



1. JOB TITLE: GIS Technician - 1 Position

Job Purpose

The GIS Technician will enable precision agriculture by facilitating close collaboration between the Agric Optimisation Manager, Agric Engineering Manager and Crop Manager through efficient management and processing of spatially relevant data. Support the development of Geographic Information System (GIS) capability and understanding on site, in close collaboration with L&D, Agric Optimisation, Estate Surveyor, Business Systems & Planning Analyst. The GIS Technician will ensure streamlined integration of spatial data through pro-active technical engagement with third-party platforms, data sources, other sites and ABFSugar Centre functions.

Duties and Responsibilities:

- Acquire/process and present GIS data in a suitable format to enable precision agriculture in areas such as;
 - Variable rate technologies
 - Drone imagery processing and analytics
 - Controlled traffic and auto-steer technology
 - Ag-tech spatial data management
- Collaborate with and support ABFSugar Centre GIS Lead to codify GIS best practice into standardised work processes
- Collaborate with and support Crop Production and Optimisation functions
- Facilitate data processing and interactions with the selected centralized data processing entity (where present)
- Manage data and user access on the chosen ABFSugar cloud based spatial data repository
- Prepare spatial data for projects
- Assist in improving the visualisation of survey data for routine reporting
- Support the Optimisation function in representing cost and productivity reporting in spatial formats
- Support the spatial data requirements of grower agriculture and other estate functions
- Support site L&D team to develop GIS skills and application competence
- Spatial tracking of day-to-day operations, where applicable

- Promote and adhere to KSCL, ISA & ABFS procedures, policies and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC)

Minimum Requirements:

- Degree/Diploma in GIS / Land Surveying / Agricultural Engineering (GIS preferred)
- Minimum of 2 years experience with GIS
- Demonstrated competence in GIS, land surveying, sugarcane agriculture, drone pilot, agricultural machine control, computer programming, database management software, systems integration and agriculture data analytics
- Proven track record within an ABFSugar Company, aligning with the company culture, is an added advantage

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 **10th February 2025**. Only shortlisted candidates will be contacted.

Kilombero Sugar Company Limited is an equal opportunity employer. Women and people with disabilities are highly encouraged to apply.

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2. JOB TITLE: Agronomist (Production) - 1 Position

Job Purpose

The successful candidate will provide direction and technical guidance on crop varieties, crop nutrition, crop protection (weed, pest and disease control) and irrigation to ensure long-term optimization of yield and cost of production.

Specific Duties and Responsibilities:

- Implement sustainable agronomic practices with the objective of closing the gap between the actual and the attainable yield potentials for each field on each estate

- Support adoption and embedding of agreed best practices, frameworks, minimum standards and processes for agronomy
- Implement and manage sugar cane agronomic trials (fertilizers and crop protection) required by the head of agricultural optimisation as part of a continuous productivity initiative
- Formulate, communicate and monitor fertilizer, weed control and ripener programmes (including 3rd party contractor management)
- Manage Estate nursery fields, monitor seed quality, and ensure regular disease inspections are carried out
- Ensure all commercial and nursery fields are timeously surveyed for pests and diseases, and that their infestation levels and recommendations are communicated to the relevant parties
- Ensure all agronomic data is captured for trend analysis, reporting and decision making
- Support agronomic optimisation by adopting new technologies and methods and ensure continuous improvement by implementing best practices and conducting regular system checks
- Develop new SOPs per requirements and assure performance against agronomy-related SOPs
- Monitor trends to understand impact of adopted practices, and refine practices accordingly
- Provides agronomic advice to Growers
- Promote and adhere to Kilombero's procedures, policies and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC)

Minimum Requirements:

- Bachelor's degree in Agriculture or equivalent
- 5 years' experience in sugar cane agriculture
- Research orientated with experience in agronomic experiments, trial work and evaluation
- Good business acumen and agricultural expertise, with ability to anticipate, interpret and respond to changes impacting on functional area
- A formal business/commercial qualification would be an advantage
- Strong agriculture data analysis skills
- Proven track record within an ABFSugar Company, aligning with the company culture, is an added advantage

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

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3. JOB TITLE: Agriculture Optimisation Manager - 1 Position

Job Purpose

Provide direction, technical guidance and leadership in estate agricultural optimisation, including agronomic business systems and data management, to ensure the estate realizes its full potential.

Specific Duties and Responsibilities:

- Support the development and implementation of the agriculture strategy especially with respect to the optimisation of the sugarcane production and supply chain.
- Evaluate, provide direction and guidance on all Agricultural Opex projects (PIP Projects), including from Field Improvement Teams, to ensure projects are delivered on-time, in full and within budget (OTIFQC)
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- Manage the crop maintenance and drone contracts including the Fertilizer and chemicals mixing plants.
- Drive agricultural modernisation and optimisation improvement plans through innovation and new farming systems,
- Reduce the cost of production through yield and efficiency improvement.
- Develop best practice adoption. and embedding methodologies with HR to support capability building in the Agricultural team.
- Develop and update standardized work procedures in line with Head Office best practices and on-site constraints.
- Ensure the crop nutrition, pest and disease and variety specialists fully leverage available support from the Illovo Group (Head Office and other Countries)
- Optimise crop production performance by holding agronomy teams accountable to the highest standards, whilst meeting the required cane crop volume and yield at the optimal cost
- Ensure accurate agricultural data is managed effectively in all data management systems, and is used effectively in farm management, estate performance monitoring, and decision making.
- Ensure Agricultural Optimisation is managed profitably (yield and cost synergies)

- Promote a culture of continuous improvement across all farms.
- Ensure talent and performance management are embedded in local ways of working, whilst leveraging support functions and resources to develop capability.
- Model Leadership behaviours, collaborating, partnering and communicating effectively within and between teams and support functions.
- Promote cross-functional and stakeholder engagement & teamwork.
- When requested, to provide assistance to Grower Agriculture at Kilombero
- Promote and adhere to ABFSugar procedures, policies and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC)

Minimum Requirements:

- Bachelor's degree in or equivalent in Agriculture, Agronomy or Agricultural Engineering
- 5-10 years of experience in sugar cane production on an estate size or equivalent enterprise, with 5 years in a leadership/management role Proven track record of effectively developing and implementing strategies through managing budgets, people and resources to meet business KPIs
- Good business acumen and agricultural expertise, with ability to anticipate and interpret changes impacting on functional area.
- Strong agriculture data analysis skills
- Experience in addressing multi-variable agronomic problems.
- Ability to translate ways of working into standard tools and templates.
- Presentation and facilitation skills to be able to engage with diverse stakeholders and communicate concepts to enable decisions to be made.
- Proven ability to effectively engage, and positively influence, a range of stakeholders.
- Demonstrated ability in delivering results and meeting business expectations.
- Self-driven, with the ability to work independently.
- Excellent interpersonal and communication skills (verbal and written).
- Professional, dedicated and a good team player.
- Above average proficiency in MS office / CanePro
- Proven track record within an ABFSugar Company, aligning with the company culture, is an added advantage.

Terms Of Service: The successful candidate will be engaged on a **Permanent contract**.

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4. JOB TITLE: Business Systems & Planning Analyst - 1 Position

Job Purpose

Business Systems & Planning Analyst – Is responsible to Implement, maintain and manage agriculture business systems for effective agriculture data analysis, with focus on components of the Planning, Forecasting and Reporting Systems. Also to set up and maintain key statistics necessary to produce Strategic plans and Budget Revisions.

Specific Duties and Responsibilities:

- Coordinate installation of business systems and components as required, including effective systems integration e.g. Cane Pro with other estate information management systems), to report on long-term and season trends, crush and production plans, meteorological, manpower and other statistics and reports as required.
- Align agriculture business systems at the start of each season, and ensure accurate information (Field disposition, Estimates, delivery data etc.) throughout the season.
- Produce correct annual field disposition, harvest planning and ripening programme.
- Implement Resource Planners, Scenarios and Op Charts in Cane Pro.
- Setup all Cane Pro modules and manage system updates as required.
- Set up systems for extracting, summarizing, and presenting data, for planning, control, reporting or discussion purposes or for Group Agriculture.
- Ongoing liaison with multiple internal and external parties, including ESA, SQR and Group IT.
- Improve Agricultural data accuracy for the development of precise financial and production management decision.
- Maintenance of Agricultural data in accordance with Centre standards.
- Build standardized, accurate reports within required timeframes e.g. Resource Planners, Scenarios and “Op Charts” in Cane Pro.
- Keep the scenarios up to date, liaising with SQR, technical resources and line mangers, in line with best practice.
- Address system faults with relevant parties.
- Arrange and conduct one-on-one or group trainings on the use of Cane pro system and other systems as required, e.g. Dashboard.
- Assign and modify user roles for Cane Pro and IDB as required.
- Oversee and conduct periodic checks on the data captured (cane deliveries, cutting and haulage contractors reports, material usage, planting reports and

field disposition updates, seed-cane deliveries, processing of invoices into the ERP).

- Maintain an accurate Land Use Plan for the Estate.
- Produce the data necessary for strategic planning (AUC, seed-cane, varieties, irrigation systems data, etc.).
- Promote and adhere to Illovo's procedures, policies, and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC).

Minimum Requirements:

- BSc Agriculture or agricultural business systems/BSc Degree in Business IT or equivalent
- 5 years' experience in data management, analysis, and data mining, as well as supervisory
- Report writing skills and data compilation. Being able to "tell the story" With data.
- Able to build, develop and manage teams effectively.
- Able to work with a diverse customer base in provision of service.
- Able to capture, interpret and analyse agricultural performance data.
- Proven track record within an ABFSugar Company, aligning with the company culture, is an added advantage.

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