



# 1. JOB TITLE: Organizational Effectiveness Manager - 1 Position

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Senior Manager/Supervisor

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## Job Purpose

The successful incumbent will define, implement, and drive the Country's performance improvement agenda, linked to the organisation's Strategic Must Win Battle's. Influence leaders and teams in optimising business performance through tried and tested improvement methodologies, ensuring a sustained culture of high performance is created.

## Specific Duties and Responsibilities

- Support design and execution of all strategic initiatives ensuring an integrated perspective is maintained and aligned to enhance business performance
- Lead the development and adoption of change management plans in support of the overall strategic plan and key initiatives
- Influence the delivery and maintaining of an optimization/business improvement mind-set across the value chain through the adoption of CI/OE/Agile methodologies
- Support leaders and teams in the development of functional excellence improvement plans in improving business performance
- Support the identification and delivery of PIP targets through CI ways of working and supporting the integration of COE guidance
- Key role in measuring and monitoring performance metrics across various business functions.
- Ensuring alignment of key performance indicators (KPIs) with organizational goals and objectives and through data collection and analysis, track and report on these metrics to identify trends, patterns, and areas of future route-to-value improvement.
- Influence leaders and teams at all levels of the business in building a high-performance culture

## Job Qualification and Experience

- Bachelor's Degree in Industrial Engineering, Industrial Psychology or Commerce
- At least five (5) years' experience and knowledge of Organisational Effectiveness / Change Management, with a track record of successful change initiatives
- At least five (5) years' experience in leading and delivering lean/ agile methodologies in Manufacturing type operations
- Certified Change Manager
- Certified Green Belt is an added advantage
- Experienced in leading and delivering strategic change projects

**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 **24th December 2024**.

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

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## 2. JOB TITLE: Procure To Pay Capturer - 1 Position

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Experienced

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### Job Purpose

The successful candidate will be responsible to capture and record both rapid and purchase order invoices in Financial Accounting - SAP System.

### Specific Duties and Responsibilities

- Records all rapid & purchase order invoices in register.
- Capture both rapid and purchase order invoices in SAP System.
- Ensure invoices with queries are resolved by engaging all stakeholders (i.e user department and procurement).

- Produces Monthly invoice payment.
- Deal with price variance weekly report and item returned to supplier and follow up with credit note.
- Files documents and manage all Procure to Pay section documents.
- Coordinate and ensure suppliers reconciliation is done to all supplier assigned.
- Ensure GRN items are cleared on time.
- Carry any other relevant duties as assigned by line manager.

### **Job Qualification and Experience**

- Bachelor's Degree in Accounting, Finance or related field.
- Minimum of one (1) year experience in Finance role
- Extensive knowledge in MS Excel and office management.

**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 **18th December 2024**.

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

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