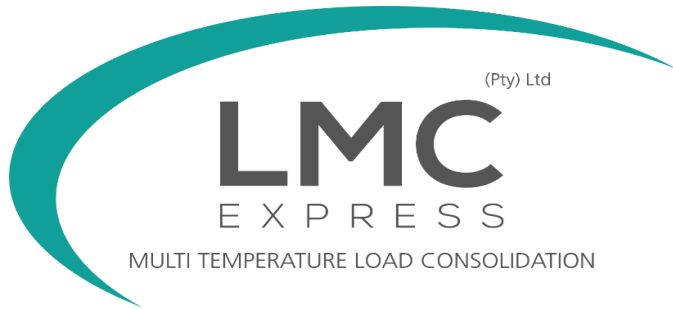




Night Shift Planner Job Posting (Cape Town)

Reports to: Senior Route Controller

Location: Cape Town

Salary Grading: Paterson C4

Shift: Night Shift (including weekends and public holidays as required)

Working Hours: 14:00 to 23:00, or as operationally required by the Company

Accountability: Owns night-shift planning decisions, driver execution, live operational risk, escalation discipline, and handover quality.

1. Purpose of the Role

The Night Shift Planner coordinates after-hours transport planning, driver execution, and live operational decision-making to ensure service continuity, cargo integrity, cold chain compliance, and effective risk control during night operations. The role operates with a **Night Shift Control Tower Mindset**, acting as the central planning authority responsible for protecting customer commitments and LMC's reputation while the dayshift planning structure is not present.

The Night Shift Planner directs local and long-distance drivers, resolves incidents, monitors routing, loading, dispatch, temperature, and service risks, and works closely with the senior Fleet Control representative to maintain operational control. The Night Shift Planner owns planning decisions, driver execution, escalation discipline, and the escalation of systemic issues to the Snr Route Controller and the Depot Manager.

The Night Shift Planner demonstrates the judgment to:

- Intervene decisively where driver, loading, departure, temperature, or service standards are not met.
- Maintain control of planning outcomes under pressure.
- Make practical real-time decisions that protect the customer, cargo, driver, depot, and company.
- Escalate Fleet Control, driver, warehouse, loading, temperature, or systemic performance issues appropriately to the Depot Manager.
- Distinguish between once-off incidents, recurring problems, and systemic failures.

- Ensure that unresolved risks are handed over clearly and do not disappear between shifts.

Gets it: Understands transport planning, driver management, live risk control, cold chain requirements, long-distance departure discipline, and the complexity of night operations.

Wants it: Is motivated to take ownership of night-shift performance, make decisions under pressure, protect service delivery, and contribute to a high-quality operational standard.

Capacity: Has the resilience, decisiveness, communication discipline, contactability, and coordination ability to manage operations, drivers, loading, temperature risk, departure timing, and escalations effectively under pressure.

2. Job Specification

Category	Requirement
Education	Grade 12 / Matric required. Logistics or Transport qualification advantageous. Valid code 8 (required) / code 10 driver's license (advantageous). First Aid L1 and Basic Fire-Fighting (advantageous)
Experience	3–5 years in transport planning, fleet control, dispatch, or operational coordination. Strong real-time decision-making experience required. Refrigerated transport experience advantageous.
Technical	Geographic knowledge of CPT. Planning and tracking systems proficiency. MS Office literacy. Understanding of cold chain and transport-risk controls.
Other	South African citizen – employment equity candidates preferred in line with our company Employment Equity plan) Disabled candidates welcomed (in line with our company Employment Equity plan) Candidates living in Cape Town preferred (no relocation on offer) Ability to work night shifts, weekends, and public holidays as required. Must remain contactable throughout the full shift. Strong problem-solving, accountability, escalation discipline, and operational control mindset required. Medically and physically fit for night duty and routine patrols.