



1. Laboratory Technician - 1 Position K2

Morogoro, Kilombero, Tanzania, United Republic of
Full Time
Experienced

Job Purpose

Supervise lab employees to ensure safe production of quality products that meet all targets and standards

Specific Duties and Responsibilities

- Plan and supervise the daily work and performance of each employee on assigned shift, organize schedules, and assign work activity to achieve team and company objectives safely
- Adhere to standards setting for operating equipment and setting of equipment to correct specifications
- Ensure laboratory activities operate in accordance with defined best practices to maintain effective process quality assurance
- Report sugar quality non-conformance to relevant shift team members
- Adhere to continuous improvement by implementing functional best practices and conducting physical inspections
- Ensure technical reporting in compliance with company policy and procedure
- Monitor performance and take corrective action where required
- Identify and monitor KPIs to track performance and flag any issues
- Promote safety and food safety culture and adhere to Illovo SHERQ procedures, policy and guidelines.
- Prepares reagents and other chemical formulations for analysis and sugar processing for analysis of sugar traces in Factory effluents and condensates, sub lead acetate solution for sugar pol analysis, Fehling solutions A&B and 4% EDTA solutions for reducing sugar analysis, slurry for sugar graining at the pan floor.
- Ensures that all Factory products are correctly and timorously sampled, composited, prepared and analyses and that the daily lab records sheet and Factory boards are filled up with all

required analytical results and production tonnages and further that data has been captured into Cane Lab.

- Reports on any out-of-spec product stream parameters to the relevant shift team members
- Provides information for the preparation of operational budgets for the laboratory, cane weighbridge, Effluent plant for smooth operation of the Laboratory
- Provides on-the-job training courses on Laboratory skills namely analysis and calibration check of instruments or recommending to laboratory Manager for further training in case of skill shortages
- Ensures high level of competency of the Factory laboratory through interlaboratory sample analysis checks with the sugar milling research institute (SMRI).
- 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)

Job Qualification and Experience

- Bachelor's degree in chemistry, Chemical Engineering or Laboratory science and Technology or any relevant laboratory field.
- 3 years laboratory experience, preferably some with Cane Lab
- Proficient in Microsoft Excel.
- Demonstrated competence in organizing work and influencing outcomes.
- Strong coaching and development track record.

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

All interested candidates, who meet the above requirements, should apply for the position on or before **07th July 2025**. Only shortlisted Candidate will be contacted.

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

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2. Estate Agriculture Director - 1 Position

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Executive

Job Purpose

The Estate Agriculture Director will be responsible for developing the country's estate agriculture strategy with a focus on long-term growth, development, and sustainability. The candidate must ensure that estate agriculture operations are managed within budget and deliver cost synergies. The role also requires optimizing estate agriculture performance by upholding the highest standards of asset management, cane quality (production), and farming productivity, while achieving the required cane crop volume at optimal levels.

Specific Duties and Responsibilities:

- Develop and review the Estate Agriculture strategy and long-term yield forecasts, ensuring appropriate initiatives are in place to deliver on strategic goals.
- Prepare annual agriculture operations plans covering crop establishment, husbandry, removal, and implementation of innovations and sustainable practices.
- Build a strong Estate Agriculture leadership team and talent pipeline through continuous coaching, mentoring, and guidance.
- Lead operational excellence by making informed tradeoffs to maximize yields at optimal cost and quality levels.
- Ensure minimum standards and processes are adopted across Crop Production, Agronomy, Engineering, Harvesting, and Haulage.
- Oversee the provision of technical expertise to Grower Agriculture operations.
- Drive cross-functional synergies by partnering with one center counterparts to identify, share, and embed optimization opportunities.
- Manage relationships with key stakeholders and third-party suppliers effectively.
- Report Estate Agriculture performance and key developments to the Country Executive and one center Agriculture teams.
- Develop business cases for key agricultural capital projects and ensure delivery of intended outcomes.
- Coordinate sharing of best practices, frameworks, and standards within the function using one center platforms to support problem-solving and knowledge sharing.
- Drive effective performance and talent management within the agriculture function, focusing on developing future leaders, rewarding high performance, and ensuring accountability for critical behaviours.

- Promote and ensure adherence to SHERQ procedures, policies, and guidelines.
- Ensure enabling systems and processes are in place to support operational success.
- Identify, monitor, and act on key performance indicators (KPIs) to track progress and address issues.
- Ensure compliance with ABFS's policies and procedures, including SHERQ, Competition Law, and Anti-Bribery and Corruption (ABC)

Minimum Requirements:

- Bachelor's degree in agriculture / Agricultural Engineering / Agricultural development or equivalent.
- 15 years' experience in sugar cane agriculture, at least 10 years in a senior agricultural operations position responsible for greater than 3,000 ha.
- 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, interpret and respond to changes impacting on functional area.
- A formal business/commercial qualification would be an advantage.
- Strong agriculture data analysis skills.

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 **8th August 2025**. Only shortlisted candidates will be contacted.

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3. Maintenance Worker Welder - 1 Position K2

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Mid Level

JOB PURPOSE

Responsible for making spares, keeping in good condition welding tools and Equipment, ensuring safety to all workers as well as ensuring good housekeeping at the workplace.

SPECIFIC DUTIES AND RESPONSIBILITIES:

- Fabricate or modify metal components according to technical drawings, specifications, or verbal instructions.
- Conduct precision cutting, grinding, and finishing of welded parts
- Inspect and repair worn or damaged parts on equipment and structures.
- Support scheduled preventive maintenance and emergency repair tasks as required.
- Ensure welding equipment is properly maintained and safe to use.
- Report any equipment faults, safety hazards, or opportunities for improvement to supervisor.
- Does any other duties as assigned by supervisors

JOB QUALIFICATION AND EXPERIENCE:

- Trade test grade/level I in welding from a recognized Institution.
- Minimum 2 years' welding experience in the Manufacturing Industry.
- Mentally and physically fit.

TERMS OF SERVICE: The successful candidate will be engaged on a Permanent Contract.

All interested candidates, who meet the above requirements, should apply for the position on or before **07th July 2025**. Only shortlisted candidates will be contacted.

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