



1. Job Title **Syrup Maker**

Closing Date 2025/01/22

Reference Number CCB250107-13

Job Category Manufacturing

Company Coca-Cola Kwanza (Tanzania)

Job Type Permanent

Location - Country Tanzania

Location - Province Not Applicable

Location - Town Dar es Salaam / City

Job Description Coca-Cola Kwanza Ltd has exciting opportunities in Manufacturing Department. We are looking for talented individuals with the relevant skills and experience for a Syrup Maker positions the incumbent will be based in Dar es Salaam. The successful candidates will report directly to the Utilities & Processing Team Leader.

Key Duties & Responsibilities

- Making syrup as per MMI and operating the process area according to work instructions and adhering to usage standards.
- Ensure 100% execution of Production plan by preparing syrup at the right quality, quantity and time.

- Mixing of final syrups and ready to drink products in accordance with the Master Mixing Instructions.
- Verify production plan and raw materials to produce the plan.
- Monitor raw material levels (Concentrates and sugar) usages.
- Ensure all respective data (C.I.P/C.O.P and Syrup Manufacturing) is captured timely on **Infinity system** and compliance is 100% at end of the shift.
- Carrying out the required quality checks as described in the quality control and analysis work practice.
- Recording waste on the appropriate documentation or information systems and reviewing waste trends to identify and resolving problems or opportunities timeously.
- Resolving out of control situations
- Performing housekeeping tasks, applying **5s and GMP principles** and following safe work practices.
- Identifying and correcting unsafe work practices
- Carrying out flavour changeovers according to the work instructions
- Applying the appropriate situational problem-solving techniques (e.g. **5Why, quick fix routines, OPL's** (One Point Lessons) etc.) to identify and correct the problem.
- Understanding and Execution of the appropriate CCBA and legislative policies on EOSH and housekeeping. (NOSA, KORE, Legal, ISO and other requirement)
- Participate on weekly Safety Talk and adherence to compliance.
- Maintaining a safe and a healthy workplace by complying with EOSH and risks standards

**Skills,
Experience &
Education**

The applicants should have at least a Diploma in Chemistry or Food Science & Technology, 2 years production experience in an Fast Moving Consumer Goods environment. In addition, the candidates should have good vision, hearing, and sense of smell, physical strength, stamina and fitness will also be key.

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2. Job Title Maintenance Controller

Closing Date	2025/01/22
Reference Number	CCB250107-11
Job Category	Manufacturing

Company Coca-Cola Kwanza (Tanzania)

Job Type Permanent

Location - Country Tanzania

Location - Province Not Applicable

Location - Town / City Dar es Salaam

Job Description Coca-Cola Kwanza Ltd has an exciting opportunity in Manufacturing Department. We are looking for a talented individual with the relevant skills and experience in Manufacturing for a Maintenance Controller position, which will be based in Dar es Salaam. The successful candidate will report directly to the Unit Manager - Packaging.

Key Duties & Responsibilities

1. Asset Care

- Partake in the development of the asset care plan for the Utilities equipment, contributing suggestions and providing expert advice.
- Ensure that asset care competencies are developed in the Utilities team. Where training needs have been identified, ensure these are addressed.
- Ensure that asset care goals are incorporated into the technicians' team and individual goals
- Support the implementation of the Predictive Maintenance Strategy, including the Condition Monitoring program
- Where required, participate in the OEM SPP (Supplier Partnering Programme) meetings
- Is accountable for the execution of the technical gap plan for utilities
- Ensure audit compliance to the asset care program
- Exercise budgetary controls over the asset care requirements e.g. spares
- Support the development of the maintenance budget

2. Plant Reliability

- Responsible for the reliability and uptime of utilities equipment
- Ensure the execution of maintenance / extended maintenance work
- Lead the team in the provision of asset care and engineering support to the shift-based production teams.
- Support Utilities performance improvement by conducting and leading performance optimisation initiatives.
- Ensure that predictive maintenance techniques are implemented correctly.
- Ensure spares needed to support asset management program are available on time and within costs
- Ensure compliance to maintenance planning and execution of maintenance outage
- Confirms that spares and special tools are available

- Coordinate and control technician availability for the maintenance day.
- Review plant reliability to ensure equipment is operating optimally and to identify problems or opportunities timeously.
- Analyze water Usages and optimize energy usage across the site.
- Ensure that Technical gaps are closed within budget.
- Develop and control maintenance cost plans and CAPEX
- Facilitate the development and use of Supply Chain ways problem solving tools.

3. Plant Optimisation

- Evaluate impact of new plant and equipment and recommend changes.
- Have a working understanding of plant operation and associated Work Instructions and/or procedures.
- Analyse plant failure modes and investigate causes for repeat failures to identify and correct root causes.
- Take part in evaluating continuous improvement opportunities identified by the production teams or engineering support.
- Ensure that continuous improvement is built into the Technicians' team goals, and forms part of regular goal review sessions.

4. Team Leadership and Management

- Lead the Technicians team in a manner that creates ownership, empowerment and team interaction.
- Lead the development of Technicians' team goals and ensure these are communicated and understood by team members.
- Entrench a high-performance culture by conducting regular team goal review sessions, one-on-ones and performance reviews.
- Ensure training need analysis are conducted and training plans developed for team members.
- Ensure appropriate competencies are developed in the team, and ensure multi-skilling occurs within the Packaging (this includes evaluation of workmanship of teams)
- Manage Contracted-out maintenance services by ensuring that the service supplied is in strict accordance with supply scheme contract and that of service and product reliability, quality, cost and the service providers own employee behaviour is acceptable while on site.

5. Safety and Housekeeping

- Ensure that the team members apply proper safety and housekeeping procedures and adhere to all legal & KORE requirements when carrying out their tasks.
- Adherence and drive NOSA safety requirement across the site.
- Ensure all statutory and mandatory checks are part of the asset care management system, are performed and all documentation completed and recorded.

- Ensure that health, safety and housekeeping receive appropriate focus through regular checks and audits, with appropriate monthly/quarterly meetings.
- Correct the identified unsafe work practices
- Site 5S Performance Measurement and reporting

Skills, Experience & Education The incumbent should have at least an Engineering degree in Mechanical and 5 years of experience in maintenance of packaging machines. Good understanding of Safety, Health and Environment which includes sustainable development; good analytical skills, and a demonstrated high level of integrity.

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3. Job Title UNIT MANAGER - PACKAGING

Closing Date	2025/01/22
Reference Number	CCB250107-3
Job Category	Manufacturing
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Dar es Salaam
Job Description	Coca-Cola Kwanza Ltd has an exciting opportunity in Manufacturing Department. We are looking for a talented individual with the relevant skills and experience in Manufacturing for a Unit Manager - Packaging position, which will be based in Dar es Salaam. The successful candidate will report directly to the Manufacturing Manager.

Key Duties &
Responsibilities

The incumbent will be responsible for the following.

1. To draw up and communicate a business plan annually so that direction and objectives of the department are optimally planned, executed and monitored in line with CCBA's strategic objectives

- Business is developed annually in line with strategic imperatives and benchmark guidelines
- Business plan consists of production plans, quality plans, raw material utilisation plans, people development plans, unit structure, suggested projects, timelines and technology/equipment.
- Business plan supports world class principles

2. To set performance goals together with the team so that team members know, understand, and can work effectively as a team towards common goals and purpose

- Performance goals are in line with the context issues, previous performance and business plan
- Performance goals are developed and agreed annually together with management and the Team Leaders
- Performance goals define, customers, line utilisation, raw material utilisation, quality performance goals (product and package)

3. To drive WCM (World Class Maturity) initiatives on own Lines

- Leads the WCM change management processes
- Formulates work practice deployment plans and ensures that plans are executed
- Conducts work practice maturity assessments on a regular basis to ensure that best practices are being applied and are entrenched
- Benchmarking best practice (internal and external)

4. To manage and support team leaders and team to achieve production, maintenance and quality targets in a cost-effective manner

- Deviations from production plan, maintenance plan, quality, safety and housekeeping standards are discussed, explained and actioned together with the Team Leaders, daily
- Work instructions are available and updated (as and when required) for every machine and activity (operational, maintenance, safety, quality, sanitation, housekeeping, etc.)
- Deviations from work instructions are discussed and rectified together with Team Leaders, ongoing

5. To formulate and control expense and capital budgets so that expenses are planned for and managed effectively within budgetary parameters

- Expense and capital budgets are formulated in line with financial guidelines, production budget and with the business plan
- The formulated expense budget includes all expense items as per expense format
- Budgeting to be benchmark driven

6. To encourage, assist, support and coach Team Leaders so that departmental targets, performance and future challenges are achieved effectively

- Actively supports, coaches and encourages the Team Leaders to use the ACS tools as per the CCBA guidelines and specified intervals
- Diverse opinions and cultures of the Team are being respected
- Team relationships are underpinned by trust

7. To sell, manage, implement and actively support change interventions and projects to encourage the unit to internalise the change to meet operational targets

- Continuous communication about reasons for change, processes involved, effects, benefits, etc.
- Effectiveness of change intervention is measured and results are fed back to team, monthly
- Full team participation in change process is encouraged

8. To solve systemic problems to save costs, minimise risk and losses and to improve productivity in line with benchmarks

- Systems and processes are improved, revised, changed and designed as and when required
- Solution is applied to other, similar systemic problems
- Relevant people are involved
- Unit members are coached and empowered to solve their own situational problems.

Skills, Experience & Education The incumbent should have at least a Degree in Engineering (Mechanical, Electrical or Industrial); 3 – 5 years as maintenance controller or specialist in Packaing area with production and leadership experience in a FMCG environment. Strong communication skills, good leadership qualities, good analytical skills, and a demonstrated high level of integrity

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4. Job Title

Packaging Engineer

Closing Date	2025/01/22
Reference Number	CCB250107-16
Job Category	Manufacturing
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Dar es Salaam
Job Description	Coca-Cola Kwanza Ltd has an exciting opportunity in Manufacturing Department. We are looking for a talented individual with the relevant skills and experience in Manufacturing for a Plant Engineer position, which will be based in Dar es Salaam. The successful candidate will report directly to the Manufacturing Manager.
Key Duties & Responsibilities	<ol style="list-style-type: none">1. Drive the deployment of the CCK Asset Management Strategy in the Plant<ul style="list-style-type: none">• Provide technical leadership and support to the team in terms of asset management strategy, framework, and technology to enable the implementation of business strategies.• Support the disciplined execution of standard work practices at plant level• Ensure compliance to the Asset Care Philosophy and related Strategies2. Asset Care<ul style="list-style-type: none">• Partake in the development of the asset care plan for the packaging plant, contributing suggestions and providing expert advice.• Implement the asset care plan for the Packaging plant• Ensure that asset care competencies are developed in the team.• Ensure that asset care goals are incorporated into team and individual goals• Lead the OEM SPP (Supplier Partnering Programme) for the plant and monitor Service Agreements• Ensure Engineering Change Management Procedure adherence• Exercise budgetary controls over the asset care requirements of Packaging plant.

- Develop the maintenance budget for the plant

3. Plant Reliability

- Responsible and Accountable for the overall reliability and uptime of Packaging plant and Maintenance routines.
- Lead the team in the provision of asset care and engineering support to the shift-based production teams and Technical problem solving.
- Support packaging performance improvement
- Ensure that predictive maintenance techniques are implemented correctly.
- Ensure compliance to maintenance planning and execution of maintenance outage
- Ensure that Maintenance packages are updated and effective and that all Engineering changes are executed
- Verify that the maintenance systems are working properly.
- Review plant reliability to ensure equipment is operating optimally and to identify problems or opportunities timeously.
- Takes part in maintenance problem solving.

4. Plant Optimization

- Take part in and/or manage central office plant optimization trials or projects.
- Evaluate impact of new plant and equipment and sign off all plant modifications and changes.
- Analyze plant performance data to identify opportunities for improvement to plant performance, and initiates opportunity evaluation.
- Analyze plant failure modes and investigate causes for repeat failures to identify and correct root causes.
- Take part in evaluating continuous improvement opportunities identified by the production teams or engineering support.
- Develop and implement PIMs/POMs for each machine each and ensure corrective measure taken accordingly.
- Ensure that continuous improvement is built into Packaging Engineering team goals, and forms part of regular goal review sessions.

5. Team Leadership and Management

- Lead the development of team goals and ensure these are communicated and understood by team members.
- Lead the team to conduct TRACC assessment, Competence and skills building (CAP).
- Entrench a high-performance culture by conducting regular team goal review sessions, one-on-ones, and performance reviews.
- Ensure training need analysis are conducted and training plans developed for team members.

6. Safety and Housekeeping

- Ensure that the team apply proper safety and housekeeping procedures and adhere to all legal requirements when carrying out their tasks.
- Ensure implementation of the appropriate CCBA and legislative policies (such as OSH act) on safety and housekeeping (5S).
- Ensure all statutory and mandatory checks are part of the asset care management system, are performed and all documentation completed and recorded.
- Ensure that health, safety, and housekeeping receive appropriate focus through regular checks and audits, with appropriate monthly/quarterly meetings.

Skills, Experience & Education The incumbent should have at least a Degree in Electrical, Mechanical, Industrial Engineering; Qualified artisan and not less than 8 years technical and leadership experience in a FMCG environment. Strong communication skills, good leadership qualities, good analytical skills, and a demonstrated high level of integrity

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5. Job Title **Plant Maintenance Planner**

Closing Date 2025/01/22

Reference Number CCB250107-10

Job Category Manufacturing

Company Coca-Cola Kwanza (Tanzania)

Job Type Permanent

Location - Country Tanzania

Location - Province Not Applicable

Location - Town / Mbeya City

Job Description Coca-Cola Kwanza Ltd has an exciting opportunity in Manufacturing Department. We are looking for a talented individual with the relevant skills and experience in

Manufacturing for a Maintenance Planner position, which will be based in Dar es Salaam. The successful candidate will report directly to the Packaging Engineer.

Key Duties &
Responsibilities

1. **Maintenance Planning and Control**

- Plan the maintenance day following the 5 day planning cycle as per figure 1 (Planning cycle)
- Review emergency works orders using the standard and create sub-works orders
- Create the maintenance plan and assign tasks to team members, including contractors.
- Communicate and distribute plan to team members
- Update the maintenance plan directly after the forward planning meeting
- Organize and distribute maintenance work orders with loading sheet to Team Leaders
- Ensures that required tools and spares are available
- Plan the execution of the autonomous maintenance and running schedules for the unit
- Chair Pre/Post maintenance meetings and issue minutes
- Update task lists if required
- Create spares reservations
- Review safety requirements of tasks in planning table where needed
- Identify/prioritise and agree PJO's to be completed
- Do Time confirmation, Capture Technical Findings and Close all Completed Maintenance Orders.

2. **Continuous Improvement**

- Ensure that situation and systemic problem solving is initiated to ensure loop closure
- Populate the Daily Downtime and 5 Why Board; indicating the status of 5 Why completion and the quality of 5 Why's received
- Raises Corrective Maintenance work to be done on Maintenance day
- Plan effective Weekly Maintenance Shut Down
- Plan effective Annual Maintenance Shut Down
- Conduct spot checks on Short Interval Controls (perform & syrup tracker, hourly efficiency, Line "V-Profile" speeds) as part of Daily Walk About
- Ensure Line speeds are set according to "V-Profile" and that machines are run at rated speeds
- Analyse SAP downtime data
- Ensure all asset care work complies with Asset Care Standards

3. **Implement Engineering Change Management**

- Initiate Engineering Changes Control on SAP and ensure that a responsible person is assigned to execute the change

- Verify that the Engineering Changes have been executed successfully and documented
- Ensure that the required engineering change control documents have been updated and that the change request is closed

4. **Maintenance Programme Development**

- Ensure effective safety awareness talks/incident recalls/Tool Box Talks
- Provide PPE and ensure compliance (Budget Availability)
- Ensure compliance to Permit to Work where required with Audit compliance
- Report incidents Level 3 Leadership
- Incident investigations to be closed in 24 hours
- Ensure identified safety hazards on line are managed to closure (including people behaviours)
- Attend and report into SHE Meeting
- Facilitate the teams risk management processes

5. **Breakdown Management**

- Verify content correct
- Recon to stoppage info
- Follow on work agreed
- CM tasks raised
- Close breakdown order

6. **Manage the Maintenance Spares**

- Investigate & plan for upcoming promotions/new products/trials
- Train team members on new processes/procedures/technologies and ensure competence.
- Identify Productivity opportunities (People, Cost, CAPIN)
- Communicate benchmark shared learnings to team
- Facilitate the development and use of machine problem solving systems
- Ensure problem solving taking place and loop closure taking (QFR/5why/FFA/End state analysis/ system analysis / stage

Skills, Experience & Education The incumbent should have at least an Engineering degree (Mechanical or Electrical) and a minimum of 3 to 5 years production engineering experience with 3 years in supervisory level. PC literate; proficiency in SAP and Microsoft office applications; strong communication skills, good leadership qualities, good analytical skills, and a demonstrated high level of integrity.

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6. Job Title

TEAM LEADER PACKAGING

Closing Date	2025/01/22
Reference Number	CCB250107-12
Job Category	Manufacturing
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Dar es Salaam
Job Description	<p>Coca-Cola Kwanza Ltd has an exciting opportunity in Manufacturing Department. We are looking for talented individuals with the relevant skills and experience in Manufacturing for a Packaging Team Leader position, which will be based in Dar es Salaam. The successful candidates will report directly to the Unit Manager - Packaging.</p>
Key Duties & Responsibilities	<p>To drive World Class manufacturing (WCM) initiatives on own shift: Communicates work practice deployment plans and ensures team buy-in. Coaches team members on work practice implementation. Coaches team members situational problem solving. Ensures that team members implement and adhere to divisional standards. Conducts work practice maturity assessments and/or line walkabouts for own shift to ensure that best practices are being applied correctly and are entrenched. Benchmarking best practice (internally)</p> <p>Operating and Process Control: Ensuring that team members understand and adhere to the operational, quality and process standards, work instructions and maintenance schedules, work practice deployment plans and performance target. Review and sign off shift performance in Quality, Cost, Delivery, Safety Management (QCDSM) and ensuring that all required administrative tasks in support of the production team are carried out.</p>

Maintenance of Plant and Equipment: Check that the team members, carry out required autonomous maintenance tasks and any required running repairs on shift in accordance with work instructions and maintenance schedules. Ensure that the process artisan carries out repairs on shift and coaches the team members on autonomous maintenance activities and carries out work in support of the maintenance specialists. Ensures that the line is ready for maintenance and that it starts up on time post maintenance. Plan the allocation of team members to specific autonomous maintenance tasks. Initiate the creation of emergency works orders and provide input into the completion thereof. Ensure that the process artisan takes part in maintenance and cleaning days in support of maintenance specialist and takes part in maintenance post-analysis.

Quality Control and Analysis: Ensure that the team members understand and adhere to quality standards. Verifies that team members carry out routine quality checks and analysis according to the work instructions. Carry out quality trend analysis to identify problems and decide on appropriate course of action to resolve issues. Ensures that problem solving takes place to identify/rectify the root cause of quality issues. Ensures that the appropriate quality information is logged as per schedule (manually and/or electronically)

Problem solving: Coach and support team members in using the correct problem-solving techniques (such as 5 Why, quick fix, One Point Lesson (OPL's etc.) to solve situational problems. Where problems have been escalated, decide on an appropriate course of action; e.g. calling in specialist resources. Where problems have been resolved, verify that the problem has been eliminated and ensure that work instructions are updated. Escalate problems that could not be resolved at shift level to the Level 2 team (technical meeting)

Continuous Improvement: Ensure that Short Interval Control (SIC) mechanisms are in place to track and monitor waste (e.g. mass balance). Ensure that waste reduction and process improvement goals are incorporated into team goals, and the team understands these goals. Ensure that improvement goals are tracked and displayed in meeting rooms. Ensure that where process improvement or waste reduction opportunities have been captured on the gap list, these are properly evaluated, and calls in specialist resources where required to assist in evaluation.

People practices: Coach team members in the correct execution of their tasks (operational and technical). Check and ensure that team members monitor process input and outputs to obtain the desired results. Check and ensure that team members carry out required quality checks and that the information is recorded on the appropriate systems. Develop team members and ensure that training needs are identified and closed out via one-on-ones and performance reviews. Drives performance management practices.

Skills, Experience & Education The incumbent should have at least a Degree in Electrical, Industrial or Mechanical Engineering; Qualified artisan and 3 years technical and leadership experience in a FMCG environment. Strong communication skills, good leadership qualities, good analytical skills, and a demonstrated high level of integrity.

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