



1. JOB TITLE: Warehouse Manager - K4

Job Purpose

The Warehouse Manager will Implement and drive Kilombero Outbound Logistics way and related standards to ensure warehouse Logistics excellence and cost optimisation, effectively manage warehouse operations and dispatch of products, to ensure delivery on time and in full to customers.

Specific Duties and Responsibilities

- Adopt and embed best practices, minimum standards, policies, processes, tools, technology and enablers through the Illovo Outbound Logistics Way and capability development strategy.
- Ensure compliance with group minimum standards and processes for Warehouses and depots.
- Ensure that warehouses and depots are adequately secured and protected.
- Track, control and reconcile stock / inventory and product movements in and out of the warehouse, and account for all variances.
- Ensure warehouse re-order levels are maintained by triggering DRP movements to all warehouses and depots.
- Oversee satellite warehouse and operate same as extension of the mill warehouse.
- Oversee the effectiveness of warehouse processes for inbound receipt handling, storage, stacking and dispatch of product to ensure adherence to standard procedures, optimization of turnaround times and minimization of damages.
- Manage stock ledgers and ensure reconciliation of physical and theoretical stock on hand.
- Manage correct operation and maintenance of warehouse material handling equipment to ensure consistent availability and safe handling of product.
- Ensure that orders dropped on the warehouse are effectively picked and staged as per the instructions from the CSC and Logistics to effect the on time delivery execution of customer orders.

- Provide input to and effectively manage the warehouse budget on a daily/weekly/monthly basis.
- Work with Supply Chain Head to identify and implement 'fit for purpose' technology to enable effective Outbound Logistics and Warehouse management.
- Oversee the entrenchment of enablers to promote success (e.g. systems and processes)

Job Qualification and Experience

- Degree in Supply Chain Management, Transport Management or Logistics, Business administration or commercial.
- 5 years' experience in Outbound Logistics (warehouse and transportation) in a manufacturing environment.
- Proven ability to manage all resources, including people and shift management and equipment.
- Sound interpersonal leadership and management skills.
- Knowledge of warehouse management systems and Excel.

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 **12th December 2024**. 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: Steam & Power Generation Engineer

Job Purpose.

Steam & Power Generation Engineer will be responsible to deliver required steam and power (electrical generation) performance at optimal efficiency to meet needs of internal and external customers.

Specific Duties and Responsibilities.

- Ensure optimal performance of all boilers and power steam systems in the sugar factory.
- Responsible for engineering input in terms of equipment settings for the season e.g. Boilers and power steam systems, optimisation etc.
- Responsible for the S&PG Engineering input to the Maintenance head in terms of repair solutions and supervision / co-ordination of repairs to critical equipment / Abnormal projects etc.
- Responsible for S&PG Engineering input into Capital / Abnormal & Maintenance Projects.
- Management of allocated Capital Projects.
- Manage, oversee all mechanical work on allocated Abnormal Projects during Off-crop
- Responsible for the S&PG aspects of the stop day and off-crop planning processes and execution of the relevant maintenance scope.
- Responsible for the development of Season and Off-Crop S&PG budgets with Maintenance Head, finance business partner, optimization team, and manage allocated budgets, including cost effective management of resources.
- Collaborate with Reliability Engineer to identify and execute reliability improvements through design modifications and reliability improvement strategies.
- Responsible for Maintenance improvements to optimise efficiency and output of boilers and power steam system achieving reliability criteria within maintenance budget.
- Responsible for Cleaning/De-ashing cycles
- Implement performance and stat tests in line with design performance.
- Responsible for shutdown and start up processes.

Job Qualification and Experience

- Bachelor's Degree in Mechanical / Electrical Engineering
- 2 years on Water tube Boilers and Power Generation.
- 3 years broad experience on sugar mill equipment.
- 2 year maintenance engineering experience.
- Fully proficient on the maintenance requirements of the OSHACT or Country Equivalent (Statutory maintenance, inspections, legal appointments etc) as it relates to all sugar milling equipment including but not limited to high pressure steam systems, power generation, high speed machines and maintenance.

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3. JOB TITLE: Maintenance Engineer - Packing

Job Purpose.

Mechanical Engineer Packing will provide direction, technical guidance and leadership in maintenance to ensure maximum packing and Bag Storage Facility availability and design capacity.

Specific Duties and Responsibilities.

- Ensure Packing and BSF machines and equipment availability and minimize lost time and downtime.
- Oversee maintenance activities to ensure safety, efficiency, quality control, budgetary control, service, and cost-effective management of resources.
- Drive reliability by making informed trade-offs and driving initiatives that will deliver greatest possible output and quality levels in line with objectives.
- Report on performance in line with KPIs as well as key adverse or positive developments to Packing Manager.
- Develop and manage all maintenance budgets, liaising with finance business partner and optimization team.
- Ensure that each area of packing and BSF is maintained to achieve maximum mechanical availability and equipment capacity cost effectively.
- Ensure the maintenance teams fully leverage available support from within the factory and Illovo group (HO and other countries) across all disciplines.
- Identify off crop & stop day work and implement maintenance activities in line with plans
- Adopt and embed agreed best practices, frameworks and minimum standards for all aspects of planned maintenance as guided by the Illovo Asset Management (iAMP) programme .
- Identify areas where maintenance, equipment performance and quality management can be improved and manage the implementation of systems and processes to make improvements

Job Qualification and Experience.

- BSc in Electrical/Mechanical Engineering or equivalent.
- 3 years experience in manufacturing machinery maintenance.
- Familiarity SAP system would be an advantage.

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

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4. JOB TITLE: Mechanical Engineer Maintenance - 2 Positions

Job Purpose

Mechanical Engineer Maintenance will be responsible to Identify and provide efficiency and output of all mechanical equipment through providing specialised mechanical engineering support to the factory maintenance teams so they can achieve their targets.

Specific Duties and Responsibilities

- Ensure optimal performance of all mechanical equipment
- Provide engineering support to the Factory team in terms of equipment settings for the season e.g. Boilers, Mill Settings, Centrifugal cycle optimization etc.
- Provide Mechanical Engineering support to the Maintenance head in terms of repairs to critical equipment / Abnormal projects etc.
- Provide Mechanical Engineering support to the Project Engineer / Optimization manager, including management / overseeing of onsite projects.
- Develop Season and Off-Crop Mechanical budgets with Maintenance manager, finance business partner, optimization team and manage the budgets.
- Audit and analyze maintenance systems & processes with the aim of uncovering engineering related inefficiencies.
- Address production losses caused by inefficient engineering systems by critically analyzing and maximizing the systems performance.

- Collaborate with Reliability Engineer to identify reliability improvements through design modifications and reliability improvement strategies.
- Drive Maintenance improvements to optimize efficiency and output of all mechanical equipment.
- Provide expertise on day-to-day Mechanical Engineering related issues, support and advise on solutions.
- Maintain effective engagement with key maintenance & engineering service level providers.

Job Qualification and Experience

- Bachelor's Degree in Mechanical Engineering.
- 3 years experience in manufacturing environment – heavy industry would be an advantage.
- Familiarity with SAP systems would be an advantage.

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