plans of the Corporation; and
- ix. Performs any other relevant duties as may be assigned by supervisor.

#### **1.4.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Telecommunication Engineering, Electronics Engineering, Computer Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer.

#### **1.4.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

#### **1.4.5 TERMS OF SERVICE**

Permanent and Pensionable

#### **1.4.6 REMUNERATION**

**Salary Scale:** TRCS 11

### **1.5 MANAGER FOR ELECTRIFICATION- 1 POST(RE-ADVERTISED)**

#### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Signaling, Telecommunications and Electrification

**Supervises:** Staff under his/her Section

#### **1.5.1 JOB OBJECTIVES**

To manage the installation, maintenance and support of railway Electrification/Catenary systems and related infrastructure as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

#### **1.5.2 DUTIES AND RESPONSIBILITIES**

- i. Plans, develop, operate and maintain SGR electrification systems;

- ii. Installation of sub stations and catenary systems for SGR;
- iii. Monitors transmission line at 25kV and auto transformer for SGR;
- iv. Electricals wiring on offices , workshops, coaches and yards;
- v. Installs, inspect and maintain electrical/electronic facilities;
- vi. Designs and re-manufacture electrical/electronic facilities;
- vii. Repairs electrical machines and equipment;
- viii. Negotiates Service Level Agreements with Business Section Managers;
- ix. Participate in core strategic plans of the Corporation; and
- x. Performs any other relevant duties as may be assigned by supervisor.

### **1.5.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree in Electrical Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer

### **1.5.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.5.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.5.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.6 MANAGER FOR LOCOMOTIVE MAINTENANCE- 1 POST(RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Rolling Stock

**Supervises:** Staff under his/her Section

### **1.6.1 JOB OBJECTIVES**

To manage remanufacturing, maintenance, general services and repair of locomotives and associated rolling stock as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.6.2 DUTIES AND RESPONSIBILITIES**

- i. Monitor, schedule and undertake preventive, corrective and overhaul maintenance of locomotives;
- ii. Examines incoming and outgoing locomotives;
- iii. Undertakes minor and medium repair and maintenance of locomotives;
- iv. Examines and attend accidents involving locomotives;
- v. Designs and re-manufacture of locomotives;
- vi. Prepares specifications, technical standards procedures and manuals for operations of locomotives;
- vii. Conducts audit of maintenance activities in main workshops and zones;
- viii. Negotiates Service Level Agreements with Business Section Managers;
- ix. Participate in core strategic plans of the Corporation; and
- x. Performs any other relevant duties as may be assigned by supervisor.

### **1.6.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Mechanical Engineering, Automobile Engineering, Electromechanical Engineering, Electrical Engineering, Electronics Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer.

### **1.6.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.6.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.6.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.7 MANAGER FOR FREIGHT CARS MAINTENANCE- 1 POST(RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Rolling Stock

**Supervises:** Staff under his/her Section

### **1.7.1 JOB OBJECTIVES**

To manage remanufacturing, maintenance, general services and repair of freight cars and associated rolling stock as specified and agreed in the Corporate strategic plan, Business plan and Service Level Agreements.

### **1.7.2 DUTIES AND RESPONSIBILITIES**

- i. Manages re-manufacturing function of freight cars;
- ii. Coordinates preventive and corrective maintenance of freight cars;
- iii. Coordinates and manage schedule of services for freight cars;
- iv. Coordinates acquisition of spare parts for rehabilitating and maintaining freight cars;
- v. Carries out inspection of production of spare parts and rehabilitation of freight cars; and
- vi. Conducts audit of maintenance activities in main workshops and zones;
- vii. Negotiates Service Level Agreements with Business Section Managers;
- viii. Participate in core strategic plans of the Corporation; and
- ix. Performs any other relevant duties as may be assigned by supervisor.

### **1.7.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Mechanical Engineering, Automobile Engineering, Electromechanical Engineering, Electrical Engineering, Electronic Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer.

### **1.7.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.7.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.7.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.8 MANAGER FOR PASSENGER COACHES MAINTENANCE- 1 POST(RE-ADVERTISED)**

**Reporting Relationship**

**Appointed by:** The Board of Directors



**Reports to:** Director of Rolling Stock  
**Supervises:** Staff under his/her Section

### **1.8.1 JOB OBJECTIVES**

To manage re-manufacturing, maintenance, general services and repair of passenger coaches and associated rolling stock as specified and agreed in the Corporate strategic plan, Business plan and Service Level Agreements.

### **1.8.2 DUTIES AND RESPONSIBILITIES**

- i. Manages re-manufacturing function of passenger coaches;
- ii. Monitor, schedule and undertake preventive, corrective and overhaul maintenance of passenger coaches;
- iii. Monitors, schedules and undertakes preventive, corrective and heavy maintenance of passenger coaches;
- iv. Coordinates acquisition of spare parts for rehabilitation and maintenance of passenger coaches;
- v. Carries out inspection of production of spare parts and rehabilitation of passenger coaches;
- vi. Conducts audit of maintenance activities in main workshops and zones;
- vii. Negotiates Service Level Agreements with Business Section Managers;
- viii. Participate in core strategic plans of the Corporation; and
- ix. Performs any other relevant duties as may be assigned by supervisor.

### **1.8.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Mechanical Engineering, Automobile Engineering, Electromechanical Engineering, Electrical Engineering, Electronic Engineering or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.
- Must be registered by Engineers Registration Board as Professional Engineer.

### **1.8.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.8.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.8.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.9 MANAGER FOR COMMUTER TRAINS AND LONG DISTANCE PASSENGER TRAINS- 1 POST(RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Business Development

**Supervises:** Staff under his/her Section

### **1.9.1 JOB OBJECTIVES**

To develop and implement business strategies and plans for Commuter Trains and Long Distance Passenger Trains including cost and pricing policies for rail business profitability as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.9.2 DUTIES AND RESPONSIBILITIES**

- i. Leads the Commuter Trains and Long Distance Passenger Trains Section;
- ii. Develops business strategies and plans for Commuter Trains and Long Distance Passenger Trains, including cost and pricing policies;
- iii. Identifies potential new profitable train services to meet customer needs;
- iv. Advises on fare structures appropriate for the market;
- v. Identifies investment opportunities and provides recommendations;
- vi. Negotiates and monitors implementation of 'Service Level Agreements' with the Director of Railway Operations;
- vii. Optimises the 'financial bottom line' for Commuter Trains and for Long Distance Passenger Trains;
- viii. Compiles annual Profit & Loss Accounts for Commuter Trains and for Long Distance Passenger Trains;
- ix. Submits monthly Commercial Reports to the Director of Business Development;
- x. Handles customer enquiries;
- xi. Participate in core strategic plans of the Corporation; and
- xii. Performs any other relevant duties as may be assigned by his/her Supervisor.

### **1.9.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Transport Management, Logistics Management, Freight and Forwarding, Marketing, Economics, Transport Economics, Business Administration (majoring in either Marketing, Transport Management or Logistics Management) or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.

#### **1.9.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

#### **1.9.5 TERMS OF SERVICE**

Permanent and Pensionable

#### **1.9.6 REMUNERATION**

**Salary Scale:** TRCS 11

### **1.10 MANAGER FOR FREIGHT OPERATIONS- 1 POST(RE-ADVERTISED)**

#### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Railway Operations

**Supervises:** Staff under his/her Section

#### **1.10.1 JOB OBJECTIVE**

To manage the provision of safe, reliable and efficient Block Train and General Freight Train services in accordance with Service Level Agreements made with the Business Sections as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

#### **1.10.2 DUTIES AND RESPONSIBILITIES**

- i. Negotiates Service Level Agreements with Business Section Managers;
- ii. Facilitates safe and expeditious movement of freight trains throughout the system;
- iii. Monitors and controls status and performance of rail operations;
- iv. Coordinates operations and maintenance staff to minimize service interruptions;
- v. Coordinates on-site or remote activities during emergency or unusual incident situations, and assists in isolating the incident area from movement of trains;
- vi. Reports accidents and claims issues arising within the system and reports to the higher authority;
- vii. Oversees marshalling functions at yards;
- viii. Keeps registers of terminal wagons and ensures turnaround of rolling stock is maintained as per commercial standards;
- ix. Maintains quality information by tracking data from the Freight Management System;
- x. Coordinates periodical inspections and is custodian of records;
- xi. Works closely with Rolling Stock Directorate to oversee and schedule fleet maintenance and repair;

- xii. Plans, develops, organizes, manages, and evaluate the operations and budget for freight section;
- xiii. Coordinates activities of staff under freight section in relation to transportation operations including loading, dispatching, routing, off-loading and tracking freight wagons;
- xiv. Work closely with other transport and logistics stakeholders to promote the intermodal and multimodal freight services in streamlining the flow of goods across international borders and through customs;
- xv. Oversees production of train crew rosters;
- xvi. Participate in core strategic plans of the Corporation; and
- xvii. Performs any other relevant duties as may be assigned by his/her Supervisor.

### **1.10.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Transport Management, Logistics Management, Freight and Forwarding, Transport Economics, Business Administration (majoring in Transport Management or Logistics Management) or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be held in managerial positions, whereby experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.

### **1.10.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.10.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.10.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.11 MANAGER FOR CUSTOMER SERVICES - 1 POST (RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors

**Reports to:** Director of Railway Operations

**Supervises:** Staff under his/her Section

### **1.11.1 JOB OBJECTIVES**

To manage the customer services for safe, reliable and efficient commuter and long distance passenger train services in accordance with Service Level Agreements made with the Business Sections. Enhance passengers' satisfaction through provision of best services at stations and manage, develop, and promote proper utilization of stations to

optimize profits for the Corporation as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.11.2 DUTIES AND RESPONSIBILITIES**

- i. Negotiates Service Level Agreements with Business Section Managers.
- ii. Facilitates safe and expeditious movement of passenger trains throughout the system;
- iii. Maintain customer records for commuter and long distance train services;
- iv. Identify and analyse customer requirements for commuter and long distance train services and advise the management on proper course of action;
- v. Receive, handle and process customers complains and grievances; and
- vi. Analyse customers' invoices and tickets to ensure correctness.
- vii. Reports accidents and claims issues arising within the system and reports to the higher authority;
- viii. Monitors and controls status and performance of rail stations, yards and facilities;
- ix. Ensures cleanliness of passenger coaches and stations;
- x. Coordinates operations and maintenance staff to minimize service interruptions;
- xi. Assists in coordinating emergency operations with field personnel and other Directorates;
- xii. Works closely with Rolling Stock Directorate to ensure that passenger rolling stock is maintained as per technical/commercial standards;
- xiii. Manages the provision of commercial retail outlets, billboards and customer facilities at passenger stations.
- xiv. Oversees production of train crew rosters;
- xv. Participate in core strategic plans of the Corporation; and
- xvi. Performs any other relevant duties as may be assigned by his/her Supervisor.

### **1.11.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Transport Management, Logistics Management, Freight and Forwarding, Transport Economics, Business Administration (majoring in Transport Management or Logistics Management), Marketing or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions, experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.

### **1.11.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.11.5 TERMS OF SERVICE**

Permanent and Pensionable

### **1.11.6 REMUNERATION**

**Salary Scale:** TRCS 11

## **1.12 MANAGER FOR TRAFFIC CONTROL (OPERATIONAL RULES, TIMETABLE PLANNING AND TRAIN CONTROL) - 1 POST(RE-ADVERTISED)**

### **Reporting Relationship**

**Appointed by:** The Board of Directors  
**Reports to:** Director of Railway Operations  
**Supervises:** Staff under his/her Section

### **1.12.1 JOB OBJECTIVES**

To manage operational rules, timetable planning and train control as specified and agreed in the corporate strategic plan, Business plan and Service Level Agreements.

### **1.12.2 DUTIES AND RESPONSIBILITIES**

- i. Optimises allocation of available train paths in line with requirements from business managers, and assembles/compiles the national timetable;
- ii. Manages safe and efficient train control including the new Train Control System;
- iii. Establishes an appropriate system for monitoring and attributing the causes of train delays;
- iv. Assesses and where necessary updates operational rules;
- v. Negotiates Service Level Agreements with Business Section Managers;
- vi. Participate in core strategic plans of the Corporation; and
- vii. Performs any other relevant duties as may be assigned by his/her Supervisor.

### **1.12.3 QUALIFICATION AND EXPERIENCE**

- Bachelor's Degree either in Transport Management, Logistics Management, Freight and Forwarding, Transport Economics, Business Administration (majoring in Transport Management or Logistics Management) or equivalent qualifications from recognized institution with working experience of at least five (5) years of which three (3) years must be in managerial positions experience in the Railway industry will be an added advantage.
- Master's degree in the relevant field will be an added advantage.

### **1.12.4 KEY COMPETENCES**

- Leadership capability, Team building, Strategic focus, Managing change, Managing performance and accountability, Problem solving, Decision making and Ethics and integrity.

### **1.12.5 TERMS OF SERVICE**

Permanent and Pensionable

## 1.12.6 REMUNERATION

**Salary Scale:** TRCS 11

### GENERAL CONDITIONS

- i. All applicants must be Citizens of Tanzania of not more than 45 years of age except for those who are in Public Service;
- ii. Applicants must attach an up-to-date Curriculum Vitae (CV) having reliable contacts; postal address/post code, e-mail and telephone numbers;
- iii. Applicants should apply on the strength of the information given in this advertisement;
- iv. 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;
  - Birth certificate.
- v. Attaching copies of the following certificates is strictly not accepted
  - Form IV and form VI results slips;
  - Testimonials and all partial transcripts.
- vi. Applicants employed in the Public Service **should route their application letters through their respective employers;**
- vii. Applicants who have/were retired from the Public Service for whatever reason should not apply;
- viii. Applicants should indicate three reputable referees with their reliable contacts;
- ix. Certificates from foreign examination bodies for Ordinary or Advanced level education should be verified by The National Examination Council of Tanzania (NECTA) and National Council for Technical Education (NACTE);
- x. Certificates from Foreign Universities should be verified by The Tanzania Commission for Universities (TCU);
- xi. Applicants with special needs/case (disability) are supposed/advised to indicate;
- xii. A signed application letters should be written in English and  
Addressed to;  
*Secretary,*

*President's Office, Public Service Recruitment Secretariat,  
27 Bibi Titi Mohammed Road,  
P.O. Box 63100, Maktaba Complex,  
11102 Dar Es Salaam.*

- xiii. Deadline for application is **27<sup>th</sup> September, 2018** and;
- xiv. Only short listed candidates will be informed on a date for interview;
  - i. Presentation of forged certificates and other information will necessitate to 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**')***

**SECRETARY  
PUBLIC SERVICE RECRUITMENT SECRETARIAT.**