



1. JOB TITLE: Packing Station Manager - K4

Morogoro, Kilombero, Tanzania, United Republic of

Job Purpose

A successful candidate will be responsible for taking accountability and ownership of Packing and continuous improvement activities across a balanced scorecard of Quality, Cost, Delivery, Safety, Sustainability and Morale in line with agreed objectives.

Specific Duties and Responsibilities

- Contribute to the development of Country Packing Strategy, Projects, Goals and KPI's.
- Work together with Factory and S&OP to develop optimal pack plans based on available sugar and site's packing capacities.
- Assist in the development and implementation of the department's planned maintenance and cleaning schedules, ensuring that agreed schedules are delivered according to plan and company standards.
- Manage and control Packing resources in all packing operations including Specials (people, machines, material, equipment), ensuring best utilisation of resources to deliver the agreed packing plan.
- Create and develop plans to remove packing constraints and increase demonstrated capacities.
- Achieve and improve targets for Planned vs Actual (PvA) and Variance against Plan (VAP) across all SKUs.
- Focus on improving OEE for each packing line in order to increase and stabilize overall demonstrated capacities.
- Identify and monitor KPIs to track performance and address and escalate relevant issues.
- Create, Develop and Embed SOPs that will optimize packing operations and improve Safety, Quality and Performance.

- Create and develop capital plans and operating processes that will drive alignment of all packing operations to the Group Packing Standards.
- Build and maintain or oversee relationships with key stakeholders and 3rd party suppliers.
- Contribute to the development of a business case for key capital projects and ensure required outcomes are delivered on.
- Create and develop plans to grow capability of all resources in the packing operations.

Job Qualification and Experience.

- Minimum Bachelor Degree.
- 5+ year's experience in heavy industry and production management in Fast Moving Consumer Goods environment.
- Strong knowledge of Sugar Manufacturing and Packing Operations.
- Sugar Engineering Course desirable.
- Strong track record in management and leadership.

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

All interested candidates, who meet the above requirements, should apply for the position on or before **05th January 2025**. 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.

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2. JOB TITLE: Warehouse & Logistics Project Lead - 1 Position

Morogoro, Kilombero, Tanzania, United Republic

Job Purpose

The successful candidate will be the Logistics Partner to Operational Readiness team and thus ensuring that the full scope of work for the Finished Goods Warehouse is delivered according to the agreed legal framework and in country SHERQ Standards.

Specific Duties and Responsibilities

- Recommend on technical queries coming from Operational Readiness Team as the custodian (expert) of ABFS and KSC FG Warehouse Standards and Best practices.
- Assessing the interface requirement between the Finished Goods Warehouse (FGW) and incoming and outgoing flows, ensuring that the design and SOPs being implemented will be operationally practical lean and efficient. Gaps to be included in the readiness plan and action items in place to eliminate the gaps.
- Ensure that WOLO principles are implemented as part of development according to the agreed legal framework by consulting the design drawings. Gaps in WOLO standards implementation should be first assessed; improvement opportunities budgeted and prioritized; and execution planned through Operational Readiness workstream. Responsible for the deliverable in the specified timeframe.
- Assist Operational Readiness team during performance tests of the Finished Goods warehouse infrastructure, systems and equipment through a partnership in designing and getting agreement on the tests based on FSCC22000 standards.
- Responsible for the capability gap and risk assessments, developing SOPs and planning of training requirements to ensure smooth and safe integration of personnel into the new infrastructure and new ways of working.
- Agree – internally in ABFS/KSC – then with Project Team the specifications for both racking and forklifts required to be provided by them, including minimum standards of materials, construction, after sales service and functionality.
- Assist to Interpret the ABFS SAP plan for specific actions pertaining to the WMS deployment in Tanzania, aligning these key milestones to those being monitored in the build of the Finished Goods warehouse and assist with WMS UAT training.
- Sign off the design and monitor the implementation of all IT hardware Standards required by the Finished Goods warehouse.
- Development and implementation of the DILO plan for operational preparedness including coordination of a training plan required to upskill all personnel pre and post GO Live.
- Coordinate the overall design, risk and security assessment of the new Finished Goods warehouse ahead of the design of CCTV, Access control systems and sourcing of all required tenant services.

Job Qualification and Experience

- Bachelor's degree in Logistics, Supply Chain Management or equivalent
- Minimum 5 years' experience in managing projects, with specific reference to new construction or new warehouse builds
- Leadership ability to influence others, especially third parties outside the formal organizational structures
- Ability to negotiate under duress with non-affiliated parties
- Ability to conduct technical problem solving on operations, security and equipment
- Results, performance focused and resilient
- Good working knowledge of ABFS WOLO practices and policies

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

All interested candidates, who meet the above requirements should apply for the position on or before 6th January 2025.

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