

VACANCY: DIRECTOR TECHNICAL AND OPERATIONS

Location: Harare, Zimbabwe (On site)

Employment type: 4 Years fixed term contract

Reports to: Executive Director

Application deadline: 07 November 2025

Description of Organization: The Southern African Railways Association (SARA) is a regional organization representing railways and related stakeholders in the SADC region. Our mission is to promote delivery of a cost effective integrated seamless and predictable railway transport service and advocate for a sustainable fair surface transport policy in the SADC region.

Key Result Areas and Activities: -

Regional standardization by identifying discrepancies in operating standards, developing and recommending harmonized regional operating, technical and safety standards, whilst ensuring compliance with member states.

1. Regional railways development through identifying infrastructure gaps, coordinating infrastructure development, promoting operational efficiency and collecting regional traffic movement data.
2. Providing advice on desirable interventions to improve cost effectiveness of rail operations in the region.
3. Implementation of SARA programmes including board resolutions and interventions within the corridors.
4. Coordinating the activities of inter-disciplinary committees responsible for planning, implementation and review of regional business activities including Corridor Management Groups.
5. Responsible for capacity development programs through regional training programs and liaising with donors on funding and execution of the programs.
6. Visit SARA railway members in the region to accomplish key activities of the association.
7. Any other duties assigned by the Executive Director.

Qualifications

- Bachelor's degree in civil or mechanical engineering, Transport economics, Logistics and supply management and Business studies. An MBA will be an added advantage
- Certifications in project management, strategy, safety and regional transport policy will also be an added advantage.
- Minimum 5 years' experience in a senior role working for a railway or logistic operation ideally in Southern Africa.
- Strong analytical, conceptual, communication and computer skills.
- Should be proficient in English language. A working know of French or Portuguese will be an advantage.

Remuneration

- Competitive Basic Salary
- Gratuity 25% of Basic Salary

Application Process: Send an application comprising a detailed CV and cover letter to the Executive Director at dtorecruitment@sararail.org