



1. JOB TITLE: Manager In Training (MIT) - 1 Position

Introduction:

We are looking for a young, dynamic and result-oriented person to fill the position of Manager in Training (MIT) in the Company's Estate Agriculture Department. The successful candidate will be developed through a special in-house training programme that has been specifically developed to equip trainees with the relevant and necessary agricultural competencies, functional expertise and management skills. Upon successful completion of the training programme and good performance, candidates may stand a chance to be engaged with the Company on a permanent basis.

Programme Background:

The MIT Development Programme is a structured development tool that guides the MIT's learning pathway as they journey from graduate to manager. This programme is intended to:

- Introduce MITs to the Sugar Industry and KSCL
- Provide MITs with all the technical, leadership and business exposure required to be a manager in their field of expertise in KSCL once they exit the programme. The programme has a 'technical' section that builds the competencies required in KSCL in the MIT's field of expertise e.g., Engineering, Agriculture, Commercial
- Prepare participants for appointment to a permanent position on successful completion of the programme
- Exit the candidate as a competent leader with a solid practical grounding, able to make a significant contribution to achieving company objectives and taking the company successfully into the future.

Programme Objectives:

- To support the transition of the MIT from a learning institution to the world of work
- Connect the MIT to other people in the business
- Develop technical proficiency, business acumen and leadership skills
- Measure individual progress against identified and articulated outcomes
- Provide guided learning where outcomes are known, and learning methods allow flexibility within a structured learning framework

- Provide developmental reviews intended to close gaps were identified
- Encourage continuous improvement, thus allowing for a feedback loop of fresh, innovative thinking back into the business

Minimum Requirements:

- BSc in Agricultural Engineering and Mechanization or equivalent from a recognized institution
- Above average computer literacy
- Effective communication skills both in English and Swahili language
- Leadership skills
- Organization skill
- Creative and innovate
- Team player
- Overall desire to learn and adapt to new concepts

Terms of Service: The successful candidate will be engaged on a fixed term contract as per the duration of the programme.

All interested candidates, who meet the above requirements, please apply for the position on or before 02nd August 2024. Only shortlisted candidates will be contacted

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

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2. JOB TITLE: Electrical Engineer - 1 Position

Job Purpose

The Electrical Engineer is there to support Kilombero Estate Agriculture (KeA) by ensuring a safe, consistent power supply. Champion and plan preventative / pre-emptive electrical maintenance initiatives to reduce costs and downtime, Ensure farm and estate are legally compliant from an electrical perspective. Adopt and embed best practices in electricity management, supply and maintenance, as guided by the ISA Centre & ABFS CoEs and Agricultural Optimisation teams.

Duties and Responsibilities:

- Ensure electricity is reticulated safely across the estate and that all agriculture and estate electricity infrastructure (including powerlines and transformers) on the estate are well maintained.
- Manage the development of the maintenance, operating and capital budgets with the KPIs to achieve electrical optimization.
- Ensure electricity reticulation and electrical equipment is legally compliant.
- Monitor standards for setting, operating and maintaining equipment and ensure instructions are adhered to and minimum standards embedded.
- Implement immediate fault finding and repairs.
- Carry out electrical installations in accordance with ISA Centre & ABFS standards.
- Monitor efficiency and effectiveness of electrical equipment, ensuring the agricultural operations are not negatively impacted.
- Manage preparation of any contracted / outsourced electrical work for the agriculture operation and oversee the work done by contractors.
- Ensure continuous improvement by implementing functional best practices and conducting physical inspections to identify improvements.
- Maintain effective engagement and support with electricity generation, factory maintenance and optimisation teams.
- Conduct on the job training and instruction and identify new training needs where appropriate.
- Monitor and manage team and individual performance daily against minimum standards and targets.
- Promote and adhere to KSCL, ISA & ABFS procedures, policies and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC)

Minimum Requirements:

- Degree in Electrical Engineering or B Tech in Electrical Engineering
- 3-5 years' experience in HT and LT electricity supply and maintenance
- Familiarity with KSCL / ISA / ABFS systems would be an advantage (Maximo)
- Proven track record with equivalent electrical infrastructure maintenance and improvement management
- Employee and contractor management experience and track record
- Continuous improvement knowledge and experience

Terms of Service: The successful candidates will be engaged on a permanent contract.

All interested candidates, who meet the above requirements, please apply for the position on or before 03rd August 2024. Only shortlisted candidates will be contacted.

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3. JOB TITLE: Driver - 1 Position

Job Purpose

Overall purpose of this position is to transport Workers in a timely, safe and effective manner.

Specific Duties and Responsibilities

- Ensures vehicle is clean and in working order.
- Inspects vehicle prior to daily vehicle usage.
- Responsible for the day-to-day maintenance of the assigned vehicle, checking oil, water, battery, brakes, tires, fire extinguisher, reflectors, service schedule etc.
- Maintain driver logs and complete pre-trip inspections.
- Reports vehicle concerns timely.
- Follows all safety and vehicle safety requirements.
- Complies with all company safety and risk management policies and procedures.
- Comply with company car driving policy and National Road Regulations.
- Participates in regular safety meetings, safety training and hazard assessments.
- Perform any other duties as assigned.

Job Qualification and Experience:

- Class A, B, D and C valid Driver's License
- Form Four Secondary Certificate
- At least two years driving experience in public roads.
- Safety Awareness
- Driving Certificate from a recognized institution
- Fire Fighting equipment

Knowledge and Skills

- Knowledge of Tanzania Driving Regulations
- Time management skills
- Excellent verbal communication
- Professional appearance
- Able to multi-task and work in a fast-paced environment
- Ability to read maps efficiently.

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

All interested candidates, who meet the above requirements should apply for the position on or before 03rd August 2024.

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4. JOB TITLE: Crop Production Manager - 1 Position

Job Purpose

The Crop Production Manager will provide direction, technical guidance and leadership for Farm Managers in designated crop production areas to ensure long-term growth, development and sustainability. Champion and embed the “Kilombero Estate Agriculture (KeA) way in sugar cane production” by leveraging available support from the Engineering and Optimisation teams and the Centre Agricultural Team (CAT), to ensure KeA is the best in class sugar producer in the Country. CPM will also Optimise crop production performance by promoting a culture of continuous improvement and hold teams accountable to the highest standards of cane quality and farming productivity to meet the required cane yield and crop volume at the optimal cost.

Duties and Responsibilities:

- Ensure a culture of operational excellence that drives a Focused Improvement approach to initiatives for cost effective way to optimise profitability and achieve yield forecasts and quality levels, in collaboration with Crop Removal and Farm Managers and service departments.
- Develop, monitor and manage cane harvest plans, crop establishment, resource plan and production budget, including innovation and new technology adoption and implementation, which complies with ESG legislation and best practices.
- Monitor all farm activity data is captured accurately and consistently in CanePro and is used for data-based decision making.
- Develop and implement a Continuous Improvement program to identify and address problems and improvement opportunities at the field level with Farm Managers and Supervisors.
- Manage agricultural risk using agreed systems and processes for mitigation
- Build a strong leadership team and talent pipeline for crop production through ongoing coaching, mentoring and guidance
- Drive effective talent and rigorous performance management within function, by identifying and monitoring KPIs to track performance, with a bias towards rewarding strong performance and compliance with critical behaviours and including managing consequences where required.
- Manage sharing of identified best practices, frameworks and minimum standards, to ensure adoption of group minimum standards, processes and ways of working.
- Contribute to reviewing Standards and operating procedures to sustainably improve yield and financial performance
- Report on production performance and key adverse or positive developments to Crop Manager.
- Manage relationships with communities adjacent to Estate
- Promote and adhere to KSCL, ISA & ABFS procedures, policies and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC)

Minimum Requirements:

- Bachelor’s degree in agriculture / Agricultural Development / Agricultural Engineering. A Masters Degree is an added advantage

- 5-10 years' experience in sugarcane agriculture, responsible for managing at least 1,000 ha having demonstrated ability to lead and manage outcomes through team members
- Able to build, develop and manage teams effectively
- Able to capture, interpret and analyse agricultural performance data (cost, productivity & technical)
- Good business acumen and agricultural expertise, with ability to anticipate, interpret and respond to changes impacting on functional areas

Terms of Service: The successful candidates will be engaged on a permanent contract.

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