



## **CHIEF CHEMIST - GRADE KPC 4 Job Ref No. KPC/ADVT/20/2023 (1post)**

### **a) Job Description**

- i. Formulating procedures and enforcing them to make sure that the quality of all products in the system is known at all times.
- ii. Advising Management on ways of avoiding contaminations
- iii. Providing Technical advice on decontaminations when they occur
- iv. Representing the Company in forums that deal with quality standards and specification.
- v. Guiding and developing staff in Quality Control Section
- vi. Manpower planning and recommendations
- vii. Planning and assuring Test Equipment availability
- viii. Provide technical leadership to multidisciplinary teams to enable them develop, implement and evaluate strategic corporate plans and budgets aimed at improving organisation performance.
- ix. Develop and implement strategies for creating a high performing organizational culture based on transparency, integrity, accountability, performance measurement and results to ensure that programme activities are undertaken on sound management principles and practices.
- x. Initiate and participate in organizational performance reviews and business process improvement programmes as well as undertake special investigations aimed at improving organizational effectiveness.
- xi. Participate in the recruitment and selection of staff in order to ensure that the candidates selected have the required job competencies and are provided with orientation and induction programme necessary for effective job performance.
- xii. Review incidents of violations against organizational policy and regulations as well as handle employee disputes and take appropriate action in line with approved policies, procedures and regulations.
- xiii. Coordinate and implement training programs in Quality Control department, aimed at equipping staff with appropriate job competencies in order to improve the design and delivery of high quality services.
- xiv. Plan, monitor and evaluate the performance of staff against set targets and objectives and implementing development action plans aimed at building the capacity of individuals and multi-disciplinary teams.
- xv. Perform any other duties relevant to the function.

### **b) Person Specifications**

- i. Bachelor of Science in Analytical Chemistry or Industrial Chemistry or any related field from a recognized University
- ii. Minimum eight (8) years relevant experience three (3) of which should have been at Senior management level.
- iii. Membership to a relevant professional body.
- iv. Proficiency in computer applications
- v. Demonstrated competence in work performance.

**c) Key Skills and Competencies**

- i. Comprehensive knowledge and understanding of engineering aspects in Oil/gas Industry including broad knowledge of local and international standards.
- ii. Flexibility and responsiveness in handling and determining engineering issues, sound analytical skills and the ability to identify with precision the critical factors of a problem in an impartial and objective way.
- iii. Ability to maintain professional status and keep abreast of evolving trends in engineering.
- iv. Proficiency in computer applications.
- v. Demonstrate technical expertise in risk management, quality assurance as well as monitoring and evaluation.
- vi. Ability to empower staff through coaching and counselling by emphasizing accountability and results oriented management rather than direct supervision.
- vii. Strong well-developed communication and interpersonal skills including ability to prepare relevant reports.
- viii. Flexibility and responsiveness in handling and determining civil engineering issues, sound analytical skills and the ability to identify with precision the critical factors of a problem in an impartial and objective way.
- ix. Ability to deliver KPC's articulated vision for change.
- x. Ability to establish flexible multidisciplinary teams.
- xi. Ability to handle an Emergency Response situation and Team as well as handling safety oversight roles.