



1. JOB TITLE: Cane Supply Manager - 1 Position

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Manager/Supervisor

Job Purpose

The Cane Supply Manager will Contribute to and implement the Country's Inbound Cane Supply Logistics Management strategy and Cane Logistics Management System (CLMS) with a view towards long-term growth and sustainability, Implement and drive relevant Kilombero Agriculture Ways and related standards across Agriculture and Cane supply, to ensure Kilombero becomes the best in class sugar partner for Growers in Country and Leverage available support from the center (HO and other countries) to adopt and embed best practices from Group COE's and Agricultural Optimization team.

Duties and Responsibilities:

- Adopt and embed best practices, minimum standards, policies, processes, tools, technology and enablers through the relevant Kilombero Way and capability development strategy for Inbound Cane Supply Logistics.
- Coordinate a rateable supply of cane for throughput optimisation to the sugar mills aligned with mill requirements, ensuring delivery equity between Growers (including own Estate) and hauliers is maintained, and that "no cane stops", other than those for rain, are minimised and plant crushing capacity & OTE are maximised.
- Identify and mitigate risks for cane supply chain & logistics management stakeholders including infrastructure and accessibility to the mills
- Establish working relationships and interact with all Inbound Logistics Contractors for both Estate and Growers as and when required to guide areas of improvement.
- Report and communicate cane supply performance metrics to Manufacturing, Estate and Grower Agriculture Optimisation Managers and interact closely with Optimisation Managers to advise on areas of improvement for cane supply.

- Demonstrate agility to respond to changing circumstances in delivery conditions and direct intervention decisions in a consultative manner between Manufacturing, Growers and Contractors
- Ensure each delivery complies with the provisions of the Sugar Act and Cane Supply Agreement related to traceability of cane supply through the CLMS (Cane Logistics Management System) Electronic Consignment Note (ECN) functionality.
- Responsible for presenting performance data to the Operations Board to guide decisions related to DRD, Contractor Performance and Cane Supply Agreement provisions.
- Responsible for the implementation and maintaining of the CLMS system, admin and user rights control and ensure established clear parameters/provisions that may require diversion of loads from CLMS automation.
- Construct and maintain cane supply information for the designated users and stakeholders
- Participate in local agricultural forums and foster a good relationship between Miller and Grower in the informal environment by attending farmers' and AMCOS meetings as and when required.
- Oversee effective talent and performance management within cane supply through coaching, mentoring and on-the-job training.
- Drive rigorous performance management, biased towards rewarding strong performance and compliance with critical behaviors, including managing consequences where required.
- 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:

- Degree in Agriculture or Transport Logistics.
- 5+ years' experience in Sugar cane agriculture/milling, including 2+ years' experience in Cane supply.
- Experience with cane haulage logistics management is crucial to the success of this role
- Strong relationship building and supplier engagement skills

Terms of Services: The successful candidates will be engaged on a permanent contract.

All interested candidates, who meet the above requirements, please apply for the position before **23rd May 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.

[APPLY HERE](#)

2. JOB TITLE: Artisan Mason - 1 Position

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Mid Level

Job Purpose

The successful candidate will be responsible for supervising, construction and repairing of effect alteration to buildings and offices around the Kilombero Sugar Estate.

Specific Duties and Responsibilities

- Makes solid blocks, pavement slabs, culverts by using Moulds and block making machine, aggregates, sand & Cement.
- Install toilet pans as is required by preparing the site and setting the pan.
- Constructs small bridges using culverts by preparing sites, making foundation for laying culvert setting and grouting.
- Constructs manholes chambers through masonry tools and cement mortar
- Supervises laborer's when necessary and instruct them on preparing cement mortar etc.
- Erect minor buildings alterations by checking drawing/demolishing if necessary and constructing as required.
- Builds indoors and windows frame through setting frames and using masonry tools and cement mortar.
- Ensure Concretes floors, tiles, Plasters walls, repairs & levels.
- To encourage and strengthen innovation on sign writing techniques and technology
- To maintain standard operation procedures throughout the work schedules.

Job Qualification and Experience

- Diploma in Civil Engineering or equivalent
- Minimum three (3) years' relevant work experience
- Goal-orientated and committed to delivering quality outputs
- Ability to work with people at various levels of the business
- Ability to priorities, manage complexity and deal with multiple stakeholders
- Ability to manage across multiple entities to meet deadlines

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

All interested candidates, who meet the above requirements, please apply for the position on or before 12th May 2025. Only shortlisted candidates will be contacted.

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