



## MAURITIUS PORTS AUTHORITY

### VACANCY NOTICE FOR THE POST OF DIRECTOR-GENERAL

Applications are invited from Mauritian and International candidates who wish to be considered for appointment on a contractual basis for the post of **Director-General** at the Mauritius Ports Authority which is established under Section 8 of the Ports Act 1998.

#### Candidate Profile

**1. QUALIFICATIONS** : By selection from candidates who possess:

**A. EITHER**

A Bachelor Degree in one of the following fields:  
Accounting & Finance or Finance or Public  
Administration or Information Technology or  
Management or Business Management or Human  
Resources or Economics or Engineering or  
Logistics & Supply Management or Logistics &  
Transport Management.

**OR**

A Certificate of Competency as a Foreign-going  
Master Class I unlimited as per STCW 1978 as  
amended.

**B.** Master's Degree in Management or  
Administration or Finance or Project Management  
or Engineering or Logistics & Supply Management  
or Port Management & Shipping Administration or  
Marine Economics & Logistics or Marine Safety &  
Environmental Management.

**OR**

Any equivalent qualification to A and B above  
acceptable to the Authority.

**2. EXPERIENCE** : **For Internal Candidates:**

At least 5 years' experience as Deputy Director  
General/Port Master of the Mauritius Ports Authority.

**For External Candidates:**

At least 10 years' experience at the level of Chief Executive in a large organisation.

**Note:**

- (i) Experience in the Port Sector would be an advantage.
- (ii) Candidates should produce evidence of experience claimed.

### **3. COMPETENCIES AND SKILLS**

Candidates should also:

- (i) be conversant with Port Management and Development;
- (ii) possess strong leadership, interpersonal and communication skills; and
- (iii) possess sound analytical skills and be able to adopt a multidisciplinary approach to problem and be able to meet tight deadlines.

### **4. DUTIES AND RESPONSIBILITIES**

#### **a) Strategic Planning and Public Relations**

- (i) To develop strategic plans and drive the implementation of corporate projects to support the achievement of the long term vision of the Government of Mauritius for the Mauritius Ports Authority.
- (ii) To collaborate with key representatives of Government, the Media, External Bodies i.e. Industry associations and Ministries with a view to positioning the Authority as a key strategic player in the economy of Mauritius.
- (iii) To keep the Board updated on progress and recommend the resources required (both financial and human) for the successful implementation of corporate strategies.
- (iv) To represent the Authority in delegated forums.

#### **b) Performance Optimisation**

- (i) To provide strategic leadership to all core functions of the Authority in order to drive performance and optimise the allocation and usage of resources.
- (ii) To ensure that the strategic projects are managed in an effort to achieve short and long term performance and productivity goals.
- (iii) To provide vision, motivation, and leadership to all Authority personnel towards the achievement of the Authority's mission, strategy, values and goals.

**c) Financial Management & Control**

- (i) To ensure the implementation of sound business practices and financial controls so as to manage risks and ensure compliance to regulations and relevant legislation.
- (ii) To oversee the preparation of the annual budget and monitor and control expenditure according to the budget authorised by the Board.

**d) Board & Stakeholder Relationship Management**

- (i) To act as the Key Advisor to Members of the Board of Directors.
- (ii) To establish long-range and tactical objectives in conjunction with the Board of Directors and brief Members on issues of interest.
- (iii) To network with all external stakeholders in forwarding the mission and goals of the Mauritius Ports Authority, build alliances, and develop community and media relationships.
- (iv) To direct the Authority's resources in the interface and communication with governmental, business, and community interests.
- (v) To represent the Authority on related committees, panels, community meetings, and public and private meetings in response to the projects, mission, goals, and objectives of the Authority.
- (vi) To develop partnerships with intergovernmental agencies to protect and develop the Authority's interests.
- (vii) To assure that the Authority and its mission, programs, and services are consistently presented in a candid, transparent, strong and positive image to external stakeholders.

**e) Governance**

- (i) To ensure compliance with good governance practices.
- (ii) To ensure that all provisions of the Port Acts and relevant legislation are adhered to.
- (iii) To delegate powers of responsibility to the Deputy Director General and/or Port Master, under the Ports Act Constitution, when required.

**f) Health and Safety**

- (i) To develop and oversee the implementation of policies that will ensure that all activities are performed safely and efficiently.
- (ii) To enforce port regulations relating to port operations, port policing, vessel movements, towage, land traffic, fire and environmental safety within the port.
- (iii) To play an active role in promoting safety and security at the Authority.
- (iv) To represent the Authority on matters pertaining to maritime, environmental, safety and security considerations as and when necessary.

## 5. MODE OF APPLICATION

Letter of application, including a detailed CV, photocopies of qualifications, evidence of experiences claimed (testimonials), names and contact details (phone, fax, email) of two referees, should be sent in sealed envelope marked ***Application for the post of Director General EITHER*** by post to the ***Manager, HR Services & Employee Relations, Ground Floor, H. Ramnarain Building, Mer Rouge, Port Louis OR*** by email bearing as subject matter ***Application for the post of Director-General*** to the dedicated email address: **[recruitment@mauport.com](mailto:recruitment@mauport.com)**.

### **Closing Date:**

The application should reach the MPA by **Wednesday 6 December 2023 by 1500 hours** (local time).

## 6. TERMS AND CONDITIONS

Appointment will be on a one year contract basis, renewable subject to satisfactory performance. Salary will be negotiable together with the following benefits:

- (i) An end-of-year bonus equivalent to one-month salary;
- (ii) A gratuity at the rate of two months' salary on completion of 12 months' satisfactory service;
- (iii) Passage Benefits for local candidates whilst expatriates will be entitled to air passages (Economy class tickets) on appointment and expiry of contract.

Other benefits will include Chauffeur Driven Car, Fuel Allowance, Entertainment Allowance, Telephone Allowance and Annual/ Sick leaves.

**Note:** Expatriates will be eligible to a rent allowance as determined by the Authority.

### **Important notes to candidates:**

- The position is open to both local and international candidates.
- Applications received after the due date and time shall not be considered.
- Any candidate who fails to submit evidence of qualifications and experience claimed shall be disqualified.
- Only the best qualified candidates will be called for interview.
- The MPA reserves the right not to make any appointment following this advertisement without incurring any liability towards any applicant.

**15 November 2023**