

PLASTIC LOOP GAMBIA

Advancing Plastic Waste Management Through Circular Economy Approaches

STAFF RECRUITMENT ADVERTISEMENT

(Recruitment in anticipation of donor approval)

Senior Technician / Maintenance

Location: Project Sites

Employment Type: Full-Time Contract

Duration: 12 months, renewable depending on performance and project funding availability

Remuneration: Competitive, commensurate with qualifications and experience

Reports To: Local Project Lead / Project Manager / Maintenance Manager / Project Engineer

ABOUT THE PROJECT

Hustle for Humanity Gambia (HFH-G) and Ayara Foundation Switzerland are pleased to announce the anticipated recruitment of qualified and motivated Gambian professionals for Plastic Loop Gambia, a project entitled “Advancing Plastic Waste Management Through Circular Economy Approaches”. The initiative turns plastic waste into useful products, creates jobs and raises local economic value through collection, recycling, manufacturing and community engagement in the Greater Banjul Area. It supports the government's ongoing commitment to environmental sustainability and public health, and will operate as the country's second organised plastic waste collection point, strengthen stakeholder awareness of sustainable waste management, and generate livelihood opportunities for vulnerable groups.

This initiative is currently pending final approval and funding from our donors. Recruitment will proceed only upon formal approval and disbursement of funds. Only shortlisted candidates will be contacted for interview.

JOB SUMMARY

We are seeking a dedicated and experienced Senior Technician / Maintenance professional to join our Plastic Waste and Circular Economy Project. The ideal candidate will maintain, troubleshoot and optimise equipment and machinery used in plastic waste processing and recycling operations. This role plays a crucial part in ensuring smooth project operations, minimising downtime and supporting sustainability goals within the circular economy framework.

KEY RESPONSIBILITIES

- Perform regular maintenance, inspection and repair of machinery and equipment used in plastic waste sorting, processing and recycling.
- Diagnose mechanical, electrical and hydraulic faults in processing lines and implement timely corrective actions.
- Collaborate with engineering and project teams to improve equipment efficiency and adapt machinery to evolving project needs.
- Maintain accurate maintenance logs, service records and inventory of spare parts.
- Implement preventive maintenance programmes to reduce equipment failures and extend asset life.
- Ensure compliance with health, safety and environmental standards related to equipment operation and maintenance.
- Train junior technicians and operators on proper equipment use and basic troubleshooting techniques.
- Support installation and commissioning of new machinery or upgrades aligned with circular economy practices.
- Assist in developing technical documentation, SOPs (Standard Operating Procedures) and maintenance protocols.

PLASTIC LOOP GAMBIA

Advancing Plastic Waste Management Through Circular Economy Approaches

Equipment Maintenance

- Perform preventive, corrective and breakdown maintenance on machinery and equipment.
- Inspect equipment regularly to identify defects, wear, leaks or potential failures.
- Repair, replace, adjust and calibrate mechanical, electrical, hydraulic, pneumatic and control-system components.
- Ensure equipment is maintained according to manufacturer recommendations and company procedures.
- Support installation, commissioning, modification and relocation of equipment.
- Maintain production machinery, tools, utilities and facility systems in good working condition.

Troubleshooting and Breakdown Response

- Respond promptly to equipment breakdowns and maintenance requests.
- Diagnose faults using technical manuals, drawings, testing instruments and system knowledge.
- Identify root causes of recurring equipment failures.
- Restore equipment to safe operating condition with minimum production downtime.
- Escalate major or complex technical issues to the Maintenance Manager or Engineering team.
- Record breakdown details, repair actions, downtime and parts used.

Preventive and Predictive Maintenance

- Follow and complete scheduled preventive maintenance activities.
- Develop or recommend maintenance checklists and inspection routines.
- Monitor equipment condition and identify early warning signs of failure.
- Support predictive maintenance activities such as vibration checks, temperature monitoring, lubrication inspection and electrical testing.
- Recommend replacement or refurbishment of aging or unreliable equipment.
- Ensure maintenance schedules are updated and completed on time.

Team Leadership and Technical Support

- Lead and guide maintenance technicians, assistants and contractors when assigned.
- Allocate daily maintenance tasks and monitor work progress.
- Provide technical guidance, coaching and on-the-job training.
- Review the quality and safety of completed maintenance work.
- Support shift handovers and ensure outstanding work is properly communicated.
- Act as a technical resource for production and maintenance teams.

Health, Safety and Environmental Compliance

- Follow and enforce all workplace health and safety rules.
- Apply lockout/tagout procedures before starting maintenance work.
- Use appropriate personal protective equipment and ensure safe work practices.
- Conduct or participate in risk assessments, toolbox talks and permit-to-work activities.
- Report hazards, near misses, accidents and unsafe equipment conditions.
- Ensure tools, work areas and equipment are left safe and clean after maintenance.
- Handle oils, chemicals, batteries, waste and other materials responsibly.

Electrical, Mechanical and Technical Work

Depending on the facility and qualifications, responsibilities may include:

- Electrical testing, wiring, motor repairs and control-panel troubleshooting.
- Mechanical repairs involving bearings, belts, chains, gearboxes, pumps and conveyors.
- Pneumatic and hydraulic system inspection and repair.

PLASTIC LOOP GAMBIA

Advancing Plastic Waste Management Through Circular Economy Approaches

- Welding, fabrication, machining and basic structural repairs.
- Instrumentation, sensors, PLCs, drives and automation support.
- Utility-system maintenance, including compressors, generators, HVAC, boilers, water systems and other services.

Spare Parts and Tools

- Identify and request required spare parts, consumables and materials.
- Check that replacement parts meet the correct specifications.
- Maintain proper control and storage of tools, equipment and spare parts.
- Report shortages, damaged parts and critical stock requirements.
- Recommend standardisation of parts to reduce cost and inventory levels.
- Ensure tools and testing equipment are calibrated and properly maintained.

Documentation and Reporting

- Complete maintenance work orders, checklists, inspection forms and service reports.
- Maintain accurate equipment history and repair records.
- Record labour hours, parts used, equipment downtime and failure details.
- Update maintenance logs and computerised maintenance management systems where applicable.
- Prepare shift, daily, weekly and monthly maintenance reports.
- Provide recommendations based on maintenance data and equipment performance.

Continuous Improvement

- Identify opportunities to improve equipment reliability, safety and efficiency.
- Participate in root-cause analysis and failure investigations.
- Recommend modifications that reduce downtime, energy use, waste and maintenance costs.
- Support reliability, lean maintenance and continuous improvement programmes.
- Help develop standard operating procedures and maintenance standards.
- Monitor recurring problems and ensure corrective actions are sustained.

Contractor and Project Coordination

- Supervise contractors and external service providers when required.
- Verify that contractor work is completed safely and according to specifications.
- Support equipment upgrades, construction, installation and commissioning projects.
- Review technical drawings, manuals, quotations and equipment specifications.
- Coordinate maintenance activities with production to minimise operational disruption.

The duties outlined above represent the primary functions of the role but are not exhaustive. The position may require additional responsibilities and special projects as assigned by management.

KEY PERFORMANCE AREAS

The Senior Technician / Maintenance may be evaluated based on:

- Equipment availability and reliability.
- Reduction in breakdowns and unplanned downtime.
- Completion of preventive maintenance on schedule.
- Response and repair time.

PLASTIC LOOP GAMBIA

Advancing Plastic Waste Management Through Circular Economy Approaches

QUALIFICATIONS

- Diploma or degree in Mechanical / Electrical Engineering, Industrial Maintenance or a related technical field.
- Minimum 5 to 8 years' experience in maintenance roles, preferably in recycling, waste management or manufacturing sectors.
- Strong knowledge of mechanical systems, electrical circuits, hydraulics, pneumatics and PLC controls.
- Proven ability to troubleshoot and repair complex machinery and industrial equipment.
- Familiarity with plastic waste processing technologies and circular economy principles is highly desirable.
- Proficient with maintenance management software and tools.
- Excellent problem-solving, communication and teamwork skills.
- Commitment to workplace safety and environmental sustainability.

WORKING CONDITIONS

- On-site work at recycling facilities or operational plants dealing with plastic waste.
- May require flexible hours to address urgent maintenance issues or support equipment installations.
- Use of personal protective equipment (PPE) and adherence to safety guidelines are mandatory.
- Standard working hours (8 am – 5 pm) with possible extended hours during peak project periods or audits, including weekends and public holidays.

This role offers an exciting opportunity to contribute directly to reducing plastic waste and promoting sustainable circular economy practices through effective maintenance and technical expertise.

HOW TO APPLY

Interested candidates are invited to visit the website <https://www.plasticcircles.com> to submit their updated CVs and cover letters detailing their suitability for the anticipated positions to plasticloopgambia@gmail.com on or before 15th November 2026.

Hustle for Humanity Gambia is carrying out this recruitment as the local implementation lead, in partnership with Ayara Foundation Switzerland as the international programme lead.

Hustle for Humanity Gambia and Ayara Foundation Switzerland are equal opportunity employers that value diversity. Women and candidates from underrepresented groups are strongly encouraged to apply.