



JOB PROFILE

Job Title: Head of Maintenance

Location: Tswalu Kalahari Reserve*

Department: Maintenance

Reports to: General Manager

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.

Role Summary

The Head of Maintenance is responsible for overseeing the **planning**, execution, and maintenance of infrastructure, utilities, technical systems, and environmental technologies, including solar power, water treatment, air conditioning, and fire safety. This role ensures that all engineering services support both guest comfort and conservation priorities.

KEY RESPONSIBILITIES

Infrastructure + Facility Maintenance

- Lead proactive, preventative and reactive maintenance of all buildings, guest accommodations, staff quarters, and communal facilities.
- Oversee civil works and infrastructure upgrades in accordance with eco-sensitive construction principles.
- Ensure infrastructure complies with legal, safety, and environmental regulations.

Fleet + Equipment Management

- Ensure regular servicing and optimal functioning of reserve and hospitality vehicles (4x4s, tractors, game viewers, etc.).
- Oversee the upkeep of machinery, tools, water pumps, solar systems, generators, and boreholes.

Utilities & Systems Oversight

- Manage all power systems (solar PV, generators, battery banks).
- Supervise water supply (boreholes, purification, storage), and waste management (greywater recycling, sewage systems).
- Maintain HVAC, refrigeration, electrical, plumbing, and IT infrastructure.

Team Management

- Lead and develop the technical and maintenance team (plumbers, electricians, handymen, etc.).

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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 McFAYDEN | CL OPPENHEIMER | JEM OPPENHEIMER | NF OPPENHEIMER
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- Ensure team members are trained, motivated, and operating to high standards.
- Schedule routine maintenance and emergency response procedures.

Sustainability & Conservation

- Work in collaboration with conservation staff to reduce ecological footprint.
- Optimize energy and water efficiency in all operations.
- Maintain green building practices and monitor system performance.

Budgeting + Procurement

- Prepare and manage the annual maintenance budget in coordination with the Head of Property Operations.
- Oversee procurement of tools, materials, and services in line with sustainability goals.
- Monitor stock levels and ensure effective asset management.

Health + Safety Compliance

- Enforce compliance with occupational health and safety regulations and company policies.
- Identify risks and implement preventative measures to ensure guest, staff, and wildlife safety.
- Collaborate with partners and education providers to build pipelines of local talent.

QUALIFICATIONS

- Relevant Qualification/s in Mechanical / Electrical / Civil Engineering or a related field.
- Minimum of 7 years' experience in a senior engineering or maintenance role, **with hospitality industry preference but not required.**
- Strong understanding of sustainable technologies (solar energy, water filtration, waste management and off-grid utilities).
- Proven leadership and team development skills.
- Experience with facilities management systems and project planning tools.
- Valid driver's license and willingness to live on-site in a remote environment.
- Excellent interpersonal and communication skills; ability to influence and collaborate across departments.
- Excellent attention to detail and flexible work ethic.

PERSONAL CHARACTERISTICS

- Experience in luxury safari lodge or eco-resort settings would be preferable.
- Familiarity with conservation-driven operational principles.
- Strong leadership and interpersonal skills.
- Exceptional problem-solving and organizational abilities within a strategic context.
- Proactive, hands-on, and solutions-driven.
- Able to work under pressure and adapt to changing priorities.
- Commitment to environmental sustainability and responsible resource use.
- Ability to work flexible working hours, including availability for emergencies.
- Flexible, adaptable, and resilient in remote or challenging settings.
- Ability to thrive in a dynamic, high performance environment.

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WHAT WE OFFER

- Be part of a purpose-driven organisation working at the intersection of luxury hospitality and ecological restoration.
- Live and work in one of Africa's most breathtaking and biodiverse wilderness regions.
- A culture of innovation, collaboration, and hospitality excellence.
- Competitive compensation and benefits package. Job Grade – D Upper on Paterson
- Earning range – open to negotiations with the right candidate

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