



Job Title	Location and Business Unit	Department
<i>Clinker Production Engineer</i>	<i>Mombasa, Bamburi Cement Plc</i>	<i>Production</i>

WHO IS BAMBURI CEMENT PLC?

Bamburi Cement Plc is a leading cement and concrete producer in Eastern Africa and a member of the Amsons Group. For over 70 years, we have helped build the region through innovative, sustainable, and high-performance construction solutions.

Guided by our Building for Growth Strategy, we focus on Growth, Smart Cost Control, Sustainability & Governance, Customer Excellence, Digital & Innovation, and People. We are committed to Building Progress for People and the Planet by fostering a safe, inclusive, and empowering workplace where our people can grow, innovate, and make a lasting impact.

WHO ARE BAMBURI CEMENT PLC PEOPLE?

Our diverse and talented teams are passionate about finding better ways to build. Driven by innovation, continuous improvement, and a pioneering spirit, they collaborate to deliver sustainable solutions and create value for our customers, communities, colleagues, and shareholders. Together, they bring SPICE to everything we do.

THE OPPORTUNITY

In collaboration with maintenance, quality and process departments, the role drives operational excellence in clinker production and alternative fuels utilisation through achievement of target volumes at the right quality, cost, safely and in an environmentally sound manner. The role also drives the sustainable refractory strategy taking into account clinker demand and cost.

YOUR RESPONSIBILITIES

People, Capability & Culture

- Build a high performing, professional and customer centric team.
- Develop succession, capability and leadership pipelines while optimising use of external expertise.
- Embed a performance-driven, ethical and safety-conscious culture
- Embed a culture of continuous improvement and operational excellence

Health Safety & Environment (HSE)

- Effectively communicate and engage all employees and contractors under their supervision to ensure comprehensive understanding and adherence to the Company's HSE Policy, HSE Rules and HSE Standards.
- Provide strong leadership in promoting a safety-first culture among workers and contractors, encouraging active participation in safety initiatives, programs, incident investigation and fostering an

environment where safety is everyone's responsibility.

Clinker Production KPI's

- Ensure that clinker production operations are in compliance with the Bamburi Cement's Health, Safety and Environment rules and policies, operating procedures (SOPs).
- Cascades the clinker production alternative fuels utilization plan for execution and spearheads targets achievement
- Manages clinker production cost (variable and fixed) and take necessary actions to meet budget
- Ensuring production standard operating procedures are followed and reviewed from time to time. Ensures the clinkering plants, coal grinding, and Alternative fuels plants are operated with safe limits
- Participates and contributes in planning activities by collaborating with Preventive maintenance to ensure the maintenance planning is well synchronised with clinker plants (coal mill, kilns and clinker loading) operations and that activities planned for are executed.
- Spearheads Production related Root Cause analysis for shops under his responsibility in a cross-functional forum and leads in actions implementation. Participates in all other (maintenance) root cause investigation for his shops.
- Routinely monitors stocks of all clinker production materials and fuels (both local and imported) and other production supplies to guarantee sufficiency and no stock outs. Works closely with supply chain and quarry departments to ensure reasonable stocks of raw materials and products in order to keep the balance of supply and demand.
- Drives continuous improvement agenda for the process and equipment by analyzing performance gaps, identifying improvement opportunities and ensuring implementation of improvement action plans.
- Manages refractory management system in view of operations mastery. Ensures proper control and monitoring of refractory conditions in collaboration with the refractory engineer and provides feedback for refractory improvement actions and maintenance planning
- Is responsible for developing & maintaining technical training material in the clinkering section to enhance knowledge development.
- Implements the First level inspection program by shift operators and ensures its efficiency.
- Support Production manager in the yearly budget, financial planning, and forecast of the production department along with the technical direction.
- Providing the technical support for the optimization of the raw meal production, kiln and coal mills with the minimum costs.
- Works with production manager and HR department in planning for Production staff training and development.
- Leads in the alternative fuels initiatives implementation in the plant. Ensures achievement of target Thermal Substitution rate

YOUR QUALIFICATIONS, EXPERIENCE & SKILLS

Minimum Requirements:

Qualification & Experience

- Bachelor degree of Engineering or Science preferably Chemical/Process engineering
- 5-7 years' experience in the industrial sector preferably in cement industry on a position of similar responsibility
- In depth understanding of refractory management in the cement environment
- Cement and clinker manufacturing expertise with in-depth knowledge of plant operations and process engineering
- Detailed knowledge of industrial safety management especially process safety management

Generic Skills

- Communication skills, planning and organizing skills, strategic planning, problem solving skills, multiple tasking skills, leadership skills and PC skills.

Leadership Skills

- People Management & Development

- Emotional Intelligence
- Decision Making
- Conflict Management
- Adaptability & Learning Agility
- Delegation & Empowerment

FURTHER DETAILS

Date of posting: 13 th August, 2026	Closing date: 20 th August, 2026
Location: Mombasa	Reporting to: Production Manager
Employment type: Permanent and Pensionable	Number of roles :1

Please send your Application Letter and detailed Curriculum Vitae containing names of three referees who can provide confidential assessment of your capabilities by 20th August, 2026 to career.applications.bamburi@bamburigroup.com. Please remember to quote the position on the email subject line.

Bamburi Cement Plc is an equal opportunity employer. Only shortlisted candidates will be contacted.