



1. Re Advertised -Scaffold Builder 6 Positions

Morogoro, Kilombero, Tanzania, United Republic of
Full Time
Mid Level

Job Purpose:

Building, inspection of the scaffold including weight limitations, scaffold type, fall protection, tie-offs, supports etc

Specific Duties and Responsibilities:

- Proper storage and arrangement to facilitate long life of scaffold materials and ensure safety compliance as per Illovo standards.
- Building scaffolding works adhering to proper procedure to assure safety of scaffold users.
- Inspect scaffold materials and store them in proper condition hence taking prompt measures to eliminate unsafe condition associated to scaffolding.
- Ensures that scaffolding works are carried out adhering to working at height requirements.
- Co-operate with management to enable them to perform their duties under the Occupational Health and Safety Act.
- Together with team, do risk assessment prior building the scaffold and attain proper working permit prior erecting and demolition of scaffold structure.
- Barricade risk areas associate to scaffolding works on going to prevent injuries to people walking/working around.
- Take reasonable care for the health and safety of yourself and other persons who may be affected by what you do or do not do

Job requirements:

- Minimum Trade test grade III.
- Certification of working at heights, OSH certification for scaffolding is mandatory.
- At least one-year experience on building and inspecting scaffolds.
- Has the skills and knowledge to be able to identify, diagnose and solve structure failure.

- Has the knowledge and skills to interpret general arrangements drawings concerned to piping and scaffolding works.
- Has the skills and knowledge to be able to assemble/build and demolish scaffold platforms.
- Fundamental understanding of safety regulation and maintenance construction techniques

Terms of service: The successful candidate will be engaged on **permanent contract**.

All interested candidates, who meet the above requirements, please apply for the position on or before **07th September 2025**. Only shortlisted candidates 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. Tax Manager - 1 Position

Dar es Salaam, Dar es Salaam, Tanzania, United Republic of
Full Time
Manager/Supervisor

Job Purpose

The successful candidate will be responsible to attend to all tax matters (direct and indirect tax) of the Company related to the business with the relevant stakeholders within and outside the Company.

Specific Duties and Responsibilities

- Ensure timely submission of all Company's tax Returns (supported by accurate tax calculations and required supporting documents) and payments to TRA.
- Ensuring all tax returns are annually reconciled with the Audited Financial Statements of the Company.
- Ensure timely reconciliation of tax related accounts to ensure the accuracy and correctness of ledger transactions.
- Ensure the payments made to external parties such as vendors/contractors are compliant with the contract and to verify the completeness of invoices and supporting documents in accordance with the applicable tax laws.

- Point of contact during revenue authority tax audits/internal and external audits and ensure all information requirements and responses of the queries from the audits are provided timeously.
- Working closely with the Clearing agents in reviewing the imported goods supporting documents to ensure the correctness of declarations made by Clearing Agent in terms of the correct Harmonised System (HS codes) and Customs Procedure Codes (CPC) of the any imported capital and other goods as well as verification of the completeness of the imported goods supporting documents to ensure that all taxes related to imported items by the Company are calculated accurately in accordance with the applicable tax laws and the tax due are paid in time.
- Timely lodge applications with TRA on behalf of the Company for the applicable tax “exemptions/reliefs” available such as the VAT deferment of applicable capital items, import duty exemptions on deemed capital goods etc.
- Proactively following up with TRA on the applications lodged such that the same are obtained in time prior to arrival of the goods that qualify for the above-mentioned tax exemptions/reliefs.
- Report to management on the tax implications (direct tax and indirect tax implications) arising from business transactions that may place the company at a tax risk resulting in penalties and interest.
- Ensuring adequate controls are in place to retain documentation in accordance with the document retention stipulated in the tax laws and Company’s document retention policy.
- Ensure full compliance with Financial Control Framework (FCF) in respect of controls relating to taxation.
- Follow up for any VAT refunds with TRA on any tax overpayments where applicable.
- Work closely with the Company’s finance department in execution of the day-to-day business operations to ensure that necessary tax considerations/scrutiny are made in each stage of the execution of the business transactions.
- Provide support to the Company’s Finance teams on various tax reporting deliverables for statutory and Group tax reporting.
- Liaise with tax consultants/legal tax advisors on tax matters related to the business.
- Arrange annual tax presentation to keep senior management informed of latest tax developments that are relevant to the business.
- Perform any other duties and responsibilities as assigned by the supervisor.

Job Qualification and Experience

- Bachelor’s degree in Accountancy, Taxation or equivalent.
- ACCA or CPA (T) Certification
- A registered Tax Consultant with TRA will be added advantage.

- Minimum 3 - 5 years relevant tax working experience and understanding of all applicable Tax Laws.
- Conversant with the Tanzania custom laws and procedures and all other tax laws applicable in Tanzania in dealing with customs clearance and importation process.

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

All interested candidates, who meet the above requirements, please apply for the position on or before **1st September 2025**. Only shortlisted candidates will be contacted.

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3. Inventory Controller - 1 Position

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

Job Purpose

The successful candidate will be responsible to control, coordinate and reconcile all stock movement, to ensure warehouse performance and KPI standards are met, and all stock control procedures adhered to.

Specific Duties and Responsibilities

- Apply minimum standards, processes and operating instructions for stock management and inventory control as per the ABF Sugar Outbound Logistics Way, Group minimum standards and country-specific requirements.
- Plan, lead and conduct relevant cycle, weekly, monthly, planned, and unplanned stock counts as per Group / country specific requirements
- Reconcile system to physical stock on hand and investigate all variances, including reconciliation of sugar, molasses, de-lumping plant sugar, packing materials as required by the site

- Conduct daily CCTV and weighbridge reconciliations (where applicable)
- Provide input into the execution and monitoring of Min / Max stock management in support of Depot Replenishment Planning
- Coordinate the timely and accurate capturing of all inventory processes, including capturing of verified stock count transactions in the SAP system
- Co-ordinate and oversee all stock receipts, issues and internal movements.
- Assist with stock placement to maximize warehouse capacity utilization
- Conduct quality checks and manage product quality from production / mill warehouse, including the generation of monthly quality metric reports and movement of damaged stock to the correct location
- Conduct regular systems checks in SAP and lead the close of action thereof
- Monitor inventory stacks and ensure compliance with the stacking guidelines
- Consistently track and manage inventory control performance to standard and display all relevant KPI's to build team understanding, commitment and performance.
- Support Warehouse Manager in authorization of timesheets as required
- Coach and conduct on the job training of team members to ensure competence against standards, SOPs, and skills required.
- Identify opportunities and make suggestions for warehouse improvements
- Support, guide and supervise the ongoing compliance with SHERQ and housekeeping standards and requirements.
- Promote and adhere to Kilombero 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 Logistics, Warehousing, Inventory Control or equivalent
- 2-3 years' stock, stores or warehouse admin experience
- Microsoft Office packages proficient
- Leadership skills with ability to influence, empower, guide and develop others
- Good communication skills

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 **1st September 2025**. Only shortlisted candidates will be contacted.

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4. Quality and Food Grade Officer - 1 Position

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

Job Purpose

The successful candidate will be responsible for controls and checks of sugar quality as well as documentation relating to the Quality and Food Safety Management System.

Specific Duties and Responsibilities

- Ensure checks on quality and the food safety sugar is done according by the relevant personnel at production team.
- Ensure checks on the cleaning and strength of the magnets
- Ensure checks on the batch codes printing quality on the bags is done according to KSCL QMS requirements
- Ensure checks on the sealing and sewing is done accordingly.
- Ensure deep cleaning at critical areas in the factory and Warehouse is done.
- Ensure incoming material from stores (packaging materials, lime, flocculant, Hydrogen Peroxide, Algae Floc, Sodium Hypochlorite, Soda ash & Common salts used during operations adhere to ISO 9001:2015 Quality Management system ISO 22000/FSCC - Food Safety Management System.
- Ensure there is adherence to ISO 9001:2015 Quality Management system ISO 22000/FSCC - Food Safety Management System for the generated plastic waste from reels & auto inner balers of prepack SKU's.
- Ensure there is compliance of ISO 9001:2015 Quality Management system ISO 22000/FSCC - Food Safety Management System at the warehouse
- Ensure there is proper Pest control all over the Manufacturing & warehouse Premises
- Ensure there is verifications, calibrations and Traceability to comply with QMS standard and regulatory requirements
- Assist with enforcing food safety culture, SHERQ policy, and personnel hygiene policies.
- Compiles Quality & Food safety Feedback reports
- Performs all tasks according to Kilombero Sugar's Quality, Safety, Health and Environment policies and procedures.

Job Qualification and Experience

- Bachelor's Degree in Biology, Food Science, Food Technology or equivalent
- Minimum 1 year working experience

- Knowledge in Quality and Food Safety requirements

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 **5th September 2025**. Only shortlisted candidates will be contacted.

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