

VACANCY : Engineer – Irrigation Operations and Services

Zambia Sugar Plc., a large agri-industry which is part of Illovo Sugar Africa, is the leading sugar producer in Zambia. Its main activities are the growing of sugarcane, the production and marketing of sugar and other sugar downstream products.

The recently expanded Nakambala Sugar Mill area comprises approximately 28 000 hectares of irrigated sugarcane.

The Company invites applications from suitably qualified persons to fill the afore mentioned position which assumes accountability for the leadership and management of the estate irrigation operations and services.

Key Performance Areas

- Management of all irrigation operations and services on the estate and to out growers
- Compilation of strategic plans to continuously improve irrigation and water distribution to attain maximum cane maximum cane yields
- Ensure robust agricultural engineering maintenance systems that maximise availability of water supply
- Develop, embed processes and procedures to improve operational efficacy
- Active monitoring and interpretation of operational performance vs operational and strategic objectives and models
- Formulation of strategic and operational objectives
- Compilations and management of CAPEX and OPEX budgets and ensure return on investment on projects
- Drive prudent cost reduction to stretch margins and develop capabilities to move up the value chain
- Lead operation to maximise profit to achieve and exceed budget expectations
- Ensure operations are able to run for the long term
- Management and leadership of team members both within services and operations
- Develop a high performance team through the development and coaching of individuals
- Encourage and foster an innovative approach at the heart of all activities
- Develop a proactive culture, ensuring collaboration, continuous improvement and employee engagement at all levels
- Understand, manage and develop diversity
- Providing specialist technical and strategic support to the agricultural team
- Ensuring employee adherence to all required Zambia Sugar safety standards, together with employees under Irrigation section and stakeholders being adequately and regularly trained on SHE requirements
- Managing the preparation of contract tenders for development, maintenance and construction projects and other irrigation works within the required timelines and to the required standards

Minimum Specifications

- Bachelor of Science in Agricultural Engineering or Mechanical Engineering
- At least ten(10) years management experience in agricultural engineering at a large Agri industry including but not limited experience specifically in: plant preventative maintenance and irrigation development, Occupational Health and Safety, pipeline and pump design, analytical engineering drawing and calculations, maintenance of Agricultural infrastructure, Farm planning and surveying, Information management
- Further proven skills required include: Management and leadership, Interpersonal, Financial and Commercial acumen, Advanced computer literacy, Assertiveness and Influencing, Analytical, Project Management, Cultural responsiveness, Training, Coaching and Mentoring
- Ability to work in rural location and pressured, deadline driven operation environment
- Must be a member of Engineering Institution of Zambia

Candidates who meet the above qualifications and specifications should apply enclosing their detailed curriculum vitae and copies of educational and professional qualifications, contact address, and phone numbers to the undersigned by 3 October 2018

THE HR MANAGER - Human Resources **Contact: Dexter Kaluba Email: dkaluba@zamsugar.zm**

Zambia Sugar Plc.
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