

VACANCIES

Job Opportunities Brief

Do you want to be part of an ambitious and robust team of a leading state-of-the-art optic fiber manufacturing and selling company in East and Central Africa? Are you looking for a challenging assignment where you will get the chance to create a long-lasting impact? Are you eager to accelerate your career as a Chief Commercial Officer, Sales & Marketing Manager, Supply Chain & Logistics Manager, and a Human Resources Officer in this Tanzanian tech company?

Well, this is Raddy Fiber Manufacturing (T) Ltd founded in 2015 as a fiber cable manufacturing company and is also a *Specialist Electrical Contractor*. Raddy can produce up to 24,000 kilometers of optic fiber per year and is expected to provide about 670 jobs making it the third largest in Africa and the first in East and Central Africa in the fiber manufacturing space. The products range covers the entire indoor fiber optic uses such as FTTh cables and accessories and outdoor uses such as ADSS cables, micro cables and armoured cable.

Position: Chief Commercial Officer (1 Post)

We are looking for a high-profile Chief Commercial Officer to shape the sales and marketing organization and scale revenue to the next level. The ideal candidate will be responsible for architecting and executing a sales and marketing strategy and building up a team of Sales & Marketing Manager, Account Managers, Account Executives and Sales Development Representatives across corporate, government parastatals and public market sales. Reporting to the Chief Executive Officer, the ideal candidate is expected to scale up a pan-African business, selling into new markets in Africa and, strategizing next steps, liaising with direct and indirect partners including creating and managing a team of account managers.

Key Skills

- **Leadership:** A business leader and team player: not only able to define the optimal commercial strategy, but also able to implement it. Has solid people management skills through a visionary and lead by example style.
- **Communication Skills:** Strong communication skills are a must: interaction with team members and other departments such as finance, product development, regions and of course clients are a must.
- **Analytical and Conceptual Skills:** Be able to quickly assess issues, develop alternative solutions and implement pragmatic strategies and tactics. Highly effective in translating ideas into actionable plans leading to results. Focusing on the big picture, as well as details. The incumbent needs to be data driven and will use data in his/her decision making.
- **Client focus:** Be able to relate to customer issues and to have a thorough insight in the decision-making process. Have a clear focus on customer experience and client satisfaction. Be analytical in understanding the working processes and structure of clients' organizations. Be able to explain and educate about the value of optic fiber and its impact on clients' business setting.
- **People Leader:** Be able to motivate, develop and lead dynamic teams. Have a visionary and empathic leadership style, where people are allowed to take ownership. Have a transparent way of implementing strategy. Keep a focus on developing team members through learning and training. Create and sustain a positive work culture.

- **Entrepreneurship:** Have an entrepreneurial DNA: take ownership and show accountability. Able to think out of the box and work towards successful results in an ethical and sustainable manner.

Qualification and Experience

- 10+ years of relevant sales leadership experience at a senior level including management in a technology company and a track record of exceeding performance target, at preference in a segment of business linked to technology and innovation.
- Possess extensive knowledge of sales principles and practices and have an ability to coach others on them.
- Be capable of understanding strategic challenges in this segment of business (optic fiber and accessories) and have a holistic view on sales, (digital) marketing, customer success and customer experience.
- Have worked in an international or regional context and have experience in international or regional development and expansion. Extensive experience in developing, implementing, and managing strategic sales plans and rapid growth strategies.
- Ability to plan and manage at both the strategic and operational levels.
- Excellent interpersonal skills with customers at all levels of organizations. Experience in both the public and private sector. Experience with both direct and indirect distribution models.
- Excellent presentation skills and experience in technical sales proposal/tender writing.
- Master's degree in relevant field of study (Business, Economics, IT & Engineering, Marketing).
- Excellent in English and Kiswahili.
- Willingness to travel, though limited.

Position: Sales & Marketing Manager (1 Post)

We are looking for a high-profile Sales & Marketing Manager to shape the sales and marketing portfolio and scale sales and brand image to the next level. The ideal candidate will be responsible for operationalization of sales and marketing strategy and support the building up of a team of Account Executives and Sales & Development Representatives across corporate, government parastatals and public market sales. The ideal candidate should be excited by scaling a pan-African business, marketing & selling into new markets in Africa.

Key Responsibilities

- Marketing Strategy
- Digital Marketing
- Sales Execution
- Team Leadership

Requirements and skills

- 6+ years of relevant sales & marketing leadership experience including 2 years in management in a technology company and a track record of exceeding sales target in a technology driven industry.

- Possess extensive knowledge of marketing principles and practices and have an ability to coach others.
- Be capable of understanding operational challenges in the optic fiber and accessories business and have a holistic view on production, sales, marketing including digital, customer success and customer experience.
- Have worked in a regional context and have experience in regional development and expansion. Extensive experience in developing, implementing, and managing operational sales & marketing plans during rapid growth.
- Excellent interpersonal skills with customers at all levels of organizations. Experience in both the public and private sector. Experience with both direct and indirect distribution models.
- Excellent presentation and writing skills.
- Bachelor's degree in relevant field of study (Business, Economics, IT & Engineering, Marketing).
- Excellent in English and Kiswahili.
- Willingness to travel, though limited.

Position: Supply Chain & Logistics Manager (1 Post)

We are looking for a high-profile Supply Chain & Logistics Manager to shape our supply chain management and all the logistic issues. You will ensure that products, inventory, parts, and people move from one place to another efficiently and cost effectively at Raddy Fiber Manufacturing (T) Ltd. The ideal candidate will be responsible for operationalization of supply chain workplan, control, storage and flow of products, materials, and information. Reporting to the Chief Commercial Officer, the incumbent will support all the departments with the supply chain and logistic issues for efficient running of the enterprise.

Key Responsibilities:

- Materials Identification & Management
- Material Acquisition
- Products Distribution & Logistics:
- Stores & Inventory Supervision:

Requirements and Skills

- 6+ years of relevant procurement, supply chain logistics experience in a company with 100+ employees. Experience in a technology driven company is an added advantage.
- Possess extensive knowledge of procurement, logistics, supply chain, and inventory principles and practices and have an ability to coach others.
- Extensive experience in developing, implementing, and managing procurement and supply chain management policies.
- Excellent interpersonal skills with staff at all levels of the organization.
- Excellent presentation and writing skills.
- Bachelor's degree in business, logistics, operations engineering, supply chain management or similar degree areas.
- Excellent in English and Kiswahili.

Position: Human Resources Officer (1 post)

We are looking for a high-profile Human Resources Officer to shape people leadership, culture penetration and sound employee personal development at Raddy Fiber Manufacturing (T) Ltd. The ideal candidate will be responsible for operationalization of the human resources policy, staff recruitment, interviewing, and selection processes, staff training, administering pay, benefits, and leave, and enforcing company policies such as staff performance management across the entire company. Reporting to the administration in charge, the incumbent will support all the departments with the human resources function for efficient running of the enterprise.

Responsibilities:

- Recruitment and Selection
- Staff Performance, Contracts, Job Descriptions & Employee Relations
- Staff Training and Development
- Manage Staff Payroll, Benefits and Staff Leave
- Company Culture

Requirements and Skills

- 4+ years of relevant human resources and administration experience in a company with 100+ employees. Experience in a technology driven company is an added advantage.
- Possess extensive knowledge of human resources and administration principles and practices and have an ability to coach others.
- Extensive experience in developing, implementing, and managing human resources policies such as recruitment and selection, employee benefits, training and development, performance management, conflict management, disciplinary issues, grievances handling and culture alteration.
- Excellent interpersonal skills with staff at all levels of the organization.
- Excellent presentation and writing skills.
- Bachelor's degree in relevant field of study (Human Resources Management, Business Administration, or a Postgraduate degree in HR).
- Excellent in English and Kiswahili.

How to apply

If you believe that you qualify in any of the above position and is ready to join a winning team that enhances personal professional growth, please send your current CV affixed with a current passport size picture attaching copies of relevant transcripts and certificates emailing to matitu_rfm@raddyfiber.co.tz on or before **January 21, 2023**. ***Raddy Fiber Manufacturing (T) Ltd is an equal opportunity employer. Only shortlisted candidates will be contacted***