



Our client (HQ in Abuja, Nigeria) is part of a European group of investors with a strong expertise in logistics for semi-solid and liquefied hydrocarbon products in Africa.

The family owned company operates state-of-the-art production facilities and is building and developing a large transportation fleet and a highly specialized logistic network and infrastructure to service demanding industrial customers all over Nigeria and West-Africa.

To further manage, develop and expand the company's production facilities in Rivers State we are hiring an experienced :

Plant Director

Oil & Gas Industry, Port Harcourt, Nigeria

Your Mission :

- You will be responsible for the complete operational, financial, and strategic management of the production plant, ensuring optimal performance, safety, and regulatory compliance.
- You will lead, direct, and motivate a multidisciplinary team across engineering, maintenance, operations, HSE, HR, and supply chain management to achieve the highest levels of plant reliability, efficiency, and productivity.
- You will oversee plant-wide processes and systems including production scheduling, resource utilization, industrial relations, inventory and equipment management, quality assurance, and incident prevention.
- You will hold full accountability for the site's P&L, including CAPEX and OPEX budget development and control, cost analysis, ROI tracking for key projects, and financial performance reporting.
- You will drive strategic growth by identifying and executing on improvement opportunities, technology upgrades, and process innovations, while ensuring alignment with corporate goals and long-term business plans.
- You will ensure the implementation and enforcement of health, safety, environmental, and security protocols across the site, and will champion a zero-incident culture through regular training, audits, and compliance tracking.
- You will act as the primary liaison for the plant with internal stakeholders, senior management, external partners, regulatory agencies, community leaders, and government authorities.
- You will represent the plant in broader company initiatives, contribute to expansion strategies, and ensure that the plant plays a central role in the company's national and regional ambitions.
- You will report directly to the Group COO and work in close coordination with the company's executive team and technical departments at HQ in Abuja.



Your Profile :

- To qualify You hold a relevant technical degree in engineering, preferably in Chemical, Mechanical, or Electrical Engineering. A master's degree in Business Administration or a related field is considered a strong advantage.
- You have a minimum of 15 years of progressive experience in the oil & gas sector, with at least 10 years in a leadership or plant/general management role within (petro-)chemical, gas production or refining environments.
- You have hands-on experience overseeing complex plant operations, including process optimization, predictive maintenance, HSE compliance, project execution and continuous improvement initiatives.
- You possess advanced financial acumen with proven success in managing large-scale CAPEX and OPEX budgets, conducting cost-benefit analyses, improving cost-efficiency, and achieving return on investment targets.
- You are highly skilled in managing and developing human resources across technical and operational departments, including workforce planning, performance management, labor relations, and team motivation.
- You have demonstrated expertise in implementing robust safety, health, and environmental management systems as well as site-wide security policies in compliance with national and international standards.
- You are a strategic thinker with the ability to formulate and execute operational strategies, lead plant expansions or upgrades, and contribute to company-wide innovation and growth initiatives.
- You are a strong communicator and people manager, capable of fostering collaboration, engaging stakeholders, and resolving conflicts effectively across multiple layers of the organization.
- You are adaptable and resilient in high-pressure environments, with a proactive attitude toward change management, risk mitigation, and problem-solving.
- You are recognized as a visionary yet hands-on leader with a meticulous eye for detail, integrity in execution, and a continuous improvement mindset.

Offer :

The group offers an attractive and competitive income package with benefits and incentives according to your contribution to the ongoing development and success of the company.

Interested ?

Send your application letter and CV to Search & Selection for the attention of Mr. M. Van Beethoven : m.vanbeethoven@searchselection.com.

You can also register on-line on www.searchselection.com and apply directly for this vacancy by following reference number : 16070.

Interviews and meetings will be organised on different locations in Europe and Africa.