

**Zero Waste Consult is Sourcing Experienced Skilled Applicants for
the Novel Food & Beverage Industry in Uganda:**

Date: 2020/Aug/07th – **Deadline:** 2020/Aug/18th **Time:** 12:30 pm

How to apply:

Managing Director

W.W Grainger Limited
P .O. Box 257, Kampala

**Deliver Your Application at:
Zero Waste Consult - Office**

Uganda Manufacturers Associations (UMA)
Showground Lugogo,
Shumuk Building
Level -3 Suite -3,
<https://zerowasteconsult.com>

Note: The followings should be adhered to:

1. A well TYPED application;
2. Relevant copies of academic and professional documents
3. A copy of the National Identity Card
4. Should be delivered/ in person;
5. Ladies are encouraged to apply.

1. Production Manager:

Job brief

The main role of a Production Manager is to oversee the manufacturing process within a company and to ensure that production lines run without any problems and minimum downtime. PM will be working together with supervisors, quality team and top management to ensure that products are manufactured to the required quality standard and adhere to other safety/industry-related regulations.

Key Responsibilities

- Supervise production team to manage and execute production projects;
- Coordinate with customers to develop project plan and timelines;
- Work with the team to plan, schedule and perform production activities;
- Assign daily workload to team members;
- Develop production program and guidelines to support company objectives;
- Schedule equipment maintenance and inspection on regular basis;
- Suggest process improvements to enhance production quality and capacity;
- Organize job trainings to team members to achieve production goals;
- Investigate production issues and develop resolutions;
- Determine equipment, material and manpower requirements for project execution;
- Develop project budget and maintain expenses within the budget;
- Recommend cost reduction initiatives while maintaining quality standards;
- Assist in employee recruitment, performance evaluation, promotion, retention and termination activities;
- Monitor production activities and adjust schedules for on-time delivery;
- Ensure that final product meets quality standards and customer specifications;
- Ensure that team follows company policies and safety standards.

Knowledge and Experience

Note: Only qualified applicants with relevant skills and qualifications are eligible to apply



ZERO WASTE *“Making Quality a Priority”*

- Degree/Diploma in Food/Chemistry/Operations/Production; or equivalent Technical Qualifications from a recognized University;
- At least 5-year experience in factory setting and field operations; should be 28-35 years of age;
- Excellent communication, numeracy and computer literacy skills.
- Good people management skills and management of staff.
- Identifying problems and implement preventative strategies to minimise risk.
- Being able to develop good working relationships and trust with various teams.
- Strong problem-solving skills, analytic ability and be very detail-oriented.
- Working well with many different departments and external suppliers.
- Always keeping the end-user/customer in mind.
- Being results and deadline-driven;
- Protects rights and properties of the organisation;
- Possession of a valid driving permit is an added advantage.

Salary:

- Negotiable (Depend on Experience)

Note: Only qualified applicants with relevant skills and qualifications are eligible to apply

2. Brand Manager:

Job brief

Brand managers should have strong communication skills and need to maintain good relationships with colleagues and external contacts. He should also have a hand on attitude, analytical and ambitious.

Brand manager will be responsible for developing brand strategies, promoting brand growth and expansion, implementing brand plans, and using a variety of data to drive volume and profitability in the short and long term business strategy.

Responsibilities for Brand Manager

- Manage annual brand planning cycle. Plan and implement highly focused brand plans that focus on fewer, bigger growth drivers / ideas.
- Creativity and cut through versus competitors is essential. Marketing programming must win the hearts and minds of target consumers.
- Manage marketing agencies and inspire them to deliver their most creative, efficient and on-strategy work. Ensure maximum collaboration between agencies for full 360 marketing plans - fully-integrated consumer campaigns – advertising development, PR, in-store, social media, influencers, video (traditional TV, Radio and other channels), experiential, etc.
- Understands the key drivers to build the brand in the on premise (bars, restaurants, retail stores etc.) vs. off-premise (liquor, beer store, grocery, etc.)
- Track and manage brand performance across the marketing mix, assist with KPI development across the marketing mix, as well as traditional sales metrics
- Develop break-through innovations and line-extensions which will require sub strategies, concept, launch plans and performance evaluation.
- Prioritization of, planning for and investment in geographic, network, variant and size mix strategies
- Work closely with the production team to align on activity at brand home, and within Uganda and East Africa.
- Work with our sales team and distributor partners to generate and build excitement for the trade.



- Meeting with clients and working with colleagues across multiple departments (such as marketing assistants, marketing managers and chief marketing officers)
- Develop marketing tools for the National sales-team - absolutely key to have a strong relationship with this group - understand sales issues, and work with the team so our distributor network give our brands the greatest possible attention.
- Work with sales manager to drive consumer, customer, distributor and influencer traffic to the sales,

Knowledge and Experience

- Bachelor's degree in marketing or related field (required); advanced degree (preferred) and should be 28-35 years of age;
- 4+ years of brand management experience preferably related to the liquor Industry or **Fast-moving consumer goods (FMCG)**.
- Up-to-date on marketing trends, new media platforms and benchmarking with other industries
- Understanding consumer insights and aligning all strategies to feed these needs;
- Excellent presentation and communication skills
- Analytical skills- identify the full story and define implications from data analysis
- Forward thinker, who proactively seeks opportunities and proposes solutions,
- Positive attitude and influence.
- Ability to lead and manage projects with cross-functional teams across the company and our distributor network.
- Team oriented player that thrives in a collaborative environment.
- Proficient in Excel, PowerPoint and Word;
- Possession of a valid driving permit is an added advantage.

Salary:

- Negotiable (Depend on Experience)

Note: Only qualified applicants with relevant skills and qualifications are eligible to apply

3. Factory Administration Manager:

Job brief

Our client is a leading food manufacturer, with its factory based in Wakiso District. They seek to hire a well-experienced Factory Administration Manager to lead the production team in efficient and optimal production of the company's products.

Key Responsibilities

- Lead and direct the production team to achieve operational goals in quality, yield, cost, delivery and output;
- Ensure that quality product is produced in a timely manner;
- Plan daily, weekly and monthly production schedules and oversee the execution by factory staff;
- Oversee all materials movement; from raw material purchases through the operations processes and up to finished goods storage and shipment;
- Coordinate, set up and implement standard operating procedure for all production operation;
- Ensure laid down policies and procedures for accounting, payment, purchasing and selling of product, are adhered to;
- Develop and implement budgets and timescales with the General Manager;
- Organize and ensure cost-effective and timely delivery of all materials and payments for suppliers and from customers;
- Supply monthly reports to the Production, Directors, including Work in Progress statistics
- Manage labor costs with support from the HR officer;
- Monitor standard of product produced and implement quality control programs;
- Implement and drive continuous improvement activities through implementation of change management process and best practices.
- Maintain records and compliance with local government bodies (NEMA, UNBS, Labour Office) to ensure the company is always compliant with government regulations;
- Perform other administrative duties as required to ensure the smooth running of the factory office;

Knowledge and Experience

- Degree/MSc. in Industrial/Mechanical Engineering, or equivalent qualifications from a recognized University;
- At least 5-year experience in factory setting and field operations; should be 28-35 years of age;
- Working in an office environment with experience of following procedures for data input, retrieval and documentation control;
- Positive attitude and comfortable dealing with clients and suppliers;
- Previously worked in an administration role;
- Knowledge and experience in Quality Management system, Certification and other certification standards in the liquor manufacturing sector is an added advantage;
- Experience in people management and product production supervision;
- Training and experience in liquor manufacturing will be an added advantage;
- Knowledge and experience in Environmental, Occupational Health and safety in the work place;
- Be computer literate and have a good level of Excel, Word and Outlook skills
- Excellent communication skills both verbal and written
- Possession of a valid driving permit is an added advantage.

Salary:

- Negotiable (Depend on Experience)