



**VACANCY ANNOUNCEMENT**

Mkulazi Holding Co. Ltd (MHCL) is a company owned by the National Social Security Fund (NSSF) and Prisons Corporation Sole (PCS). The Company was established on 6th September 2016. The main objective of the company is to undertake production of sugar in Tanzania.

The company being an equal opportunity employer, wishes to invite competent, qualified, experienced and dedicated Tanzanians to fill in the vacancy positions currently available in the company. **WOMEN ARE HIGHLY ENCOURAGED TO APPLY FOR THESE POSITIONS** as follows:

1. **Senior Electrical and Instrumentation Engineer - 1 Post:** He/She will be reporting to Factory Manager.

**Job Descriptions and Responsibilities:**

- a. Prepares sectional budget; Monitors, controls and takes corrective action on variances;
- b. Provide adequate technical supports to electrical systems;
- c. Ensures that the quality of services is within the company's set standards as approved by the relevant professional levels in the country;
- d. Performs all electrical tasks according to the company's set performance standard quality, safety, health, environment policies and procedures;
- e. Timely orders delivery of all required items for off crop maintenance season;
- f. Plans, coordinates and allocates tasks to his/her subordinates;
- g. Monitors power generation/imports to or from the power generation plant effectively;
- h. Ensures factory electrical equipment are tested and calibrated online;
- i. Identifies, designs and implements improvement to control systems and electrical systems;
- j. Retains and update technical records of all electrical equipment;
- k. Monitors and conducts performance reviews; and
- l. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Bachelor of Science in Electrical Engineering or equivalent qualification. Must be registered with a professional body and Six (6) years' working experience in manufacturing industry, sugar processing or cane production.

**2. Senior Workshop and Transport Logistic Officer - 1 Post:** He/She will be reporting to Workshop and Transportation Logistics Manager.

**Job Descriptions and Responsibilities:**

- a. Ensure the smooth and safe running of Agriculture workshop and other company's fleets;
- b. Prepare and supervise maintenance schedules, duty rosters, supervise staff and Organize schedules & routes;
- c. Ensure on timely and proper opening and closing of job cards;
- d. Enforcing quality work through supervision of work and stage inspections;
- e. Maintain and control the agricultural and general fleets workshop stores;
- f. Ensuring availability of the required tools and working materials and manage smooth workshop workflow;
- g. Evaluating performance of the planned and executed works as well as providing feedback to superior;
- h. Identifying and advise on career advancement opportunities;
- i. Resolve employee/subordinates' matters and disputes;
- j. Enhance training of new employees and or trainees;
- k. Hands over to and receiving from security the fleet parked at Workshop;
- l. Plan and manage the execution, direction, and coordination of all transportation matters within the Company;
- m. Prepare and manage budgets;
- n. Ensuring that vehicles are safe and meet legal requirements;
- o. Ensures that all drivers are aware of their duties; and
- p. Perform any other lawful duties as assigned by superior.

**Academic Qualifications and Working Experiences:**

A Bachelor's degree in Transport and Logistics Management or equivalent qualifications. Must have six (6) years' working experience and valid Driving License and thorough knowledge of automotive industry safety specifications and regulations.

**3. Instrumentation Engineer - 1 Post:** He/She will be reporting Senior Electrical & Instrumentation Engineer and will be supervising Instrumentations Technicians

**Job Descriptions and Responsibilities:**

- a. Prepares sectional budget; Monitors, controls budget and takes corrective action on variances;
- b. Provide adequate technical supports to instrumentation team;
- c. Ensures that the quality of services is within the company's set standards as approved by the relevant professional levels in the country;
- d. Performs all tasks according to the company's set performance standards, quality, safety, health, environment policies and procedures;
- e. Timely orders all required items for off crop maintenance season;
- f. Plans, coordinates and allocates tasks to his/her subordinates;
- g. Provide service to all instrumentation systems;
- h. Ensures factory instruments are tested and calibrated;
- i. Identifies, designs and implements improvement to process control systems;
- j. Retains and update technical records of all instrumentation equipment;

- k. Ensures that the instrument equipment and services are functioning correctly during operational periods;
- l. Monitors and conducts performance reviews to instrumentation systems;
- m. Identifies skills gaps of his/her subordinates and proposing development plans;
- n. Improves personal effectiveness and productivity of all employees under his/her charge; and
- o. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Bachelor's degree in Electrical Engineering/Instrumentation or equivalent qualification. Must be registered and certified with a professional body and have a minimum of four (4) years' working experience in manufacturing industry or sugar processing/cane production.

4. **Mill Engineer - 1 Post:** He/She will be reporting to Senior Mechanical Engineer and will be supervising Shift Supervisor- Mill.

**Job Descriptions and Responsibilities:**

- a. Ensures establishment and implementation of lubrication and maintenance schedules of mills and accessories;
- b. Controls mill performance and response to any variations on the mill operations;
- c. Review and interpret engineering specifications schematics, blue prints to determine mill work procedures;
- d. Plan spare parts production route;
- e. Allocates tasks to mill foreman, and ensures that allocated jobs are done;
- f. Ensures safety of machinery and workers;
- g. Provide inputs in designs and build of tools and equipment as per approved drawings and specifications;
- h. Practice and comply with safety standards at all times;
- i. Provide specifications for purchasing of materials and tools; and
- j. Perform any lawful duty assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Bachelor of Science in Mechanical Engineering, Chemical and Process Engineering, Electrical Engineering and Electronic engineering or equivalent qualifications. Possession of FTC qualifications is an added advantage. Should be registered by profession Body and four (4) years' experience in sugar processing and/or Sugar production or equivalent.

5. **Cane Receiving Engineer - 1 Post:** He/She will be reporting to Senior Mechanical Engineer and will be supervising the Shift supervisor- Cane receiving and handling

**Job Descriptions and Responsibilities:**

- a. Ensures establishment and implementation of maintenance schedules cane handling systems;
- b. Controls cane quality and throughput on the first mill;
- c. Monitor cane preparation through cane levelers and fibrizer;
- d. Review and interpret engineering specifications schematics, blue prints to determine boiler work procedures;
- e. Plan spare parts production route;
- f. Allocates tasks to feeder table operator, crane operator and grab operator;

- g. Provide inputs in designs and build of tools and equipment as per approved drawings and specifications;
- h. Practice and comply with safety standards at all times;
- i. Provide specifications for purchasing of materials and tools; and
- j. Perform any lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Bachelor of Science in Mechanical Engineering, Manufacturing Engineering, Electrical Engineering and Electronic Engineering or equivalent qualifications. Possession of FTC qualifications is an added advantage. He/She must be Registered by profession body with four (4) years' working experience in sugar processing/Manufacturing or cane production or equivalent.

- 6. Shift Engineer - 1 Post:** He/She will be reporting to Senior Mechanical Engineer and will be supervising Shift supervisor-cane Receiving, Milling, Steam generation

**Job Descriptions and Responsibilities:**

- a. Monitor and control cane quality and cane feeding;
- b. Monitor operation of feed tables, levellers and fibrizer to achieve recommended Preparation Index;
- c. Optimize mill performance by checking imbibition application, mill hydraulic and speed of cane carrier of mill#1;
- d. Ensure stable supply of steam to the plant;
- e. Proper handling of bagasse reclaimable system;
- f. Attend all breakdowns during the shift;
- g. Supervises plant preventive program during the shift; and
- h. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Bachelor degree in Mechanical Engineering, Agriculture Engineering or Chemical & Processing Engineering or equivalent qualifications coupled with four (4) years working experience in food processing industry.

- 7. Pan Incharge - 4 Posts:** He/she will be reporting to Manufacturing Chemist.

**Job Descriptions and Responsibilities:**

- a. Perform pan boiling cycle;
- b. Guide on preparation on slurry;
- c. Making sure pan floor production chemicals stock are maintained;
- d. Records strike on station log sheet;
- e. Checking on the syrup brix;
- f. Check the quality of seed crystal size using microscope and save in the computer;
- g. Verify the quality of masecutes before discharge;
- h. Control molasses and refinery condition tanks;
- i. Checks the pan leaks at least twice a year;
- j. Obtain samples of solution using proof stick and observe grain size under microscope to determine when crystals have grown to the specific size; and
- k. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with Six (6) years' working experience in a relevant field. Possession of National Sugar Institute (NSI) Certificate will be an added advantage.

8. **Operator Melt Clarification - 4 Posts:** He/She will be reporting to Supervisor-Refinery.

**Job Descriptions and Responsibilities:**

- a. Make sure affinated sugar has color of less than 1000 ICUMSA;
- b. Control temperature of melt to attain required brix;
- c. Control operation of milk of lime and phosphate dosing system;
- d. Records hourly operating parameters for the melter and clarification;
- e. Maintain good housekeeping, safety and health at work place;
- f. Troubleshooting and solving technical problems; and
- g. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences**

Holder of Form IV certificate with two (2) years' working experience in relevant field. Practical Training in Refinery sugar will be an added advantage.

9. **Operator Vacum Filter - 4 Posts:** He/She will be reporting to Supervisor-Clarification.

**Job Descriptions and Responsibilities:**

- a. Adjust controllers to maintain a proper flow of muds, wash water and bagacillo;
- b. Observe wash water temperature, mud temperature and vacuum gauge readings and adjust to conform specifications;
- c. Records hourly operating parameters including filter cake pol and mud temperature;
- d. Maintain good housekeeping, safety and health at work place;
- e. Maintaining required filter cake pol less than 2.0;
- f. Take an active part in a loss control;
- g. Ensure visual management boards are updated accordingly;
- h. Troubleshooting and solving technical problems; and
- i. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences**

Possession of Form IV certificate with two (2) years' experience in relevant field. Knowledge in Sugar Refinery will be added advantage

10. **Shift Supervisor-Packing - 4 Posts:** He/She will be reporting to Supervisor-Clarification.

**Job Descriptions and Responsibilities:**

- a. Control stock of packing material;
- b. Change bag weight setting as instructed;
- c. Inspects sugar prior to packing and return rejected sugar to production department;
- d. Observe the packing operations and inspects packing bags to verify conformance to specifications;
- e. Ensure all packing machines are operating efficiently;

- f. Supervise the cleanness of dryer, bins, elevators, magnet and other equipment during change of production from brown to refine sugar;
- g. Cooperates on handing-over produced sugar to sugar godown supervisor;
- h. Oversees the development of standard operating procedures (SOP) for the packing operations.
- i. Ensure hygiene and correct use of personal protective equipment (PPE's).
- j. Perform sugar and packing material reconciliation; and
- k. Performs any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences**

Possession of Form IV certificate with Two (2) years' Experience in related field. Knowledge in Sugar Refinery will be an added advantage.

**11. Supervisor Refinery - 4 Posts:** He/She will be reporting to (Reports to Manufacturing Chemist.

**Job Descriptions and Responsibilities:**

- a. Coordinating and supervising all the operation connected with refined sugar making from raw sugar;
- b. Ensuring correct maintenance of all records;
- c. Ensuring the refinery operating parameters are within the specified ranges;
- d. Conduct visual inspection of refinery plant for checking leaks, spillage and overflow;
- e. Supervising good housekeeping, safety and health at work place;
- f. Ensure that operators are sending samples to Laboratory for analysis;
- g. Ensure visual management boards are updated accordingly;
- h. Participate in troubleshooting and solving technical problems;
- i. Supervises both operation and maintenance activities;
- j. Monitors safety of people and machines;
- k. Perform an emergency equipment shutdown per safety permits; and
- l. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Possession of Form IV Certificate with three (3) years' experience in related field. Knowledge in Sugar refinery will be added advantage.

**12. Assistant Pan Boiler - 4 Posts:** He/She will be reporting to Pan Boiler.

**Job Descriptions and Responsibilities:**

- a. Adjust valves to obtain specified temperature and pressure and obtain super saturated solution without caramelizing sugar;
- b. Turns valves to stop boiling and to break vacuum seal on pan;
- c. Washes and steams pan after striking to remove sugar remaining on pan body;
- d. Make sure all strike samples are checked under microscope;
- e. Strike all Massecuites at required brix;
- f. Boil and strike the Pan at the marked striking level;
- g. Ensure there is no force grain in the Massecuite; and
- h. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV coupled with three (3) years' Experience in Pan Boiling

**13. Supervisor Juice Clarification - 1 Post:** He/She will be reporting to Manufacturing Chemist.

**Job Descriptions and Responsibilities:**

- a. Checking clear juice clarity and carry-over in the clarifier;
- b. Check mud level in the clarifier;
- c. Control the preparation of milk of lime and make sure matured flocculant is used at a correct dosing rate;
- d. Ensuring the clarification operating parameters are within the specified ranges such as mixed juice temperature, mixed juice flow, clear juice pH and lime Baume;
- e. Conduct visual inspection of clarification plant for checking leaks, spillage and overflow;
- f. Supervising good housekeeping, safety and health at work place;
- g. Supervises both operation and maintenance activities;
- h. Check low or high vacuum in the filters;
- i. Checking pol filter cake hourly;
- j. Perform reconciliation of lime bags; and
- k. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences:**

Holder of Form IV Certificate coupled with three (3) years' working experience. Knowledge in Sugar processing will be added advantage

**14. Operator Decolorization - 4 Posts:** He/She will be reporting to Supervisor-Refinery.

**Job Descriptions and Responsibilities**

- a. Make sure fine liquor has colour of less than 400 ICUMSA;
- b. Control brix of fine liquor;
- c. Control operation of floth clarifier;
- d. Perform regeneration of resin;
- e. Control operation of Ion-exchange and brine recovery;
- f. Records hourly operating parameters for the melter and clarification;
- g. Maintain good housekeeping, safety and health at work place;
- h. Troubleshooting and solving technical problems; and
- i. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV coupled with two (2) years' working experience in relevant field. Practical training in refinery sugar will be an added advantage.

**15. Pan Boiler - 3 Posts:** He/She will be reporting to Pan in-charge.

**Job Descriptions and Responsibilities:**

- a. Adjust valves to obtain specified temperature and pressure and obtain super saturated solution without caramelizing sugar;
- b. Washes and steams pan after striking to remove sugar remaining on pan body;
- c. Make sure all strike samples are checked under microscope;
- d. Strike all Masecuite at required brix;
- e. Boil and strike the Pan at the marked striking level;
- f. Ensure there is no force grain in the Masecutes;

- g. Participate on scheduled maintenance as an Artisan - Boiling House; and
- h. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with three (3) years' working experience in relevant field. Possession of National Sugar Institute (NSI) Certificate will be an added advantage.

- 16. Hard Facer Cane Knives - 4 Posts:** He/She will be reporting to Supervisor Fabrication & Machining.

**Job Descriptions and Responsibilities:**

- a. Welding cane knives;
- b. Measure mass and balance cane knives;
- c. Marks layouts;
- d. Cleans working premises;
- e. Keeps in good condition welding equipment; and
- f. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences**

Holder of Form IV Certificate in Welding and fabrication NTA Level II or equivalent qualification coupled with three (3) years' experience in welding.

- 17. Attendant-Workshop - 2 Posts:** He/She will be reporting to Supervisor- Fabrication and Machining.

**Job Descriptions and Responsibilities:**

- a. Cleans workshop;
- b. Collects materials;
- c. Arranges materials and equipment's; and
- d. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV and no experience(s) is required for this position.

- 18. Greaser/Oilman - 1 Post:** He/She will be reporting to Supervisor gearbox and pumps.

**Job Descriptions and Responsibilities:**

- a. Maintains required level of lubricants in all milling equipment;
- b. Greases all areas requiring grease in various machines and equipment;
- c. Fills and maintains lubricant logbook;
- d. Reports to factory logistics when stock level of lubricant is at an agreed minimum; and
- e. Performs any other lawful duty assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate with an on-the-job training.

- 19. Tools store-Workshop Attendant - 1 Post:** He/She will be reporting to Supervisor-Fabrication & Machining.

**Job Descriptions and Responsibilities**

- a. Maintain workshop tools records;
- b. Control and issue tools to workers;



- c. Maintains stock level of tools and prepare request of tools from the engineer;
- d. Reports lost tools and damaged tools;
- e. Arranges tools in good order;
- f. Prepares tools for machining;
- g. Maintain good housekeeping;
- h. Prepares machining tools; and
- i. Perform any other lawful duties assigned by his/her supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with two (2) years working experience in relevant field.

- 20. Driver Hydra Crane&Forklift - 1 Post:** He/She will be reporting to Senior Workshop Engineer.

**Job Descriptions and Working Experiences:**

- a. Drives according to the given instructions;
- b. Lifting and shifting of various materials;
- c. Perform daily inspection checklist;
- d. Ensures safety of people and machines;
- e. Checks and monitor the machine running condition;
- f. Prepares the allocated machine for services; and
- g. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with three (3) years working experience in relevant field. He/She should have a Driving license class G or F.

- 21. Fitters-Workshop - 2 Posts:** He/She will be reporting to Supervisor-Pumps & Gearbox Workshop.

**Job Descriptions and Responsibilities:**

- a. Check machined parts dimensions before fitting commence;
- b. Perform fittings and assembling of pumps and gearboxes;
- c. Dismantling of Pumps and Gearboxes;
- d. Prepare spare parts for planned activity; and
- e. Perform any other lawful duties as assigned by supervisors.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate and certificate in Fitter Mechanics NTA Level III coupled with three (3) years working experience in machine shop.

- 22. Turner-Workshop - 2 Posts:** He/She will be reporting to Supervisor-Fabrication & Machining.

**Job Descriptions and Responsibilities:**

- a. Selecting the cutting tools for machining operation;
- b. Mounting and dismounting work pieces on or from lathe machine;
- c. Performing roughing and finishing operations;
- d. Checking finished piece to ensure compliance with technical drawing;
- e. Carrying out maintenance of turning lathe and tools;
- f. Cleaning turning lathe and working areas; and
- g. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experience:**

Holder of Form IV or VI with full Technician Certificate or Diploma in Mechanical Engineering coupled with three (3) years' experience in Welding and Fabrication.

**23. Machinist-Workshop - 2 Posts:** He/She will be reporting to Supervisor-Fabrication and Machinist.

**Job Descriptions and Responsibilities:**

- a. Keeps workshop tools records;
- b. Issues tools to workers;
- c. Reports lost tools;
- d. Arranges tools in good order;
- e. Makes spares;
- f. Prepares tools for machining;
- g. Marks work pieces/do drillings;
- h. Interprets drawing of machines components;
- i. Prepares work pieces;
- j. Prepares machining tools;
- k. Conduct basic machining calculations; and
- l. Perform any other lawful duties as assigned by supervisors.

**Academic Qualifications and Working Experiences:**

Holder of Form IV Certificate in Welding and fabrication NTA Level III or equivalent qualification coupled with two (2) years working experience in machine shop.

**24. Fabricator-Workshop - 2 Posts:** He/She will be reporting to Supervisor Fabrication & Machining.

**Job Descriptions and Responsibilities:**

- a. Receives work order and implement the requirement;
- b. Reads and interprets drawings;
- c. Observes safe working standards;
- d. Perform fittings;
- e. Develop structures;
- f. Alignment of fabricated parts;
- g. Prepares molds and patterns;
- h. Assesses quality of mold;
- i. Pours molten material into molds;
- j. Prepare mechanical sketch;
- k. Follows safety procedures; and
- l. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate with Certificate in Welding and Fabrication Level III or equivalent qualification coupled with three (3) years in Welding and Fabrication.

**25. Boiler Maker-Workshop - 2 Posts:** He/She will be reporting to Supervisor-Fabrication and machining.

**Job Descriptions and Responsibilities:**

- a. Fabricating parts;
- b. Issues welding rods;
- c. Ensures good housekeeping;
- d. Prepare welding materials requests;
- e. Reconditions factory spares;
- f. Selects electrodes for welding various machine components; and
- g. Performs any other lawful duties assigned by superior.

**Academic Qualifications and Responsibilities:**

Holder of Form IV Certificate and Certificates in Welding and fabrication NTA Level III or equivalent qualification coupled with five (5) years in Fabrication Workshop.

**26. Supervisor Pumps and Gearboxes Workshop - 1 Post:** He/She will be reporting to Factory Workshop Superintendent.

**Job Descriptions and Responsibilities:**

- a. Implement maintenance schedules of pumps and gearboxes;
- b. Execute assigned works as per work orders received from Factory and other departments;
- c. Ensures the efficient use of workshop facilities to produce economical quality spares;
- d. Cooperate with factory team in factory operations to achieve factory set goals;
- e. Provide inputs for purchasing of workshop spares, tools, and materials for pumps and gearboxes;
- f. Ensure allocated tasks to fitters are done effectively;
- g. Ensures safety of machinery and workers;
- h. Inspects the quality of job before delivery; and
- i. Perform any lawful duty assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV and certificate in Fitter Mechanics NTA Level III or equivalent qualification coupled with four (4) years' working experience in relevant field.

**27. Supervisor-Fabrication and Machining - 1 Post:** He/She will be reporting to Fabrication & Machining Superintendent.

**Job Descriptions and Responsibilities:**

- a. Inspects work orders and drawings during receiving;
- b. Inspects machine before start up on Fitness and Safety;
- c. Ensures lubrication of machine;
- d. Reports defects of machines;
- e. Cleans the machine and its premises;
- f. Prepares machining tools;
- g. Prepares measuring tools;
- h. Lead in servicing machines components;
- i. Interprets drawings;
- j. Perform basic machining calculations;
- k. Draws materials from Stores;

- l. Prepare sketches;
- m. Inspects works for accuracy; and
- n. Performs any other lawful duties as assigned by supervisors.

**Academic Qualifications and Working Experiences:**

Holder of Form IV with Certificate in Fitter Mechanics or Welding and Fabrication Level III or equivalent qualification coupled with four (4) years' working experience in relevant field.

- 28. Fabrication & Machining Superintendent - 1 Post:** He/She will be reporting to Senior Factory Workshop Engineer and shall be Supervising the Supervisor-fabrication and machining supervisor.

**Job Descriptions and Responsibilities:**

- a. Ensures establishment and implementation of fabrication and machining works before and during maintenance schedules;
- b. Ensures recording work orders received from Factory and other departments;
- c. Ensures the efficient use of workshop facilities to produce economical quality spares;
- d. Assists with factory team in factory operations to achieve factory set goals;
- e. Priorities orders for spare parts production route as per received orders;
- f. Ensures the purchase of work shop spares, tools, materials, etc.;
- g. Allocates tasks to technicians, and ensures that allocated jobs are done;
- h. Provide inputs for preparation of workshop budget;
- i. Ensures safety of machinery and workers;
- j. Inspects the quality of job before delivery; and
- k. Perform any lawful duty assigned by his/her supervisor.

**Academic Qualifications and Working Experiences:**

Bachelor of Science in Mechanical Engineering, Manufacturing Engineering, Electromechanical Engineering and Electronic engineering or equivalent qualifications. Possession of FTC qualifications is an added advantage. Four (4) years' experience in sugar processing and/or cane production or equivalent.

- 29. Factory Workshop Superintendent - 1 Post:** He/She will be reporting to Senior Factory Workshop Engineer and will be supervising the Supervisor-Pumps & Gearboxes.

**Job Descriptions and Responsibilities:**

- a. Ensures establishment and implementation of lubrication and maintenance schedules of machinery;
- b. Ensures recording work orders received from Factory and other departments;
- c. Ensures the efficient use of workshop facilities to produce economical quality spares;
- d. Cooperate with operational team to achieve factory set goals;
- e. Prioritize orders for spare parts production route as per received orders;
- f. Ensures the purchase of work shop spares, tools, materials;
- g. Allocates tasks to technicians, and ensures that allocated jobs are done;
- h. Control budget of Pumps & Gearboxes;
- i. Ensures safety of machinery and workers;
- j. Inspects the quality of job before delivery; and
- k. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Responsibilities:**

Bachelor of Science Mechanical Engineering, Manufacturing Engineering, Electromechanical Engineering and Electronic engineering or equivalent qualifications. Possession of FTC qualifications is an added advantage. He/She should have four (4) years' working experience in sugar processing and/or cane production or equivalent.

**30. Shift Supervisor-Steam Generation - 4 Posts:** He/She will be reporting to Shift Engineer.

**Job Descriptions and Responsibilities:**

- a. Controls steam pressure and temperature;
- b. Controls steam flow;
- c. Ensures safety of people and machines;
- d. Carries out maintenance during maintenance and off crop;
- e. Monitors and controls all boiler performance parameters; and
- f. Performs any other lawful duties as assigned by Supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV with Full Technician Certificate or Diploma in Engineering or equivalent. Must have three (3) years working experience in relevant field.

**31. Attendant Boiler - 4 Posts:** He/She will be reporting to reporting to Shift Supervisor Steam Generation.

**Job Descriptions and Responsibilities:**

- a. Carries out maintenance and repairs on boilers and its auxiliaries during crushing season, breakdown and off crop;
- b. Prepare spares for boiler conveyer;
- c. Ensures safety of people and machines;
- d. Ensures effective communication with superiors;
- e. Check that both boiler feed water and chemical dosing pumps are performing effectively; and
- f. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV and a certificate in Fitter Mechanics NTA Level III or equivalent qualification. Should have three (3) years working experience in high pressure vessels is an advantage.

**32. Technician High Speed Machine - 1 Post:** He/She will be reporting to Boiler Engineer.

**Job Descriptions and Responsibilities:**

- a. Carries out maintenance and repairs on High-speed Machines (Turbine and centrifuges) during crushing season, breakdown and off crop;
- b. Prepares spares for high-speed machines;
- c. Ensures safety of people and machines;
- d. Ensures effective communication with superiors on occurrences;
- e. Monitor the performance of the High-speed machines; and
- f. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Responsibilities:**

Holder of Form IV with Full Technician Certificate or Diploma in Engineering or equivalent. Must have three (3) years working experience working in Factory. Working in high pressure fitting is an advantage.

**33. Operator - Mobile Crane - 1 Post:** He/She will be reporting to Officer Planning - Projects.

**Job Descriptions and Responsibilities:**

- a. Operates mobile crane;
- b. Comply with load limits and safety standards;
- c. Estimates safe loads of equipment/component/material to be lifted;
- d. Perform rigging work;
- e. Send mobile crane to garage for servicing and repair;
- f. Communicates any problems to the Supervisor;
- g. Operate fire equipment; and
- h. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate plus Driving Certificate and driving license class F. Should have four (4) years' working experience in relevant field.

**34. Factory Tracer - 1 Post:** He/She will be reporting to Design Draughtsman.

**Job Descriptions and Responsibilities:**

- a. Prepares free hand sketches;
- b. Prepares druggeting;
- c. Takes measurements of Machine components;
- d. Keeps records of Factory Drawings;
- e. Issues technical drawings to Engineers and Technologists;
- f. Collects drawings issued to;
- g. engineers and update records;
- h. Traces Factory drawings;
- i. Changes hand drawing to AutoCAD;
- j. Collaborate with artisans on drawing interpretation;
- k. Keeps drawing tools; and
- l. Perform any other lawful duties assigned by supervisor

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate and Full Technician Certificate in Mechanical Engineering or equivalent qualification plus three (3) years working experience in similar post.

**35. Planning Clerk - Factory Projects - 2 Posts:** He/She will be reporting to Planning Engineer-Project and Maintenance.

**Job Descriptions and Responsibilities:**

- a. Generate Preventive Maintenance work orders;
- b. Generate unplanned work orders;
- c. Generates relevant reports;
- d. Records/updates mill stops and major breakdowns;
- e. Analyses mill stops and breakdowns;
- f. Distributes technical drawings for checking and or for approval;
- g. Collects checked and or approved technical drawings;

- h. Prepare outstanding drawing report;
- i. Prepares scheduled stop work orders;
- j. Prepares scheduled stop plan;
- k. Monitors scheduled stop works;
- l. Prepares off-crop schedule;
- m. Monitors off-crop work; and
- n. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with two (2) years' experience in documentation.

**36. Preventive Maintenance Technician - 1 Post:** He/She will be reporting to Planning Engineer-Projects and Maintenance.

**Job Descriptions and Responsibilities:**

- a. Prepares predictive maintenance schedules;
- b. Carries out vibration monitoring on equipment;
- c. Carries out thickness testing;
- d. Carry out field balancing;
- e. Supervises project works;
- f. Verifies rotating machine speed;
- g. Supervises mobile crane;
- h. Carries out equipment alignment;
- i. Monitors Equipment standby procedure;
- j. Produces predictive maintenance exceptional reports; and
- k. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate with Full Technician Certificate or Diploma in Mechanical Engineering plus two (2) years' experience in sugar industry or any reputable manufacturing Firm.

**37. Planning Engineer Project & Maintenance 1 Post:** He/She will be reporting to Project Engineer and will be supervising the Preventive Maintenance Technician, Condition Monitoring Technician and Planning Clerk-Factory Projects.

**Job Descriptions and Responsibilities:**

- a. Controls the movement of assets in the plant asset register and notify Administration, department of asset disposals;
- b. Prepares maintenance schedules of all assets in respect of planned maintenance;
- c. Controls the release of scheduled work and inducting safety procedures;
- d. Controls the routine maintenance of equipment by ensuring that recommended maintenance satisfies equipment condition particularly for off crop planning purposes;
- e. Ensures that plant labeling of assets is correct and complete;
- f. Analyzes new equipment installations for defects before final commissioning or handling over by supplier/contractor to factory;
- g. Check call outs and updates standby roster;
- h. Provides inputs on preparation of weekly, monthly and seasonal maintenance reports;
- i. Trains personnel in use of planned maintenance system;

- j. Provide inputs for preparations of budgets within the planning project section; and
- k. Perform any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experience:**

Holder of Bachelor's degree in Mechanical Engineering, Chemical and Processing Engineering or equivalent qualifications. Registered by Professional body and have four (4) years' working experience in manufacturing industry and large-scale agricultural production or equivalent.

**38. Artisan Electrician-Power House - 4 Posts:** He/She will be reporting to Electrical-Technician.

**Job Descriptions and Responsibilities:**

- a. Maintain and monitor predetermined electrical power generation (Output);
- b. Repairs and maintains electrical equipment in powerhouse;
- c. Tests defective equipment to determine cause of malfunction or failure, using voltmeters, ammeters, and related electrical testing apparatus;
- d. Repairs and replaces equipment, such as relays, switches, supervisory controls, and indicating and recording instruments;
- e. Cleans and repairs brushes, commutators, windings, and bearings of generators, motors, and converters;
- f. Repair and maintain transmission equipment, performing such as oiling circuit breakers and transformers; and
- g. Performs any other lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Form IV with certificate in domestic and industrial electrical installation Level III or equivalent qualification coupled with three (3) years' experience as electrician in a factory.

**39. Wiremen - 1 Post:** He/She will be reporting to Electrical Engineer.

**Job Descriptions and Responsibilities:**

- a. Repair and rewind various types of rotating equipment including, single- and three-phase motors, alternators and generators, DC fields, armatures, and wound rotors;
- b. Perform various electrical testing throughout the winding process to troubleshoot and/or diagnose potential problems;
- c. Accurately measure and record motor mechanical dimensions using precision equipment such as micrometers and Vernier calipers to assess tolerance conformity;
- d. Reassembles repaired electric motors and monitor the specified requirements and ratings;
- e. Verify outsourced rewind motor for conformity before installations;
- f. Take and record detailed accurate winding data;
- g. Adhere to industry procedures, standards, and product specifications;
- h. Produce detailed reports and document all findings, faults, and required repairs;
- i. Keep work area clean, organized and tidy; and
- j. Perform any other lawful duty assigned by supervisor.



**Academic Qualifications and Working Experiences:**

Holder of Form IV and Full Technician Certificate/Diploma in Electrical Engineering or equivalent qualification. Have three (3) years working experience in any Manufacturing or Processing Factory.

**40. Instrumentation Technician - 2 Posts:** He/She will be reporting to Engineer - Instrumentation.**Job Descriptions and Responsibilities:**

- a. Reads instrument shift report;
- b. Conducts routine maintenance of electronic field and control panel instruments at the front end;
- c. Conducts routine maintenance of field and control panel instruments at sugar pre-pack station;
- d. Communicates on the functioning of instruments;
- e. Carries out allocated electronic tasks;
- f. Carries out planned maintenance on electronic equipment;
- g. Reports on the status of the instrumentation spares and requirements;
- h. Ensures that instruments are in good working condition;
- i. Overhauls and calibrates electronic control instruments at the weighbridge;
- j. Overhauls and calibrates electronic control instruments at the front end;
- k. Overhauls and calibrates pH electronic control instruments at the front end;
- l. Overhauls and calibrates condensate conductivity control instruments; and
- m. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experience:**

Holder of Form IV with Full Technician Certificate in instrumentation or electronics coupled with three (3) years' working experience in relevant field.

**41. Electrical Technician - 2 Posts:** He/She will be reporting to Electrical Engineer.**Job Descriptions and Responsibilities:**

- a. Provides essential spares and tools;
- b. Ensure smooth power generation and synchronization with TANESCO, and distributing power to the factory and colony;
- c. Assemble, install, test, and maintain electrical or electronic wiring, equipment, apparatus and fixtures;
- d. Repair and replace defective components such as, transformer, motors, generators, controllers, storage batteries, switchboards, conductors, switches and switchyard components;
- e. Trouble shooting malfunctioning systems, apparatus and components using test equipment and hand tools to locate the cause of a breakdown and correct the problem;
- f. Test electrical system and continuity of circuits in electrical wiring, equipment, and fixtures, using testing devices to ensure compatibility and safety of the system;
- g. Read and interpret electrical schematics;
- h. Conduct preventive maintenance schedule;
- i. Adhere to LOTO (Lock Out Tag Out) procedure; and
- j. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Experiences:**

Holder of Form IV and Full Technician Certificate/Diploma in Electrical Engineering or equivalent qualification coupled with three (3) years working experience in heavy industry.

**42. Shift Supervisor-Mill - 4 Posts:** He/She will be reporting to Shift Engineer.

**Job Descriptions and Responsibilities:**

- a. Ensures mills efficiency is maximized;
- b. Ensures daily, weekly, and monthly preventive tasks including greasing, bearings and gearboxes;
- c. Supervises both operation and maintenance activities;
- d. Monitors safety of people and machines;
- e. Ensures effective communication on all arising matters; and
- f. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences:**

Form IV and holder of Certificate in Fitter Mechanics Level III or equivalent qualification coupled with three (3) years working experience in relevant field.

**43. Shift Supervisor Cane Receiving & Handling - 4 Posts:** He/She will be reporting to Shift Engineer.

**Job Descriptions and Responsibilities:**

- a. Carries out maintenance and repair of all cane receiving and cane preparation machines;
- b. Supervises both operation and maintenance activities;
- c. Monitors safety of people and machines;
- d. Ensures effective communication on all arising matters;
- e. Keeps and controls the discipline of the subordinate; and
- f. Performs any other duties as assigned by Supervisor.

**Academic Qualifications and Working Experience:**

Form VI with Certificate in Fitter Mechanics Level III or equivalent qualification coupled with three (3) years working experience in the Front-end section.

**44. Operator Direct Control System (DCS) Mill - 4 Posts:** He/She will be (Reports to Shift Supervisor-Mill).

**Job Descriptions and Responsibilities:**

- a. Monitor computer screen to maintain parameter control for mills;
- b. Monitor mills speed and chute levels;
- c. Observe imbibition temperature, and mill hydraulic pressure to be maintained on required range;
- d. Records hourly stoppages on the log book;
- e. Maintain good housekeeping, safety and health at work place;
- f. Take an active part in a loss control;
- g. Ensure visual management boards are updated accordingly;
- h. Troubleshooting and solving technical problems;
- i. Monitors safety of people and machines;
- j. Perform an emergency equipment shutdown per safety permits; and
- k. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Form IV certificate with NTA level II coupled with two (2) years' experience in similar position.

- 45. Supervisor Effluent & Water Treatment Plant - 4 Posts:** He/She will be reporting to Laboratory Superintendent.

**Job Descriptions and Responsibilities:**

- a. Supervises water treatment plant and Effluent treatment plant;
- b. Ensure water samples from recommended points are taken accordingly;
- c. Ensure that section activities are carried out in a safe and efficient manner;
- d. Conducts daily inspection of water system, pumps, motors, meters and electrical systems for required maintenance and repairs;
- e. Maintain record concerning operations and programs; prepare reports on operation and activities;
- f. Adheres to safety standards; and
- g. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experience:**

Holder of Diploma in Laboratory Technology or equivalent coupled with three (3) years working experience.

- 46. Operator Water Treatment Plant - 4 Posts:** He/She will be reporting to Supervisor-Water Treatment Plant.

**Job Descriptions and Responsibilities:**

- a. Takes water samples from recommended points;
- b. Analyses the water quality including condensate boiler water;
- c. Ensures that the plant works as per required standards;
- d. Maintains cleanliness inside the control room and surrounding compound;
- e. Ensures that the chemical dosing pumps are working effectively;
- f. Adheres to safety standards;
- g. Checks the stocks of the chemicals at the plant and advises the foreman accordingly;
- h. Checks in sequence the performance of automation of individual units and report any malfunctions immediately;
- i. Records running hours of different pumps and balances use;
- j. Undertakes/carries out routine cleaning of the plant as per manufacturer's instructions e.g. washing blanket, settlers flushing out mud; and
- k. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Diploma in Laboratory Technology or equivalent coupled with two (2) years' working experience in relevant field.

- 47. Laboratory Analyst - 12 Posts:** He/She will be reporting to Laboratory Technician.

**Job Descriptions and Responsibilities:**

- a. Analyzing raw material, intermediate product and final products such as
  - i. Cane Brix;
  - ii. Pol;
  - iii. Moisture;
  - iv. Bagasse;

- v. Masecute;
- vi. Mixed Juice;
- vii. Sugar;
- viii. Final Molasses;
- ix. Filter cake and Syrup; and

b. Performs any other lawful duties as assigned by supervisors.

**Academic Qualifications and Working Experiences:**

Holder of Diploma in Laboratory Technology or equivalent Plus two (2) years working experience.

**48. Information Systems Auditor - 1 Post:** He/She reporting to Internal Audit Manager.

**Job Descriptions and Responsibilities:**

- a. Providing inputs in developing risk assessment and annual audit plan with emphasis on ICT systems and applications;
- b. Providing inputs in developing and implementing internal auditing manual, policies, procedures, and program;
- c. Contributing in ensuring that the overall objectives of the auditor are met;
- d. Extract and analyze data from the core organization system and other organization systems and records, including defining audit scope and tests for audit at field works;
- e. Conduct planned audit fieldwork in specified areas of ICT in relation to the credit function, finance, operations, legal, treasury and other areas, and report on the findings with appropriate recommendations;
- f. Review the accuracy and efficiency of the organization's accounting system and internal controls;
- g. Monitor accuracy of data in different ICT systems like core organization system and all other software used by the organization;
- h. Direct and/or perform reviews of internal control procedures and security;
- i. Keep the Head of Internal Audit Unit regularly informed of the progress of the audit and exception issues related to ICT;
- j. Prepare audit work papers by documenting audit tests and findings; and evaluating the sufficiency and appropriateness of audit evidence to support conclusion.s drawn;
- k. Prepare audit response after completion of audit work and submit to Internal Audit Manager for review;
- l. Follow up and report on implementation of internal, external audit findings and recommendations;
- m. Carry out special investigations and ad-hoc audits, write investigation reports e.g. for fraud cases, and recommend preventive and control measures; and
- n. Perform any other lawful duties assigned by the Supervisor.

**Academic Qualifications and Working Experiences:**

Bachelor's Degree in Computer Science/Information Technology/Accounting or related discipline. MUST possess Certified Information Systems Auditor (CISA) or related professional Qualifications and at least four (4) years relevant working experience in a recognized audit firm or financial institution.

**49. Transportation and Logistics Officer - 1 Post:** He/She will be reporting to Senior Workshop and Transportation Logistics Officer.

**Job Description and Responsibilities:**

- a. Managing the execution, direction, and coordination of all transportation matters within the Company;
- b. Plan and coordinate of transport operations to ensure smooth running of the planned activities;
- c. Prepare requirements for procurement of all supplies and services for the Company fleet;
- d. Keep account of all assets, managing stocks and managing fleet concerns;
- e. Prepare and manage budgets;
- f. Organize schedules & routes;
- g. Ensuring that vehicles are safe and meet legal requirements;
- h. Ensuring that all drivers are aware of their duties; and
- i. Perform any other lawful duties as assigned by superior.

**Academic Qualifications and working experiences:**

Bachelor's degree in Transport and Logistics Management or equivalent qualifications. Must have four (4) years' working experience and valid Driving License and thorough knowledge of automotive industry safety specifications and regulations.

**50. Workshop Supervisor - 1 Post:** He/She will be reporting to Workshop and Transport Logistics Manager.

**Job Descriptions and Responsibilities:**

- a. Ensure the smooth and safe running of Agriculture workshop;
- b. Prepare and supervise maintenance schedules, duty rosters and supervise staff and ensure best practices are followed;
- c. Ensure on timely and proper opening and closing of job cards;
- d. Enforcing quality work through supervision of work and stage inspections;
- e. Maintain and control the agricultural workshop stores;
- f. Ensuring availability of the required tools and working materials and manage smooth workshop workflow;
- g. Evaluating performance of the planned and executed works as well as providing feedback to superior;
- h. Identifying and advise on career advancement opportunities;
- i. Resolve employee/subordinates' matters and disputes;
- j. Enhance training of new employees and or trainees;
- k. Hands over to and receiving from security the fleet parked at Workshop; and
- l. Perform any other lawful duties as may be assigned by superior.

**Academic Qualifications and working experience**

Bachelor Degree in Mechanical, Agro-Mechanics Engineering, Agricultural Engineering or equivalent qualifications from recognizable institutions. Must have at least four (4) years' working experience in Workshops specifically in Agricultural mechanization and Automotive setting.

**51. Cane Supply Supervisor - Haulage - 3 Post:** He/She will be reporting to Senior Cane Supply Officer.

**Job Descriptions and Responsibilities:**

- a. Planning activities of cane haulage machinery and equipment (Cane Loaders, tractors and trailers);
- b. Supervises cane loading and transportation activities to ensure rateable supply of cane to the mill;
- c. Monitoring performance of Cane haulage machineries and allocated manpower;
- d. Provide input for preparation of harvesting plan and operational budget;
- e. Identify and mitigate risks for cane supply chain & logistics management stakeholders;
- f. Oversee effective talent and performance management within cane supply;
- g. Provide regular feedback to his/her clients on progress of activities;
- h. Ensure observance to Occupational Health and Safety in the workplace; and
- i. Perform any other lawful duties as may be assigned by supervisor

**Academic Qualifications and working experience:**

Diploma in Agriculture/Agronomy/Transport and Logistics or equivalent qualifications. Should have at least three (3) years' experience in related business

**52. Haulage Foremen - 4 Posts:** He/She will be reporting to Cane Supply Supervisor-Haulage.

**Job descriptions and responsibilities:**

- a. Allocate cane transport fleet to meet factory mill requirement;
- b. Supervises loading and transport of cane;
- c. Prepares duty roaster of transport fleet team;
- d. Control in field traffic of cane transport fleet during operation;
- e. Prepares reports on cane haulage;
- f. Maintain discipline to the haulage team by ensuring company codes of conducts are strictly followed;
- g. Controls productivity and fuel usage in all haulage tractors and loaders;
- h. Provide infield training and coaching to subordinates;
- i. Follow up on maintenance schedule for all haulage machines; and
- j. Performs any other lawful duties assigned by supervisor.

**Academic Qualifications and experiences:**

Diploma in Agriculture/Agriculture Engineering/Mechanization/ or equivalent qualifications. Should have at least two (2) years' experience in logistic/transport activities

**53. Operator-Cane Haulage Tractor - 12 Posts (Contract employment):** He/She will be reporting to Cane Supply Supervisor - Haulage.

**Job Descriptions and Responsibilities:**

- a. Operate Cane Haulage Tractors to tow trailers;
- b. Conduct machinery maintenance such as blowing, cleaning and washing in regular basis;
- c. Daily pre-start checking such as checking fluid levels, tires, lights and other controls for safe operations;
- d. Fix minor repairs in field such as loose bolts, changing wearing parts of implements etc;

- e. Fill tractor log sheets accurately; and
- f. Perform other lawful duties as may be assigned by supervisor.

**Academic Qualifications and working experience:**

Holder of driving certificate from recognized training institutions and a valid driving licence class G. Should have at least two (2) years' experience in operating Cane Haulage Tractors in agriculture plantations.

**54. Cane Loader Operators - 8 Posts (Contract employment):** He/She will be reporting to Haulage Foremen.

**Job Descriptions and responsibilities:**

- a. Operate Cane loader to Load windrowed sugarcane into the cane trailer as per laid down standard;
- b. Perform Machinery maintenance such as blowing, cleaning and washing on regular basis;
- c. Perform daily pre start checking such as checks fluid levels, tires, lights, and other controls for safe operation;
- d. Fix minor repairs in field such as loose bolts etc;
- e. Fill machinery log sheets accurately; and
- f. Perform any other lawful duties as may be assigned by supervisor.

**Academic Qualifications and working experiences:**

Certificate of driving from recognized institute and driving license class G. Machinery Training certificate will be an added advantage. Should have at least three (3) years' experience in operation of cane loader.

**55. Camp Warden - 1 Posts:** He/She will be reporting to Cane Supply Supervisor-Harvesting.

**Job Descriptions and responsibilities:**

- a. Ensures that the camp compound is clean and lawns are cut regularly;
- b. Ensures Hostel rooms are kept clean and no un-accepted materials are taken to the rooms;
- c. Ensures that all necessary repairs to the camp buildings plumbing and electrics are carried out;
- d. Maintain the security of company and occupants' properties;
- e. Rallying labor in the event of cane fires or any other emergence;
- f. Enforces discipline at the camps and ensure that camp rules and regulations are adhered to;
- g. Ensures that recreation facilities like soccer, darts draughts and cards are provided and are secured;
- h. Ensures that cutters are fed accordingly with clean and well-cooked food; and
- i. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and working experiences:**

Certificate in Agriculture/Agronomy or equivalent qualifications. Should have at least one (1) year experience in handling cane cutters from a sugarcane plantation.

**56. Fire Team Lead -2 Posts (Contract employment):** He/She will be reporting to Foreman-Harvesting.

**Job Description and responsibilities:**

- a. Perform pre burning check list;
- b. Cut and clean a fire break;
- c. Prepare tools for burning the cane;
- d. Burning the cane;
- e. Prevents nearby fields from unplanned fire;
- f. Fight unplanned fire; and
- g. Performs any other lawful duties assigned by supervisor

**Academic Qualifications and experiences:**

Certificate of Secondary Education and should have at least three (3) years' experience in related activities.

**57. Cane Supply Clerk - 3 Posts:** He/She will be reporting to Cane Supply Supervisor-Haulage.

**Job Descriptions and Responsibilities:**

- a. Ensure accurate records of all cane supply information and ensure they are easily traceable;
- b. Compiles the daily attendance of all cane supply employees and communicates to supervisor;
- c. Compiles the wages returns and submit to the cane supply supervisor for authorization;
- d. Compiles and prepares the monthly cane supply reports and submit to the cane supply supervisor;
- e. Compiles all cane supply overtimes and submit the reports to the cane supply supervisor for authorization;
- f. Maintains and update all cane supply records and ensure that all recruited labour do not exceed their contract terms and submit the weekly labour strength to the cane supply supervisor;
- g. Controls and maintains cane supply store;
- h. Ensure accurate master roll preparation and timely preparation of certificates for payments initiation;
- i. Maintains cane supply records and ensure its security; and
- j. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and working experiences:**

Diploma in Agriculture/Statistics/Records Management or equivalent qualifications. Should have at least one (1) years' experience in large scale agriculture.

**58. Assistant Surveyor - 1 Post.** He/She will be reporting to Senior Surveyor

**Job Descriptions and Responsibilities:**

- a. Search, locate and recover existing survey markers;
- b. Collect fields survey data for row cropping systems and levelling;
- c. Performs surveys of company boundaries, fields, and infrastructure;
- d. Allocate task to survey crew;
- e. Sets out drains, culvert, or other infrastructure levels;



- f. Alignment of infrastructures such as roads, drains and boundaries;
- g. Trains, supervises and mentors survey crew;

**Academic Qualifications and working experiences**

Diploma in mapping and Survey/Geo Survey Engineering or equivalent qualifications. Should have at least two (2) years' experience in land surveying and mapping.

**Salaries and other fringe benefits for the above vacancies will be paid in accordance to the Company's Salary Structure and other related manuals.**

**MODE OF APPLICATION:**

Candidates meeting the requisite qualifications should submit their written applications and detailed CV to the address below **WITH THE POSITION APPLIED WRITTEN ON THE TOP OF THE ENVELOPE**, describing how they see themselves qualifying for the applied position. They should also send copies of Academic Certificates, three referees, daytime telephone numbers and e-mail address. The closing deadline for all applications is 14 days after the advertisement. Only shortlisted candidates will be contacted.

**CHIEF EXECUTIVE OFFICER,  
MKULAZI HOLDING COMPANY LIMITED,  
P.O BOX 1079,  
MOROGORO.**