



## **1. JOB TITLE: Farm Supervisor - 1 Position**

### **Job Purpose**

To Supervise and monitor farm activities, assist management in the development of farm plans that ensure long-term growth, development and sustainability. Assess risks and drive continuous improvement, train and mentor the team and manage their performance against minimum standards.

### **Duties and Responsibilities:**

- Supervise all farming activities, timing and quality standards related to cane production.
- Execute and supervise farm resource and activity plans.
- Supervise farm activities and implement continuous improvement measures to ensure adherence to activity standards.
- Monitor correct use of materials and other farm inputs.
- Carryout inspections and activity assessments and submit reports to management.
- Maintain discipline within the team and report any identified risks to management.
- Keep daily record of farm activity data for capturing into cane Pro.
- Assist management in monitoring labour requirement in line with farm plan.
- Implement continuous improvement practices by monitoring work practices and ensuring that tools and techniques are applied to deliver high quality sugar cane.
- Develop skills within the team through on-the-job coaching and mentoring.
- Conduct on the job training and instruction on various farm activities.
- Monitoring and execution of farm activities by service provides to ensure compliance with standards.

### **Minimum Requirements:**

- Certificate in Agriculture /SASRI Senior Sugar Cane Certificate or equivalent
- 3+ years' experience in sugar cane agriculture
- Experience with leading teams and resource allocation.
- Knowledge in basic computer software, Computer Literate with excellent command of MS Office

- Good leadership and communication skills

**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 before **10th April 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: Surveyor (Agriculture) -1 Position**

### **Job Purpose**

We are looking for a Surveyor (Agriculture) who will Optimise agriculture performance by implementing and managing planned and responsive infrastructure development and maintenance, Adopt and embed best practices as guided by Group CoE's and Agricultural Optimization teams and Develop and manage infrastructure maintenance budget.

### **Specific Duties and Responsibilities:**

- Manage and maintain services related to the surveying, aspect of roads and drainage, mechanised field activities including Levelling, and/or contracted services
- Manage operational standards to maximise equipment and activity efficiencies
- Ensure the design of field layouts, roads, dams, drains, bridges, etc. on the estate recognized standards.
- Ensure that all surveys and equipment including hardware and software, and map system are maintained
- Identify areas where performance and quality management can be improved and manage the implementation of systems and processes to implement improvements
- Ensure continuous improvement by implementing functional best practices and conducting physical inspections
- Manage performance of surveying team(s)
- Conduct on the job training and instruction, and identify new training needs where appropriate

- Monitor and manage team and individual performance daily against minimum standards and targets
- Identify and monitor KPIs and balanced scorecards, track performance and flag any issues
- 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:**

- Bachelor's degree or diploma in Surveying, Geomatics, Agricultural Engineering, Land Management, or any related field
- 3+ year's experience in Surveying on a large Irrigated Estate
- Good agriculture data analysis skills
- Competence in Agricultural Mapping and GIS systems and software
- Experience in Levelling systems including RTK, and GPS Levelling software
- Experience of new surveying techniques such as Opti surface and LIDAR

**Terms of Service:** The successful candidate will be engaged on a permanent pensionable contract

All interested candidates, who meet the above requirements, please apply for the position on or before **10th April 2025**. Only shortlisted candidates will be contacted.

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