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INTERNAL VACANCY · PORT OF SOHAR

Deputy Operations Manager

What the role is, where I stand against it, and what to settle before it starts.

6 October 2026	22 October 2026	1	Operations · Sohar	Personal preparation note
VACANCY ISSUED	DEADLINE	VACANT POSITIONS	SCOPE	STATUS

1 WHAT THE VACANCY ACTUALLY DESCRIBES

This is not a supporting role. It reads **"the operational leader of the terminal"**, with **"overall responsibility for multi-cargo operations"**, and it **"leads the General Supervisors and the Planning department, embeds the GSV and SV4 operating model, and acts as escalation point"**. Responsibility is stated plainly; the decision rights that go with it are not written down anywhere. That gap is section 4.

2 KEY RESPONSIBILITIES, AND WHERE I STAND

WHAT THE VACANCY ASKS	WHAT I BRING TO IT
Champion HSSE culture; company policy, ISO, risk assessment	Operational since sixteen; safety carried through every procedure I have written
Lead terminal operations: vessel load and discharge, landside delivery and collection, container stuffing and stripping	Every cargo type on this terminal, from tally and docking to supervision
Lead and develop the General Supervisors, operational leadership teams and Planning	General Supervisor; supervision standard and briefing material already in use
Stevedore, berth and yard planning; capacity, resource deployment, cargo dwell-time reduction	Berth and yard planning tools, gang planning, and the gate congestion analysis
Drive the Terminal 2.0 vision and consistent use of dashboards, IVMS, CCTV, live scanning	Key user at the Master Terminal implementation; IVMS written into the start and stop procedure; live reporting built and running
Relationships with customers, shipping lines, agents, port, customs	Customer time-loss reporting delivered directly to a major account
Report Operations and Planning KPIs; deputise for the Operations Manager	Productivity reporting against standard rates already in place

3 REQUIREMENTS

MET

- Five years minimum in port or terminal operations, multiple cargo types, supervisory or managerial — **twenty-two years**
- Terminal operations, cargo characteristics, procedures and HSSE
- Leadership, coaching, cross-functional coordination
- Customer-oriented, quality-focused, cost-conscious
- Excellent spoken and written English; effective across cultures
- Available outside office hours, weekends and nights; performance record in current department

MET — AND THE STRONGEST CARD

- **"Strong affinity with terminal operating systems and digital tools, such as Master Terminal Navis, IVMS and live dashboards."**
- Key user at the Master Terminal implementation
- IVMS measurement points written into the start and stop procedure
- Live productivity dashboards built and in use

DEGREE ROUTE, AND THE TWO TO SETTLE

- **"…or equivalent through relevant experience"** — my route, and why the CV goes with the letter even though only a motivation letter is asked for.
- **Planning.** An advantage in the requirements, and the role leads the department. State it correctly on the CV, and be ready to say what I ran and when.
- **Lean Six Sigma** and Arabic are advantages, not requirements — have the answer ready.

4 TO SETTLE BEFORE THE ROLE STARTS

1. The role is described as operational leader of the terminal with overall responsibility. **Where does that line run against the Operations Manager, and what stays with that position?**
2. Which operational decisions can I take on my own — **deployment of gangs, people and equipment** — without asking first?
3. Leading the General Supervisors and Planning: is that line management, including appraisal and absence, or functional only?
4. As escalation point, what do I close myself and what goes up?
5. Deputising for the Operations Manager: when does that apply, and does it carry the full authority of the position?
6. On KPIs: do I own the targets, or only the reporting?

Responsibility without stated decision rights is the part that goes wrong quietly. Better asked at the start than discovered in six months.