

## Internal & External Advert

**Open Position: SHERQ Manager (1)**

**Office Location: Kilombero, Morogoro**

**Reports to: Estate Support Services Head**

**Date of Advert: 11<sup>th</sup> November 2022**

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**Background** – visit us at <https://www.illovosugarafica.com/About-Us/Tanzania>

Kilombero Sugar Company Limited (KSCL), the largest producer of sugar in the country operating cohesively with Illovo Distillers Tanzania Limited (IDTL) and a member of Illovo Sugar Africa Limited (Africa's largest sugar producer). The Company now invites applicants who are self-motivated, honest, hardworking and committed individuals to fill the above mentioned position at Kilombero.

### Job Purpose

The successful incumbent will implement and drive Illovo way of SHERQ and food safety performance and related standards, systems, processes and applicable legislative and regulatory requirements and promote SHERQ culture and awareness.

### Specific Duties and Responsibilities

- Support the development of SHERQ strategies in country
- Ensure company strategy and SHERQ values are aligned and quality improvements are ensured in all business initiatives
- Drive standardization of the Groups quality and food safety standards, systems, regulations and market requirements
- Facilitate the implementation of the Illovo Integrated Risk Management Systems framework to ensure management of risk is integrated into business governance and processes
- Co-ordinate and facilitate the Group Enterprise Risk Management process to ensure country risks are identified and mitigated
- Promote a SHERQ culture driven by individual and peer to peer accountability towards functional excellence in support of a productive and safe environment
- Manage relationships with internal and external stakeholders including statutory bodies, Group SHERQ and all country functions

### Job Qualification and Experience

- Bachelor Degree in Risk Management, Environmental Science, Engineering
- 7-10 years management experience with a minimum of 5 years SHERQ management
- SAMTRAC / NEBOSH qualification or ISO 14000 / 45000 / 22000 auditor qualification



**Kilombero Sugar Company Limited**  
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@illovosugargrp  
Reg No: 2539

Directors : A.R. Mpungwe (Chairman), G.H. Williams (Managing Director), G.B. Dalgleish, S.N. Hulilu, M.A. Nyasama, A. Lubbe, D.N. Kasambala

**Terms of Service:** The successful candidate will be engaged on a Permanent Contract.

All interested candidates, who meet the above requirements, please [click here](#) to apply for the position on or before **24<sup>th</sup> November 2022**. Only shortlisted candidates will be contacted.

**Kilombero Sugar Company Limited is an equal opportunity employer. Women and people with disability are highly encouraged to apply.**



Type text here

Diana Mwakitwange  
**HUMAN RESOURCES HEAD**



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**Internal & External Advert****Open Position: Organisational Effectiveness Manager (1)****Office Location: Kilombero, Morogoro****Reports to: Business Improvement Head****Date of Advert: 11<sup>th</sup> November 2022****Background** – visit us at <https://www.illovosugarafica.com/About-Us/Tanzania>

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**Job Purpose**

The successful incumbent will define, implement, and drive the Country's effectiveness agenda, linked to the organisation's key strategic imperatives. They will also drive the enablement of sustainable organisational capabilities, systemic implementation of change and continuous improvement to optimise business performance. The role will also focus on customer service, employee engagement and growth.

**Specific Duties and Responsibilities**

- Develop and execute organisational effectiveness strategy, plans and communications
- Support execution of strategic projects in-Country by managing people change
- Optimise resources, work processes, roles, interfaces and ways of working across the business.
- Facilitate development of an optimisation mind-set across the value chain
- Define and implement Country effectiveness / change management agenda, linked to key strategic imperatives including transition to new Business Enablement Programs.
- Support achievement of Country full potential performance through implementation of initiatives, enablers and tracking of performance metrics
- Champion change and continuous improvement efforts in a planned, systematic way through Results Delivery Office (RDO) ways of working (tooling)
- Build sustainable organisational capabilities in design, change management and continuous improvement

**Job Qualification and Experience**

- Industrial Psychology or Commerce Degree
- At least five (5) years' experience and knowledge of Organisational Effectiveness / Change Management, with a track record of successful change initiatives



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