

JOB DESCRIPTION

CUSTOMS AND COMPLIANCE MANAGER



We are looking for an experienced Customs and Compliance Manager to join our Supply Chain Division. The Customs and Compliance Manager owns customs and trade compliance for the Traxtion Group across its African operations. You will hold end-to-end accountability for customs documentation, pre-shipment inspections and clearing-agency performance, covering tariff classification and valuation through to declaration, clearance and post-entry audit. Reporting to the Group Supply Chain Executive, you will bring specialist customs expertise to the division and direct its inbound and outbound logistics operations. This is a role for a customs specialist who knows African trade regimes in depth, keeps declarations accurate and defensible, and keeps cargo moving when shipments are queried or held. You will operate across multiple jurisdictions, hold clearing agents and service providers firmly to account, and lead a logistics team.

KEY ACCOUNTABILITIES

Customs clearance and documentation

- Own end-to-end customs clearance for all imports and exports, including locomotives, wagons, spare parts and components, across the Group's African operations.
- Prepare, verify and lodge declarations and supporting documents, including commercial invoices, the SAD 500, the Customs Client Number (CCN) and certificates of origin.
- Coordinate pre-shipment inspections, including destination and conformity-assessment inspections where required, and reconcile inspection certificates against declarations and order data before clearance.
- Direct the clearing agents and ensure every submission is accurate, complete and lodged within deadline.

Tariff classification and valuation

- Classify goods under the Harmonised System, including Chapter 86 for locomotives and rolling stock, and confirm customs valuation.
- Maintain classification rulings, valuation records and rebate registers so they remain defensible and audit-ready.

Trade compliance and risk

- Keep the Group compliant with customs and trade regulations in every country in which it operates, including South Africa, Zimbabwe, Tanzania, Zambia, the DRC, Angola, Mozambique and Namibia.
- Monitor regulatory change at SARS and the regional customs authorities, update internal procedures, and manage duties, rebates, queries and disputes.
- Identify and mitigate compliance risk before it delays a shipment or triggers a penalty.

Logistics oversight

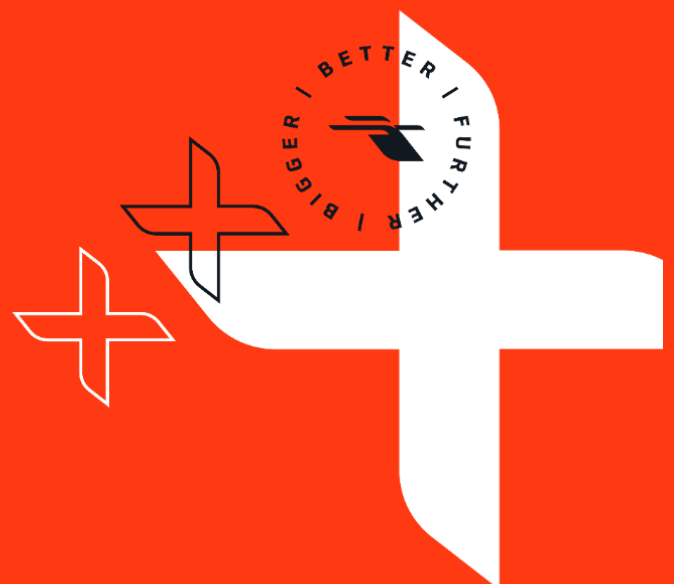
- Direct the inbound and outbound logistics operations and ensure parts and components move to plan.
- Set daily priorities, monitor performance, and resolve exceptions and bottlenecks as they arise.

Cost and supplier management

- Control customs, clearing and freight costs and secure practical savings without compromising compliance.
- Hold clearing agents, transporters and service providers to their SLAs.

People and reporting

- Lead, mentor and develop the logistics controllers.
- Report on clearance status, compliance, cost and performance to the Group Supply Chain Executive.



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QUALIFICATIONS AND EXPERIENCE

Essential

- At least 10 years in customs and trade compliance, with hands-on clearance experience across multiple African countries.
- Exposure to African cross-border customs clearance and road logistics.
- Strong command of customs declaration procedures and documentation, including the SAD 500 requirements.
- Sound knowledge of HS tariff classification, customs valuation and rules of origin.
- Working knowledge of trade agreements and Incoterms.
- A solid grasp of customs compliance and risk management.
- Financial acumen and cost-management skills.

Advantageous

- An NQF Level 8 qualification in a relevant field, such as Customs, International Trade, Logistics or Supply Chain Management.
- Experience in the rail industry or with rolling stock.
- Experience leading a logistics, clearing or transport team.

COMPETENCIES

Technical

- Customs, ERP systems, and declaration platforms.
- HS classification, valuation and origin determination.
- Regulatory knowledge across the Group's African jurisdictions.
- Incoterms and trade-agreement application.

- Pre-shipment, destination and conformity-inspection regimes.
- Behavioural
- Sharp attention to detail and a low tolerance for errors on declarations.
- Integrity and sound judgement under audit and time pressure.
- Calm, practical problem-solving when shipments are held or queried.
- Confident stakeholder and agent management.
- Clear communication and steady leadership of a small team.

QUALIFICATIONS AND EXPERIENCE

Performance in the role will be measured against:

- Customs clearance turnaround and lead times.
- Declaration accuracy, with customs stops minimised and penalties avoided.
- Pre-shipment inspections completed and reconciled before clearance, with no inspection-related holds.
- Duty and clearing-cost savings, successful VAT refunds.
- Results of customs and compliance audits.
- On-time inbound and outbound movement of parts (OTIF).
- Clearing-agent and service-provider SLA adherence.

HOW TO APPLY:

To apply, send your CV and supporting documents to the Careers portal/email careers@traxtion.africa with subject heading "Customs and Compliance Manager, Rosslyn/Akasia" in the subject line.

Traxtion is an equal-opportunity employer, and preference may be given to candidates in line with the Group's Employment Equity objectives. By applying, you consent to us processing your personal information for recruitment purposes under the Protection of Personal Information Act (POPIA). If you haven't heard from us within four weeks of the closing date, please consider your application unsuccessful.

