



1. JOB TITLE: Results Delivery Office Manager (Re-advertised) – 1 Position

Job Purpose

The successful candidate will act as manager of the Results Delivery Office for the delivery of the Business portfolio and provide support to initiative leads in the development and execution of their plans.

Specific Duties and Responsibilities

- Change Management expert that ensures continuous improvement through effective change management according to the company requirement.
- Main interface between RDO and workstreams - accountable for ensuring delivery on project/programme performance, including value, costs, risks and dependencies.
- Complete analysis / coaching support for workstreams - interpret data, identify potential issues and present this in a way that facilitates effective decision making.
- Provide expertise into development of business cases related back to the P&L across the whole business.
- Prepare and distribute consolidated project data for RDO and Steer Cos.
- Engage with the project teams to gain the understanding of and to collect and collate the required information to produce the dashboards, metrics and reports.
- Close co-ordination with finance teams in all functions to ensure PIP and Must Win Battles financials are controlled right through our ERP, budgeting to the bottom line.
- Ensure delivery of the programme plan as required using reports from initiative leads and the outcomes of project.
- Build and maintain a central repository of project folders, documents, templates and knowledge to create a sustainable online library of re-useable data to help inform future developments and support initiative leads.
- Work with initiative leads to develop and maintain the six key requirements for success.
- Organise workshops to identify areas of improvement for initiative and projects.
- Develop taxonomy integrating all functional improvements scopes of work to Must Win Battles

- Be conversant with the financial discipline required to manage projects and able to assist in budget tracking.
- Project/programme planning-support, best practice sharing and adoption and ensure the development of a well-structured and governed plan

Job Qualification and Experience

- Bachelor's degree in Industrial Psychology, Commerce or equivalent
- At least five (5) years' experience and knowledge of Organisational Effectiveness / Change Management, with a track record of successful change initiatives
- Extensive knowledge of performance improvement programmes.
- Proven experience of change management and its application within project management.
- Broad experience of programme management including identification of opportunities as well as risks.
- Ability to establish pragmatic value adding governance programmes.
- Ability/credibility to influence at the most senior levels as well as work across a range of cultures & work levels.
- Business focus and understanding, as well as operational credibility.
- Ability to build relationships, partner with our businesses and have a track record in delivery.
- Project management capability expert.
- Skilled in MS 365 Office suite, Power App and Power BI

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

All interested candidates who meet the above requirements, please apply for the position on or before 7th March 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: Growers Support Officer - 1 Position

Job Purpose

The Grower Support Officer is responsible for contributing to the implementation of KSCL's Grower development strategy with a view towards long-term growth, Grower

relationship development and driving relevant Illovo Agriculture Ways and related standards across the

Duties and Responsibilities:

- Ensures compliance with group minimum standards and processes for Grower relationships
- Develop and follow programme for all farm visits and Growers in own extension area, identify gaps and provide advice to Growers
- Provides technical assistance to Growers, for purposes of improving productivity, enhancing sustainability and profitability, and the development of new areas
- Monitor cane supply agreements with growers and grower bodies
- Facilitates days and training sessions to promote best practice sharing and continuous improvement of sugar cane farming
- Establish and maintain relationships with individual commercial growers, medium scale and/or small-scale grower bodies
- Implement 'fit for purpose' technology to enable effective cane supply and monitoring
- Provides input into, monitor and manage grower support budget
- Manages grower information database
- Supports engagement with local community, government and industry officials on Matters pertaining to sugar cane Agriculture

Minimum Requirements:

- Diploma or degree in Agriculture/Social Science/Community Development Studies
- 2 or more year's previous experience in the cane growing environment
- Strong planning and organization skills
- Strong interpersonal and relationship-management

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 5th March 2025. Only shortlisted candidates will be contacted.

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

Job Purpose.

To develop him/her through a special Manager in Training Programme to attain the necessary practical leadership, and chemical engineering competencies, expertise, sugar processing technology, and management skills. The applicant must be a dynamic and result-oriented person and will fill the position in the manufacturing department.

Specific Duties and Responsibilities.

- Perform all chemical and processing functions in the manufacturing department.
- Responsible for managing, leading, monitoring, organizing and planning.
- Perform projects as may be assigned by the mentor.
- Preparing monthly reports.
- Prepares project presentations.
- Manage /oversee all instrumentation work on abnormal projects during off crop.
- Provide engineering support for specifications.
- Maintain effective engagement with key maintenance and engineering service level providers.
- Promote a culture of consistently assessing risks and drive continuous improvement throughout operations.
- Conduct regular internal and external exercises benchmarking exercises to identify and develop Engineering best practices and improvement opportunities.
- Promote and adhere to Kilombero Sugar Co Ltd procedures, policies and guidelines, including without limitation, those relating to Safety, healthy, Environment, Risk and Quality (SHERQ).
- Responsible for statutory requirements as may be delegated by Mentor.

Job Requirements.

- B.Sc. in Chemical & Processing/Chemistry or equivalent qualification from a recognized Institution.
- Computer literacy.
- Effective communication in both English and Swahili language.
- Ready to work long hours.
- Sound mental and physical health.
- Registered by ERB as a Graduate Engineer
- Burning desire to succeed in a high-performance environment.
- Self-motivated and ability to motivate others.
- Report writing.
- Creative, innovative, and team working skills.

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 **05th March 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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4. JOB TITLE: CMS Evaporator Operator - 1 Position

Job Purpose.

To produce the maximum amount of alcohol and concentrated molasses solids (CMS), That's Meets Products Specifications, by operating the plant unit in the field in conjunction with the distillation operator and other operators. Plant units include the Fermentation plant, Distillation plant, spent wash handling section, Evaporation plant and any additional plant areas as required.

Specific Duties and Responsibilities:

- Ensuring that alcohol and CMS of the required quantity and quality is produced according to KPIS.
- Plant and equipment in the plant are units are operated safely as per plant specification and process deviation and equipment breakdowns are reported and attended to timeously.
- The plant unit performance, safety, housekeeping, quality and environment standard are achieved and maintained all times, coordinating such activities as necessary with the Distillation Operator.
- The required information is logged down, captured on computer and communicated to the Distillation Operator.
- Ensure all process are executed in accordance with ISO 22000 and local good practice for safety, health, environment and quality.
- Monitor the performance and operates the plants units on continual shift basis using on plant measurement to produce the required quantity and quality of alcohol and CMS.
- Solves process problems and deviation by using necessary problem-solving tools, eg 5why, fishbone, in conjunction with distillation operator by taking the appropriate corrective action to meet production KPIS.
- Ensure the evaporators are appropriately isolated and cleaned when required.
- Conducting of C.I.P of evaporators and heat exchangers at required interval and time.
- Ensuring that all storage tanks/ pits level control is done in such to prevent overflow.

- Carries any other duties relating to the plant.
- Trains, as required, plant personnel on the operations within the plant's units.
- Takes the role of safety watch during plant shutdowns after hours to ensure that personnel adhere to the company's safety standard.

Job Requirements.

- Form Four or A level Education with Mathematics and Science.
- Diploma in Chemical engineering, Mechanical engineering, Quality control or Machine Operation from a recognized institution.
- A minimum of one (1) year of experience in sugar industry or large manufacturing firm.
- Computer literacy.
- Vibration Analysis Technique.
- Burning desire to succeed in high performance environment.
- Trouble shooting skills.
- Ready to work long hours.

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

All interested candidates, who meet the above requirements, please to apply for the position on or before 04th March 2025 Only shortlisted candidates will be contacted.

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