



Zambia Cargo and Logistics Limited (ZCL) is a regional logistics service provider and is wholly owned by the **Government of the Republic of Zambia** through the **Industrial Development Corporation (IDC)**. The company operates terminals in **Tanzania (Dar Es Salaam)**, **Walvis Bay (Namibia)**, and an operating center in **Ndola, Zambia**.

ZCL is inviting applications from suitably qualified Tanzanians for the following vacant positions:

1. JOB TITLE: Operations Manager – 1 Post

Required Qualifications:

- Bachelor's degree in Logistics, Supply Chain Management, Business Administration, or a related field.
- 5-7 years of experience in operations management, preferably in managing Inland Container Depot (ICD) and Container Freight Station (CFS).

Personal Attributes:

- Strong understanding of supply chain processes and warehouse management within the logistics industry.

- Strong organizational and multitasking abilities.
- Proficiency in operations management software and Microsoft Office Suite.
- Proven leadership experience with the ability to manage cross-functional teams.

Key Duties and Responsibilities:

- Monitor and coordinate daily operations to ensure efficiency and adherence to company policies.
- Ensure operational processes are executed smoothly and effectively.
- Track key performance indicators (KPIs) and operational metrics to assess performance.
- Provide guidance to ensure staff are meeting performance standards.
- Develop and implement strategies to optimize supply chain processes and improve operational efficiency.
- Ensure compliance with international regulations, company policies, and industry standards.
- Analyze operational processes and identify areas for improvement.
- Coordinate with other departments to streamline operations and enhance efficiency.
- Drive cost-saving initiatives without compromising service quality.
- Perform any other duties as assigned by the supervisor.

2. JOB TITLE: Risk and Compliance Officer – 1 Post

Required Qualifications:

- Bachelor's degree in Accounting, Business, or a closely related area.
- Professional qualification including Certification as a **Certified Public Accountant (CPA)**, **Certified Internal Auditor (CIA)**, or **Certified Risk Management Professional (CRMP)**.
- More than 5 years of experience in risk management or compliance roles.

Personal Attributes:

- Regulatory knowledge: Deep understanding of local and international compliance regulations and standards.
- Ability to align compliance and risk strategies with organizational goals.
- Ability to create solutions for potential risks or compliance gaps.
- Ability to convey complex legal or risk-related information to stakeholders at all levels.

Key Duties and Responsibilities:

- Prepare Risk Management Plans (RMPs) and conduct consultations on compliance policies and standards.
- Conduct gap analysis and verify compliance with policies.
- Continuously improve risk management and compliance processes.
- Track changes in compliance policies and conduct training on compliance.
- Identify areas for improvement in compliance policies/standards and address gaps timely.
- Respond to compliance breaches and risks.

- Maintain an up-to-date and comprehensive compliance register.
- Develop and coordinate the implementation of the Risk Management Policy and Processes.
- Perform risk assessments by analyzing current and potential risks affecting the company.
- Investigate irregularities and non-compliance issues.
- Report compliance issues and recommend changes.
- Design and implement an early warning system for breaches of the company's risk appetite.

General Conditions for Applicants:

- This is Full-time Job, Applicants must attach an up-to-date CV with reliable contact details (postal address, email, and phone numbers).
- Applicants should apply based on the information provided in this advertisement.
- **Form IV and Form VI result slips are not accepted.** Presentation of forged academic certificates will result in legal action.
- To apply for the positions, send your detailed CV and copies of academic and professional certificates to recruits@zamcargo.co.tz with the position applied for as the subject of your email.

Deadline: Applications should be submitted by **February 20, 2025**.

Only shortlisted candidates will be contacted.

ZCL is a Member of the IDC Group of Companies.