



CONTINENTAL CONTAINER TERMINALS LTD
INLAND CONTAINER DEPOT · UGANDA

RECRUITMENT

Human Resource Department
 2026

ABOUT CONTINENTAL CONTAINER TERMINALS LTD

Continental Container Terminals Ltd (CCTL) is a duly incorporated Ugandan company, The company echoes the confidence and commitment in the long-term development of Uganda's logistics and freight infrastructure.

CCTL is developing and operating a state-of-the-art **Inland Container Depot (ICD)** – a fully licensed, Uganda Revenue Authority (URA)-bonded warehouse facility strategically positioned to serve the rapidly growing demand for efficient, compliant, and professionally managed container handling, bonded warehousing, customs clearance, and inter-port logistics services in the wider East African Community. The ICD represents a landmark investment in Uganda's inland freight infrastructure, designed to bring port-quality container handling capabilities to the heart of the country's commercial and industrial zone.

MIDDLE MANAGEMENT

POSITION TITLE	ASSISTANT GENERAL MANAGER
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Strategic Leadership and Direction

- Develop and drive implementation of CCTL's strategic business plan, setting medium and long-term direction in service offerings, market positioning, revenue targets, and capital investment, presenting the strategy to the Board annually.
- Translate Board-approved strategy into clearly articulated operational plans, departmental targets, and individual performance objectives for all senior managers.
- Monitor the competitive landscape of the Ugandan and East African ICD market continuously, adjusting strategy in response to threats, opportunities, and emerging trade trends.

2 Operational and Financial Management

- Exercise overall executive command over the ICD's entire operational and support function, ensuring operations are conducted safely, efficiently, and in full compliance with all applicable standards.
- Carry full accountability for the ICD's financial performance including revenue, cost management, profitability, cash flow, and return on investment, reporting monthly to the Board.

- Lead and chair the senior management team meetings, driving accountability, data-driven decision-making, and continuous improvement.

3 Regulatory Compliance and Government Relations

- Ensure the ICD maintains its URA bonded-warehouse licence and all statutory licences, permits, and certifications in good standing at all times.
- Serve as CCTL's principal interface with URA, UNRA, NEMA, Uganda Investment Authority, and all other relevant government agencies.
- Represent CCTL on industry bodies, freight logistics associations, and corridor management committees, advocating for the company's interests.

4 People Leadership and Commercial Development

- Build, develop, and retain a high-performing senior management team and workforce, establishing a culture of excellence, integrity, accountability, and continuous learning.
- Drive commercial growth by developing relationships with major importers, shipping lines, freight forwarders, clearing agents, and government agencies.
- Develop and approve the ICD's human capital strategy including workforce planning, compensation, training, performance management, and succession planning.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in Logistics, Business Administration, or Engineering; MBA or Master's Degree is a distinct advantage
Experience	Minimum 10 years' progressive management experience in ICD, container terminal, or logistics operations, of which at least 5 years at General Manager level
ICD/Port Expertise	Deep operational knowledge of ICD operations, customs and bond procedures, and the East African logistics environment
Regulatory Knowledge	Expert knowledge of URA bonded-warehouse regulations, EAC Customs Management Act, and Uganda Company Law
Financial Acumen	Proven ability to manage a P&L, develop budgets, and drive commercial growth
Leadership	Exceptional strategic leadership, talent development, and organizational management capability
Communication	Outstanding verbal, written, and presentation skills in English

POSITION TITLE	ASSISTANT MANAGER - OPERATIONS
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Unified Operational Command

- Exercise unified operational command over all reporting supervisory functions, providing each with clear, consistent, and co-ordinated daily operational direction.
- Chair the daily operational briefing at shift commencement, bringing together all operational supervisors to review performance and set priorities.
- Serve as the support for cross-departmental operational decisions including container release disputes, machine reallocation, and safety suspensions.
- Monitor real-time operational performance aligned with terms of service and direct yard presence, intervening immediately to resolve any bottleneck or safety violation.

2 Performance, Safety, and Compliance

- Hold each of the reporting supervisors accountable for daily performance against ICD operational KPIs, conducting structured daily and weekly data-driven reviews.
- Exercise operational support over safety compliance across all four departments, with the power to halt any unsafe operation regardless of throughput implications.
- Oversee full URA bonded-warehouse compliance across all relevant departments, ensuring no bonded cargo is transacted without complete and correct documentation.
- Prepare and present a comprehensive daily operational report for all operations.

3 Client Engagement and Continuous Improvement

- Act as an operational point of contact for ICD operations.
- Manage and resolve escalated operational complaints with the authority and professionalism required to preserve client relationships.
- Identify and champion operational improvement initiatives across all supervisory departments.
- Develop the capability of the various reporting supervisors through mentoring, coaching, and progressive delegation.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in Logistics, Operations Management, or Supply Chain; Postgraduate qualification is a strong advantage
Experience	Minimum 7 years' ICD, port, or container terminal experience, of which at least 3 years in a senior multi-departmental supervisory or managerial role
Multi-Departmental Competence	Demonstrable operational expertise spanning at least three of the four departments under command

Regulatory Knowledge	Deep knowledge of URA bonded-warehouse regulations, EAC Customs Management Act, and SCT procedures
Systems Proficiency	Advanced proficiency in terminal operating systems and Microsoft Office Suite
Leadership	Exceptional ability to command multiple supervisory teams and drive accountability across a large container depot
Communication	Outstanding verbal and written communication in English; Swahili is a strong advantage

POSITION TITLE	ASSISTANT MANAGER FINANCE
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Financial Reporting, Budgeting, and Revenue Management

- Produce accurate, timely monthly management accounts comprising the P&L account, balance sheet, cash flow statement, and management narrative on all significant variances.
- Lead the annual budget preparation process, working with all departmental heads to develop detailed operating budgets and capital expenditure plans.
- Oversee the ICD's complete billing and revenue cycle, ensuring all service fees are correctly calculated, invoiced accurately and on time, and collected within approved credit terms.

2 Tax Compliance, Controls, and Audit

- Ensure full and timely compliance with all URA tax obligations including VAT, PAYE, withholding tax, and corporation tax, filing all returns accurately and on time.
- Design, implement, and continuously strengthen the ICD's internal control framework, preventing and detecting error, fraud, and misappropriation.
- Co-ordinate the external audit process, providing auditors with all required documentation, explanations, and supporting schedules to ensure a clean and timely audit conclusion.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in Finance, Accounting, or Commerce
Professional Certification	CPA(U) or ACCA is strongly preferred; ICPAU membership is a strong advantage
Experience	Minimum 7 years' financial management experience in logistics, transport, ICD, or commercial environment
Accounting Standards	Expertise in IFRS financial reporting, Ugandan tax law, and financial statement preparation

Systems Proficiency	Advanced proficiency in accounting software (QuickBooks, Sage, SAP, or equivalent ERP) and Microsoft Excel
Integrity	The highest standards of financial integrity, professional ethics, and personal probity

POSITION TITLE	ASSISTANT MANAGER FLEET OPERATIONS.
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Fleet Management, Driver Supervision, and Route Planning

- Develop and implement a comprehensive transport strategy and annual operational plan aligned with the ICD's projected cargo throughput volumes and financial targets.
- Plan, schedule, and assign all transport trips across the fleet, optimising routes, departure times, and vehicle-load matching to maximise fleet utilisation and minimise empty running.

2 Cross-Border Operations, Maintenance, and Fuel Management

- Manage all cross-border container transport operations to Mombasa, Dar es Salaam, and all Uganda border crossing points, ensuring every trip is supported by complete and accurate documentation.
- Assume full accountability for the mechanical condition and roadworthiness of vehicles, enforcing a rigorous preventive maintenance program.
- Manage all aspects of fuel procurement, consumption monitoring, and cost control, implementing a rigorous fuel management system monitoring actual versus benchmark consumption.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in Transport Management, Logistics, or Business Administration; Postgraduate qualification is a strong advantage
Professional Certification	Membership of the Chartered Institute of Logistics and Transport (CILT) is strongly preferred
Experience	Minimum 8 years' transport and fleet management experience, of which at least 4 years managing a large HCV fleet in an ICD or regional haulage environment
Cross-Border Experience	Extensive experience managing container transport on East African inter-port corridors is non-negotiable
Regulatory Knowledge	Expert knowledge of Uganda and EAC transport regulations, axle-load controls, and cross-border transit procedures

Communication	Excellent verbal and written communication in English; Swahili is a strong advantage
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POSITION TITLE	ASSISTANT MANAGER INFORMATION TECHNOLOGY
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 IT Strategy, TOS, and Customs Systems

- Develop and maintain a comprehensive IT strategy aligned with the company's operational goals, growth plans, and regulatory obligations.
- Assume overall ownership and administrative responsibility for the ICD's terminal operating system (TOS) and all its integrations.
- Maintain and support the ICD's interfaces with all systems, ensuring all required data submissions are transmitted accurately and on time.

2 Infrastructure, Cybersecurity, and Support

- Design, implement, and continuously improve the ICD's network infrastructure including LAN, Wi-Fi, WAN, internet, telephony, and radio communication systems.
- Develop and enforce a comprehensive cybersecurity policy and ensure full compliance with the Uganda Data Protection and Privacy Act.
- Establish and manage a responsive IT helpdesk and end-user support service, maintaining a current register of all IT assets and managing the asset lifecycle.
- Any other duties assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in IT, Computer Science, or Software Engineering; Master's Degree in IT Management is a strong advantage
Professional Certification	CISSP, CISM, MCSE, CCNA, CGEIT, ITIL, PMP , PGMP CCNP, CISSP or equivalent
Experience	Minimum 10 years' IT management experience, of which at least 5 years at senior or head-of-department level
TOS and Customs Systems	Experience managing a TOS and working knowledge of ASYCUDA World and BWIMS is a strong advantage
Leadership	Proven ability to lead a technology team, manage vendors, and deliver complex IT projects on time and within budget

POSITION	IN CHARGE- SECURITY
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Security Strategy, Command, and Physical Security

- Develop, implement, and continuously review a comprehensive security strategy and master security plan for the ICD covering perimeter security, access control, cargo protection, CCTV, guard deployment, and emergency response.
- Exercise full operational command over all Security Guards and Barrier officers providing direction, supervision, and ongoing performance management.
- Conduct formal security risk assessments at least twice per year, presenting documented risk mitigation plans insights.

2 Cargo Security, Technology, and Law Enforcement Liaison

- Design and enforce comprehensive cargo security measures protecting all containers, bonded goods, and company assets from theft, pilferage, and fraudulent removal.
- Assume overall responsibility for the operational effectiveness of the ICD's CCTV surveillance network, access control systems, and all other security technology.
- Serve as the ICD's primary point of contact for Uganda Police, URA enforcement, and other relevant law enforcement agencies.
- Any other duties assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma or Degree in Security Management or Criminology; Postgraduate qualification is a strong advantage
Security Management Licence	Valid security management licence is mandatory
Military or Police Background	Previous service as an officer in the UPDF, Uganda Police Force, or Uganda Prisons Service is a highly regarded advantage
Experience	Minimum 8 years' security management experience, of which at least 4 years in a command role
Integrity	Unimpeachable personal integrity – the In-Charge Security must be the most trusted individual in the ICD security chain

SUPERVISORY

POSITION TITLE	SUPERVISOR - YARD OPERATIONS
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1. Yard Planning, Container Movement, and Gate Coordination

- Develop and implement the daily yard operating plan, ensuring proper sequencing of container receipts, releases, repositioning, and transfers.
- Supervise and direct all container movements in real time, issuing clear and precise instructions to machine operators, yard attendants, and truck drivers.
- Ensure correct positioning and categorization of containers in designated yard locations in line with operational and regulatory requirements.
- Coordinate with barrier officers and weighbridge operators to maintain smooth and controlled truck flow through the ICD gate and weighbridge.
- Manage and regulate movement of personnel, trucks, and equipment within the yard to ensure order and efficiency at all times.

2. Safety, Coordination, and Operational Control

- Conduct formal yard safety inspections at the commencement of every shift, identifying and addressing unsafe conditions immediately.
- Work closely with Safety Officers to enforce safety standards, regulate yard traffic, and support continuous safety compliance.
- Ensure strict adherence to HSE policies, operational procedures, and regulatory requirements across all yard activities.
- Maintain accurate job cards and ensure all truck and container documentation is properly completed and accounted for.
- Coordinate with the Supervisor - Machine Equipment to ensure timely deployment of the right equipment at the right location.
- Monitor yard operations continuously to minimise congestion, delays, and operational disruptions.

3. Reporting and Accountability

- Prepare and submit comprehensive shift reports detailing operational performance, incidents, equipment utilisation, and key observations.
- Maintain accurate operational records for container movements, yard activities, and personnel coordination.
- Escalate operational issues, delays, or risks in a timely manner for resolution.
- Perform any other duties as assigned in support of yard operations.
- Develop and implement the daily yard operating plan, coordinating with the Supervisor Operations and TOS to sequence all container receipts, releases, repositions, and transfers.
- Direct and supervise all container movements in real time, issuing precise instructions to Machine Operators, Yard Attendants, and terminal tractor drivers.
- Co-ordinate with Barrier Officers and Weigh Bridge Operators to manage smooth truck flow through the ICD gate and weighbridge.

- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree or Higher Diploma in Logistics, Supply Chain Management, Transport Management, or a related field
Experience	Minimum 5-8 years' experience in container terminal, yard, or logistics operations, with at least 3-4 years in a supervisory role
Operational Knowledge	Strong understanding of yard planning, container handling processes, gate operations, and terminal workflows
Safety Knowledge	Sound knowledge of HSE standards and regulations applicable to industrial and container depot operations
Systems Proficiency	Proficiency in terminal operating systems and Microsoft Office applications
Leadership	Demonstrated ability to supervise teams, coordinate multiple activities, and maintain control in a fast-paced operational environment and ability to execute under pressure.

POSITION TITLE	SUPERVISOR - BOND OPERATIONS
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Bonded Warehouse Management and Customs Compliance

- Exercise overall command over all cargo and containers held under bond, ensuring every unit is correctly documented, physically secured, and accurately located in the TOS and URA bond account.
- Oversee receipt of all inbound bonded cargo arriving under T1 transit or SCT entries, verifying quantities, container numbers, seal numbers, and declared particulars.
- Serve as the ICD's primary operational liaison with URA customs officers, maintaining a professional and fully transparent working relationship.

2 Documentation, Reconciliation, and Team Supervision

- Oversee preparation, verification, lodgement, and archiving of all bond documentation including T1 entries, IM7 entries, CB10 bond account reports, and release orders.
- Conduct daily reconciliation of the bond account, comparing physical inventory against ASYCUDA World, BWIMS, and TOS records.
- Provide day-to-day operational supervision, direction, and technical guidance to the twelve Bond Officers and two Logistics Officers.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in Business Administration, Logistics, or Customs Administration
Experience	Minimum 8 years' experience in bonded warehousing or customs operations, of which at least 4 years at supervisory level
Regulatory Knowledge	Expert knowledge of EAC Customs Management Act, URA bond procedures, documentation, all regulatory statutes
Systems Proficiency	Proficiency in terminal operating systems, and Microsoft Office Suite
Integrity	Unimpeachable personal integrity in a customs-sensitive environment

POSITION TITLE	SUPERVISOR MECHANICAL WORKSHOP
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1. Workshop Supervision and Technical Oversight

- Supervise all mechanical technicians within the workshop, ensuring tasks are executed efficiently, safely, and to required technical standards.
- Allocate work within the workshop and monitor progress to ensure timely completion of repairs and servicing.
- Provide technical guidance and oversight on diagnostics, repairs, and maintenance activities.

2. Repair and Maintenance Execution

- Oversee the inspection, diagnosis, and repair of mechanical faults on equipment brought into the workshop.
- Ensure all repairs and servicing are carried out in accordance with established procedures and manufacturer guidelines where applicable.
- Monitor quality of work to ensure reliability and reduce repeat faults.

3. Workshop Operations and Control

- Maintain order, discipline, and adherence to safety procedures within the workshop environment.
- Ensure proper use, handling, and storage of tools and workshop equipment.
- Monitor workshop productivity and ensure efficient turnaround of equipment.

4. Records and Reporting

- Maintain accurate records of repairs, servicing, and maintenance activities carried out in the workshop.
- Track recurring mechanical issues and report on trends requiring attention.
- Provide regular updates on workshop activities, pending repairs, and completed work.

REQUIREMENT	DETAIL
Minimum Education	Diploma or Bachelor's Degree in Mechanical Engineering or a related field
Experience	Minimum 5–8 years' experience in mechanical repair and maintenance of heavy equipment, with at least 3 years in a supervisory role
Technical Expertise	Strong hands on knowledge of mechanical systems, diagnostics, and repair techniques
Workshop Experience	Proven experience managing workshop operations and supervising technical teams
Safety Knowledge	Understanding of workshop safety standards and procedures
Leadership	Ability to supervise technicians and maintain discipline within a technical environment
Key Competencies	Technical accuracy, problem solving, attention to detail, and organisation

POSITION TITLE	SUPERVISOR - MACHINE EQUIPMENT
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1. Equipment Deployment and Utilisation

- Plan and coordinate daily allocation of all operational machinery to ensure optimal utilisation in line with yard requirements.
- Assign equipment to operators and ensure availability aligns with operational priorities and workload.
- Monitor equipment usage in real time to minimise idle time and maximise productivity.
- Coordinate closely with Yard Operations to ensure the right equipment is deployed at the right location and time.

2. Equipment Control and Accountability

- Maintain a daily record of equipment condition at the point of issuance and return, ensuring accountability by operators.
- Track equipment performance, utilisation levels, and downtime, and report any anomalies or misuse.
- Ensure proper handling and operation of all machinery in line with operational and safety standards.
- Enforce discipline and accountability among equipment operators.

3. Fuel Management and Efficiency

- Oversee fuel allocation, usage, and reconciliation for all machinery.

- Monitor fuel consumption trends and implement controls to prevent wastage, misuse, or loss.
- Maintain accurate fuel records and support audits where required.

4. Coordination and Reporting

- Liaise with the Mechanical Workshop to report faults and ensure timely repair and maintenance of equipment.
- Prepare and submit periodic reports on equipment status, utilisation, fuel consumption, and downtime.
- Escalate critical equipment issues that may affect operations.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor’s Degree or Diploma in Mechanical Engineering, Transport Management, Logistics, or related field
Experience	Minimum 5–7 years’ experience in equipment or fleet management, with at least 3 years in a supervisory role
Technical Knowledge	Strong understanding of heavy equipment operations, utilisation tracking, and basic mechanical concepts
Fuel Management	Experience in fuel control systems and monitoring of consumption
Systems Proficiency	Proficiency in equipment tracking systems and Microsoft Office
Leadership	Ability to manage operators, enforce discipline, and ensure accountability
Key Competencies	Strong coordination, analytical skills, attention to detail, and problem-solving ability



OPERATIONAL LEVEL

POSITION	PROCUREMENT AND LOGISTICS OFFICER
NUMBER OF POSTS	1
EMPLOYMENT TYPE	Full-Time

KEY RESPONSIBILITIES

1 Procurement Planning, Sourcing, and Contract Management

- Develop and maintain a comprehensive annual procurement plan aligned with the depot's operational and financial planning cycles.
- Conduct thorough market research to identify qualified, reliable, and competitively priced suppliers; prepare and issue RFQs, RFPs, and formal tender documents.
- Raise, authorise, and track all purchase orders, managing contracts from award through to delivery and final payment.

2 Stock Management, Compliance, and Vendor Relations

- Maintain minimum stock levels for critical machine spare parts, hydraulic fluids, lubricants, filters, tyres, and PPE consumables.
- Ensure all procurement activities are conducted with the highest standards of transparency, impartiality, and professional ethics, supporting internal and external audits.
- Build and maintain professional relationships with all approved suppliers, formally evaluating vendor performance at least twice per year.
- Any other duties as assigned from time to time.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree in Procurement, Supply Chain Management, or Business Administration
Professional Certification	CIPS membership is an advantage
Experience	Minimum 8 years' procurement experience in a logistics, port, ICD, or industrial environment
Systems Proficiency	Proficiency in ERP or procurement management software and Microsoft Office Suite
Integrity	Unimpeachable personal integrity and commitment to ethical, transparent procurement practice

POSITION TITLE	ESTATE MAINTENANCE OFFICER
NUMBER OF POSTS	1
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Planned Maintenance, Emergency Repairs, and Contractor Management

- Develop and implement a comprehensive planned preventive maintenance programme covering all buildings, electrical systems, plumbing, drainage, roads, fencing, lighting, and generator sets.
- Respond promptly to all reactive maintenance requests, managing emergency repairs to critical infrastructure with appropriate urgency.
- Identify, engage, supervise, and performance-manage all specialist maintenance contractors, ensuring all works are executed safely, on time, and within budget.

2 Utilities, Budget, and Asset Management

- Monitor and manage all utility services including electrical supply, water, sewerage, and telecommunications infrastructure.
- Develop and manage the annual estate maintenance budget, tracking expenditure against budget monthly.
- Maintain a complete register of all ICD fixed assets, recording acquisition date, condition, maintenance history, and estimated remaining useful life.
- Any other duties as assigned from time to time.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma or Degree in Civil Engineering, Electrical Engineering, or Facilities Management
Experience	Minimum 8 years' estate or facility management in an industrial or logistics environment
Technical Competencies	Practical knowledge of civil maintenance, electrical installations, plumbing, and diesel generator management
Budget Management	Ability to develop and manage a maintenance budget

POSITION TITLE	SAFETY OFFICER
NUMBER OF POSTS	2
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 HSE System, Risk Assessment, and Inspections

- Develop, document, implement, and maintain a comprehensive OHSE management system aligned with the Uganda OSHA Act and the hazard profile of a container depot.
- Conduct comprehensive and systematic risk assessments across all ICD work areas at least twice per year and whenever a new activity or equipment is introduced.
- Conduct rigorous daily safety inspections of all ICD operational areas, issuing formal corrective action notices for all identified deficiencies.

2 Incident Investigation, Training, and Emergency Response

- Investigate every workplace accident, near-miss, and environmental incident thoroughly, producing detailed investigation reports with specific preventive recommendations.
- Develop and deliver comprehensive safety training and induction for all new employees, contractors, and casual labourers before they commence operational duties.
- Plan and conduct emergency response drills at least quarterly, including fire evacuation, medical emergency, and hazardous material spill drills.
- Any other duties assigned .

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Bachelor's Degree or Higher Diploma in Occupational Health & Safety, Environmental Science, or Engineering
Professional Certification	Valid NEBOSH General Certificate or NEBOSH International General Certificate is mandatory
Experience	Minimum 3 years' HSE experience in an ICD, port, container terminal, or heavy industrial environment
Regulatory Knowledge	Thorough knowledge of Uganda OSHA Act, NEMA environmental regulations, and ISO 45001/14001

POSITION TITLE	BARRIER OFFICER
NUMBER OF POSTS	2
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Gate Access Control and Container Documentation Verification

- Staff the ICD barrier point continuously, controlling and recording the entry and exit of all trucks, vehicles, and pedestrians in accordance with the depot's access control policy.
- Verify that every inbound vehicle presents valid and matching documentation including delivery order, container release note, driver ID, and vehicle registration papers before the barrier is raised.
- Verify container numbers, seal numbers, and declared weights against shipping line release notes, customs entries, and TOS gate list before authorising entry or exit.

2 Personnel Access, Security Screening, and Reporting

- Register all visitors in the access register, capturing full names, ID numbers, purpose, and time of entry and departure.
- Conduct structured visual inspections of all inbound and outbound vehicles, checking for unauthorised cargo, tampered seals, or any irregularity.
- Complete and submit a comprehensive shift report to the In-Charge – Security at the conclusion of every shift.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	UCE minimum; Certificate in Customs, Freight Forwarding, Port Operations, or Security Management is an added advantage
Security Licence	Valid security officer's licence from a recognised institution is required
Experience	Minimum 3 years' experience in access control, gate management, or security at a port, ICD, bonded warehouse, or border post
Literacy	Must be able to read, verify, and accurately record documentation in English – mandatory
Integrity	The highest standards of personal integrity and incorruptibility

POSITION TITLE	BOND OFFICER
NUMBER OF POSTS	12
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Receipt, Register Maintenance, and Stock Control

- Receive and process all inbound bonded containers and cargo arriving under T1 or IM7 entry, verifying physical condition, seal integrity, container numbers, and quantities against customs entries and manifests.
- Maintain the bond register as a complete, accurate, and auditable record of every bonded consignment held in the ICD, updating all entries promptly.
- Conduct daily physical stock reconciliations, comparing physical inventory against bond register, BWIMS, and TOS records, immediately reporting any discrepancy.

2 Documentation, Release, and URA Liaison

- Prepare, verify, and process all bond documentation including T1 entries, IM7 entries, CB10 reports, and release orders in accordance with URA requirements.
- Process and authorise cargo release exclusively on the basis of a valid URA customs release order and fully paid duty assessment – never on verbal instruction.
- Receive and professionally facilitate URA customs officers conducting physical examinations and compliance audits within the ICD.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma or Bachelor's Degree in Customs Administration, Logistics, Business Administration, or Procurement
Experience	Minimum 4 years' experience in bonded warehousing, customs clearance, ICD operations, or freight forwarding
Regulatory Knowledge	Practical knowledge of URA bond procedures and respective framework
Systems Proficiency	Proficiency in operative systems and Microsoft Office Suite
Integrity	Unimpeachable personal integrity – this role involves direct control over duty-unpaid cargo of significant customs value

POSITION TITLE	WEIGH BRIDGE OPERATOR
NUMBER OF POSTS	2
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Weighbridge Operations and Compliance

- Operate the ICD weighbridge to weigh all inbound and outbound vehicles, recording tare weight, gross weight, and net payload for every transaction and issuing a certified weight ticket.
- Verify the Verified Gross Mass (VGM) of loaded containers against shipper's declarations, ensuring compliance with SOLAS requirements.
- Screen every inbound loaded truck for axle-load compliance, halting and managing all overloaded vehicles per the depot's overload management procedure.

2 Documentation and Equipment Maintenance

- Maintain the weighbridge transaction register as a complete and auditable record of every transaction, reconciling daily against gate records.
- Conduct structured pre-shift inspections of all weighbridge equipment and ensure the weighbridge is calibrated at prescribed intervals by an accredited service provider.
- Any other duties assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma or Certificate in Civil Engineering, Mechanical Engineering, Transport & Logistics, or a related technical field
Experience	Minimum 3 years' hands-on experience operating a weighbridge in a logistics, transport, port, or industrial environment, preferably within an Inland Container Depot (ICD) or dry port setting
Technical Competencies	Proven proficiency in operating electronic weighbridge systems, generating weighbridge tickets, and verifying Verified Gross Mass (VGM) in accordance with SOLAS regulations
Technical Documentation	Ability to read and interpret load manifests, axle load compliance reports, customs entry documents, and weighbridge calibration certificates
Regulatory Knowledge	Working knowledge of axle load control regulations under the Traffic and Road Safety Act (Cap. 361), UNRA overload control policies, and EAC axle load guidelines
Systems & ICT	Proficiency in weighbridge management software, electronic ticketing systems, MS Office, and familiarity with ASYCUDA World or equivalent URA customs management platforms
Compliance & Integrity	Demonstrated ability to enforce axle load compliance impartially, maintain accurate records, and uphold data integrity in all weighbridge transactions
Added Advantage	Certification in weighbridge operation and calibration issued by the Uganda National Bureau of Standards (UNBS) or a recognised technical institution

POSITION TITLE	MACHINE OPERATOR
NUMBER OF POSTS	12
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Pre-Operation Inspections and Equipment Operation

- Conduct mandatory pre-shift inspections on all assigned machines including hydraulic systems, tyres, forks, spreader bars, lights, mirrors, and all safety devices before commencing operations.
- Operate assigned fleet machines to lift, stack, position, and transport loaded and empty containers within the ICD yard in accordance with TOS instructions.
- Execute accurate stacking of containers at designated bay, row, and tier positions, handling all ISO container sizes with the correct spreader configuration.

2 Minor Maintenance, Documentation, and Compliance

- Perform basic daily maintenance including cleaning cabs and undercarriages, greasing pivot points, and visual inspection of structural components.
- Report all mechanical defects, hydraulic leaks, and warning light activations to the Supervisor - Machine Equipment promptly.
- Complete all required shift documentation accurately including pre-operation checklists, fuel consumption records, and defect reports.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Certificate or Diploma in Mechanical Engineering or Plant Operations
Operator Licence	Valid operator's licence for heavy plant and lifting equipment (forklifts, reach stackers, RTGs)
Experience	Minimum 8 years' hands-on experience operating container-handling equipment in an ICD, container terminal, port, or heavy logistics environment
Technical Knowledge	Working understanding of hydraulic systems, spreader mechanisms, load-moment indicators, and basic mechanical checks
Safety Awareness	Thorough knowledge of standards applicable to container-handling operations

POSITION TITLE	MECHANICAL WORKSHOP TECHNICIAN (INTERNAL)
NUMBER OF POSTS	3
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Preventive Maintenance and Corrective Repairs

- Execute all scheduled preventive maintenance tasks on the ICD's fleet including engine oil changes, hydraulic fluid services, grease lubrication, filter replacements, brake adjustments, and tyre rotations.
- Respond promptly to all machine breakdown notifications, conducting thorough diagnostic assessments of mechanical, hydraulic, electrical, and pneumatic faults.
- Test every repaired machine thoroughly before returning it to operational service, verifying the fault is fully resolved and the machine operates safely under load.

2 Workshop Administration, Safety, and Parts Management

- Raise accurate spare parts requisitions for all maintenance and repair work, providing precise part numbers and specifications.
- Maintain the workshop in a clean, organised, safe, and fully functional condition at all times, complying with all workshop safety rules and Personal Protective Equipment (PPE) requirements.
- Complete all required maintenance documentation accurately including job cards, service records, and defect logs.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma or Certificate in Mechanical Engineering, Automotive Technology, or Heavy Plant Maintenance
Experience	Minimum 5 years' hands-on maintenance and repair experience on heavy plant and vehicles, specifically including forklifts, reach stackers, or similar equipment
Technical Competencies	Proven proficiency in diagnosing and repairing diesel engines, hydraulic systems, pneumatic systems, and basic electrical systems
Technical Documentation	Ability to read and interpret manufacturer's technical manuals, hydraulic schematics, and wiring diagrams

POSITION TITLE	DRIVER - HEAVY COMMERCIAL VEHICLES
NUMBER OF POSTS	25
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Vehicle Operation, Inspections, and Documentation

- Operate assigned heavy commercial vehicles safely, legally, and fuel-efficiently, executing all assigned trips accurately and on schedule to and from designated East African ports and border crossing points.
- Conduct a thorough pre-departure inspection of the assigned vehicle before every trip, checking tyres, brakes, lights, engine fluids, fifth wheel coupling, and all safety equipment.
- Carry, manage, and present all required trip documentation accurately at every checkpoint, weighbridge, port gate, and border post throughout the journey.

2 Cross-Border Operations and Cargo Security

- Operate effectively on all inter-port routes, applying thorough knowledge of cross-border procedures, SCT transit documentation requirements, and border crossing protocols at Malaba, Busia, Mutukula, and other designated crossing points.
- Accept full personal responsibility for the safety, security, and integrity of every container from loading to signed receipt at destination.
- Verify container seal integrity at loading and at every border crossing, immediately reporting any broken or tampered seal to the Transport Manager.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	UCE minimum; literacy in English is mandatory
Driving Licence	Valid Class CE or equivalent heavy commercial vehicle driving permit – this is a non-negotiable mandatory requirement
Experience	Minimum ten (10) years' verifiable, continuous experience driving large container trucks and articulated HCVs – applications without documented evidence will not be considered
Inter-Port Experience	Demonstrated experience on East African inter-port routes including Kampala-Mombasa and Kampala-Dar es Salaam – this is a core requirement
Clean Driving Record	Clean or near-clean driving record with no major traffic convictions – Motor Vehicle Report required from shortlisted candidates

POSITION TITLE	NURSE EMERGENCY RESPONSE (ON SITE)
NUMBER OF POSTS	2
EMPLOYMENT TYPE	FULL-TIME / SHIFT-BASED

KEY RESPONSIBILITIES

1 Emergency Medical Response and Clinic Management

- Serve as the first medical responder for all health emergencies, responding immediately to all medical emergency calls and arriving at the scene with appropriate equipment within the prescribed response time.
- Provide immediate, expert, and life-preserving first aid including management of traumatic injuries, burns, chemical splashes, electric shock, cardiac arrest, and acute medical events.
- Manage the ICD's on-site clinic as a clean, fully stocked, and properly equipped medical facility, maintaining strict inventory management of all medical supplies and medications.

2 Occupational Health, Documentation, and Health Promotion

- Conduct pre-employment medical screening and periodic occupational health assessments for workers in high-risk roles.
- Administer prescribed medications and provide basic curative care within the nurse's scope of practice, referring workers requiring specialist care to appropriate health facilities.
- Complete a detailed medical incident report for every injury, illness, and emergency medical event attended, maintaining strict confidentiality of all patient records.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma or Bachelor's Degree in Nursing from a recognised institution
Registration	Valid current nursing licence issued by the Uganda Nurses and Midwives Council – mandatory
Experience	Minimum 2 years' post-registration clinical experience including emergency nursing, trauma management, or occupational health nursing
Emergency Certifications	Advanced First Aid certification or equivalent is a strong advantage
Composure	Proven ability to remain calm and clinically effective during serious emergency situations

POSITION TITLE	RECEPTIONIST
NUMBER OF POSTS	3
EMPLOYMENT TYPE	FULL-TIME

KEY RESPONSIBILITIES

1 Reception, Visitor Management, and Communications

- Man the ICD reception desk professionally during all business hours, receiving every visitor with a courteous and professional greeting that reflects CCTL's service standard.
- Register all visitors in the visitor management system and co-ordinate their access with the In-Charge - Security before granting entry.
- Manage the ICD's telephone switchboard professionally, answering all calls promptly, transferring calls to the correct person, and taking complete and accurate messages.

2 Executive Support, Records, and Administration

- Provide high-quality support with schedule management, meeting scheduling, preparation of agendas and minutes, and document preparation.
- Maintain the ICD's administrative filing system – both physical and digital – in a well-organised, consistently indexed, and immediately retrievable manner.
- Manage and replenish all office stationery, printing consumables, and administrative supplies through timely procurement requests.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum Education	Diploma in Secretarial Studies, Office Management, or Business Administration; Bachelor's Degree is a strong advantage
Experience	Minimum 4 years' experience in a front-desk, reception, or executive secretarial role in a professional business environment
Communication	Excellent verbal and written communication in English – non-negotiable; Swahili is a strong advantage
Computer Proficiency	Advanced proficiency in Microsoft Office Suite including Word, Excel, PowerPoint, and Outlook
Confidentiality	High degree of discretion in handling confidential business information and management communications

POSITION TITLE	AUXILIARY WORKERS.
NUMBER OF POSTS	MULTIPLE
EMPLOYMENT TYPE	CASUAL / SHORT-TERM CONTRACT

KEY RESPONSIBILITIES

1 Loading, Offloading, Stuffing, and Stripping

- Execute the physical stuffing of export containers following the approved cargo loading plan, weight distribution requirements, and shipping line loading instructions.
- Carry out the stripping of import containers, carefully offloading all cargo items and placing goods in the correct designated storage zone per the Bond Officer's and supervisor's instructions.
- Load cargo, packaged goods, and palletised freight onto trucks, flatbed trailers, and rail wagons safely, orderly, and weight-balanced per the supervisor's instructions.

2 Safety, Cargo Condition Monitoring, and Housekeeping

- Comply fully and without exception with all HSE rules, wearing all mandatory PPE at all times within the depot premises.
- Report any cargo item observed to be damaged, leaking, wet, infested, or improperly packaged to the Supervisor - Yard Operations immediately.
- Maintain the cleanliness and orderliness of all work areas throughout the shift, disposing of all waste in designated collection points.
- Any other tasks assigned.

QUALIFICATIONS AND REQUIREMENTS

REQUIREMENT	DETAIL
Minimum qualification	Minimum Uce certificate.
Experience	Minimum 1 year's experience in cargo handling, loading and offloading, or yard labour in an ICD, bonded warehouse, or logistics environment is preferred
Physical Fitness	Must be physically fit and capable of sustained manual handling of heavy cargo throughout a full operational shift
Integrity	High personal integrity and honesty in the handling of cargo in a bonded warehouse environment
Identification	Valid Uganda National Identity Card and LC1 identification letter from local council of residence – mandatory

HOW TO APPLY

All suitable qualified and interested candidates should email their applications (addressed to the Human Resource Manager) attached with CVs, certified copies of academic documents (Originals are to be presented in interviews) and copies of stamped salary pay slips for December, January and February 2025 -2026 to recruitment@cctug.com by close of business 10th April 2026.

Only Shortlisted candidates shall be contacted. CCTL is an equal-opportunity employer committed to Uganda's workforce development. Canvassing in any form will lead to automatic disqualification.

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Continental Container Terminals Ltd- Relating with the Government of Uganda to build an efficient, compliant, and prosperous logistics sector.

CCTL is an equal-opportunity employer committed to Uganda's workforce development, revenue mobilisation, and economic growth.

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