



INTERNAL ADVERTISEMENT

MAINTENANCE MANAGER

Introduction

Applications are invited from suitably qualified personnel to fill in the position of **Maintenance Manager** for Rainbow Tourism Group and the successful candidate will be based at Kadoma Hotel & Conference Centre in Kadoma.

The position reports to the General Manager.

Summary

The Maintenance Manager is responsible for the overall planning, organization, and execution of all maintenance activities within the 3-star hotel. This includes ensuring the safe, efficient, and cost-effective operation of all hotel facilities, equipment, and grounds, thereby contributing to an exceptional guest experience and upholding the hotel's brand standards. The role requires a strong understanding of local regulations, resource management and a proactive approach to preventative maintenance in a hotel setting.

Responsibilities Include:

- ❖ Development and implementation of comprehensive preventative maintenance programs for all hotel assets (guest rooms, F&B outlets, public areas, back-of-house, laundry, kitchen equipment, pool, gardens, vehicles, etc.).
- ❖ Drafting and management of a robust maintenance budget, ensuring cost control and optimal resource allocation.
- ❖ Identification and prioritization of maintenance projects based on guest impact, safety, cost, and operational efficiency.
- ❖ Overseeing daily maintenance operations, including fault finding, repairs, and installations.
- ❖ Providing overall leadership role to the maintenance team
- ❖ Supervision of external contractors and service providers, ensuring quality of work and adherence to contractual agreements.
- ❖ Recruitment, training and development of a high-performing maintenance team.
- ❖ Conduct regular performance reviews.
- ❖ Implement and enforce all hotel and national health, safety, and environmental policies and procedures.
- ❖ Conduct regular safety inspections and risk assessments across the property.
- ❖ Ensure fire safety systems, emergency lighting, and evacuation procedures are fully functional and regularly tested.

- ❖ Oversee waste management and energy conservation initiatives.
- ❖ Proactively identify potential issues that could impact guest comfort or safety.
- ❖ Conduct regular inspections of guest rooms and public areas to identify maintenance needs.

Job Specifications

The candidate should have the following:

- ❖ Bachelor's degree in Electrical, Mechanical or Civil Engineering, Facilities Management, or a related field.
- ❖ Relevant trade qualifications (e.g., journeyman certificate in electrical, plumbing, or carpentry) are highly desirable.
- ❖ Minimum of 5 years of progressive experience in maintenance management, with at least 2-3 years in a supervisory or managerial role within a hotel or resort environment.
- ❖ Demonstrated experience in managing diverse maintenance systems, including HVAC, plumbing, electrical, carpentry, refrigeration, and general building fabric.
- ❖ Experience working in a remote or resort location is advantageous.
- ❖ Proven track record of implementing successful preventative maintenance programs.
- ❖ Technical proficiency and problem solving skills
- ❖ Excellent leadership, team management and motivational skills.
- ❖ Financial acumen, safety conscious and customer focus.

All applications accompanied by a detailed CV should be submitted online by not later than October 06, 2026 on the link below <https://rtgafrica.com/careers/jobs/maintenance-manager-3/>