



JOB PROFILE

Job Title: Maintenance Manager

Location: Kalahari

Department: Maintenance

Reports to: Head of Maintenance

At Tswalu, you become part of a dedicated team that is responsible for South Africa's largest privately protected conservation area. For over 25 years, Tswalu has been at the forefront of biodiversity preservation and environmental research in the southern Kalahari.

Your role as a custodian contributes to a collective effort that goes beyond individual achievements. Every action supports our mission to leave the world better than we found it, and together, we work toward goals that are much bigger than any one person. It is a privilege and a serious responsibility, rooted in our long-term vision focused on restoring and safeguarding wildlife habitats for future generations.

PURPOSE

The Maintenance Manager is responsible for the overall maintenance, repair, and upkeep of all infrastructure, equipment, vehicles, and utilities across the game reserve. This role ensures that guest facilities, staff accommodation, operational buildings, and conservation infrastructure are maintained to the highest standard while complying with safety, environmental, and hospitality regulations.

KEY RESPONSIBILITIES

1. INFRASTRUCTURE & FACILITIES MANAGEMENT

- Oversee maintenance of camps, staff housing, offices, workshops, and recreational facilities.
- Ensure all buildings are structurally sound, safe, and aesthetically maintained.
- Manage preventative maintenance schedules for plumbing, electrical, HVAC, solar systems, generators, boreholes, and water systems.
- Maintain gates, airstrips, and other reserve infrastructure.

2. EQUIPMENT & ASSET MANAGEMENT

- Oversee servicing and repairs of vehicles, game drive vehicles, tractors, and maintenance equipment.
- Maintain asset registers and maintenance logs.
- Manage workshop operations and tool control.
- Source and procure spare parts and maintenance supplies.

3. UTILITIES & SUSTAINABILITY

- Monitor water supply systems, pumps, reservoirs, and sewage systems.

Tswalu Kalahari Reserve (Pty) Ltd

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Farm Korannaberg 296, Van Zylsrus, 8467, South Africa | P.O. Box 1081, Kuruman, 8460, South Africa

DIRECTORS: DAT LAMB (BRITISH) | DN MACFADYEN | CL OPPENHEIMER | JEM OPPENHEIMER | NF OPPENHEIMER
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- Manage power systems including generators, solar installations, and backup systems.
- Implement energy-efficient and environmentally sustainable practices aligned with conservation goals.
- Ensure compliance with environmental and reserve regulations.
- To undertake any other reasonable request from senior management and to serve on any panel as required.
- To drive the 4C's of The Long Run within the department and ensure ongoing compliance.

4. TEAM LEADERSHIP & SUPERVISION

- Supervise maintenance team members (artisans, handymen, plumbers, electricians, general workers).
- Allocate tasks and monitor performance.
- Provide on-the-job training and mentorship.
- Ensure adherence to health and safety standards.

5. HEALTH, SAFETY & COMPLIANCE

- Ensure compliance with Occupational Health & Safety legislation.
- Conduct regular safety inspections and risk assessments.
- Maintain fire prevention systems and emergency equipment.
- Ensure safe handling and storage of tools, fuel, and hazardous materials.

6. BUDGET & ADMINISTRATION

- Prepare and manage the maintenance department budget.
- Control expenditure and minimize unnecessary costs.
- Obtain quotations and manage contractors when required.
- Submit monthly maintenance reports to senior management.

7. EMERGENCY RESPONSE

- Be available for after-hours emergencies.
- Respond promptly to breakdowns that may impact guest experience or operational continuity.

MINIMUM REQUIREMENTS

- Relevant trade qualification (Electrical, Plumbing, Mechanical, Building, or similar).
- 5+ years' experience in maintenance management, preferably in hospitality, lodges, or remote operations.
- Strong knowledge of generators, solar systems, boreholes, and water reticulation.
- Valid driver's license.
- Computer literacy (MS Office and maintenance management systems).

KEY COMPETENCIES

- Strong leadership and problem-solving skills
- Hands-on technical expertise
- Ability to work in remote environments
- Excellent planning and organisational skills

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- Cost control and budgeting ability
- Strong attention to detail
- High level of accountability and reliability

Working Conditions

- Based on-site at the game reserve.
- May require standby and after-hours availability.
- Exposure to outdoor and remote conditions

WHAT WE OFFER

- A dynamic leadership role in a vibrant and unique environment.
- Opportunity to work within one of South Africa's most respected conservation brands.
- Competitive compensation and benefits package.
- A culture of innovation, collaboration, and hospitality excellence.
- Being part of a purpose-led organisation focused on meaningful impact.

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