



1. Route to Market Manager

Details

Closing Date	2024/06/05
Reference Number	CCB240522-3
Job Title	Route to Market Manager
Job Category	Commercial - Sales and Marketing
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Dar es Salaam
Job Description	Coca-Cola Kwanza Ltd has an exciting opportunity in Sales & Marketing department. We are looking for a talented individual with the relevant skills, experience and expertise in Sales & Marketing for a Route to Market Manager to be based in Dar es Salaam. The succesful candidate will report directly to the Sales & Marketing Director.
Key Duties & Responsibilities	<p>The Route to Market Manager is responsible for developing and continuously improving the Route-to-Market structure with the aims of achieving higher efficiencies in product distribution and a sustained competitive advantage, from both a strategic and an operational view point, consistent with best practice across the country to grow the market effectively.</p> <p>The role will also be responsible for;</p> <p>Provide deep specialist expertise to RTM Team on priority areas related to:</p> <ul style="list-style-type: none"> ○ RTM design and execution ○ SFE/Sales Force Effectiveness, covering ○ Traditional trade ○ Modern trade ○ Customer segmentation

	<ul style="list-style-type: none"> ○ Channel management ○ RED execution and efficiency ○ Sales force engagement ○ Sales force automation, incl. Digital ○ Secondary distribution ○ Execution elements of Innovation projects <p>In these areas:</p> <ul style="list-style-type: none"> ○ Identify, codify and deploy best practices, core processes and enabling systems – this will require effective partnering and collaboration with CCBA to spot practices for deployment in country ○ Design and deploy capability building assets, including learning solutions, development programs, working with in country HR ○ Support local adoption and embedding through training, guidance, coaching and constructive challenge ○ Provide and ensure balanced operational support ○ Manage key interfaces with TCC ○ Measure and benchmark key dimensions of S&D performance for the country <p>In addition:</p> <ul style="list-style-type: none"> ○ Provide specialist support for complex projects, incl. business development ○ Support the Director on providing strategic thought leadership and content that shapes business strategy and plans
<p>Skills, Experience & Education</p>	<p>The incumbent should at least have a degree in Economics or Business Administration. The incumbent should also possess; Approximately 5 – 10 years of relevant corporate experience. Additionally, a track record of delivering results in a Sales role that focused on building capability. experience in multiple regions will be an added advantage.</p>
<p>General</p>	<p>The incumbent shall be required to demonstrate.</p> <p>Sound knowledge and experience of Sales Force Effectiveness and Third-Party Management/Distribution model.</p> <p>Competent understanding of stock management and stock modelling</p> <p>Ability to implement governance and compliance processes.</p> <p>Strong interpersonal and communication skills</p> <p>Ability to build relationships and work effectively across multiple functions, business units and teams.</p> <p>Good cross functional experience and understanding of the value chain.</p> <p>Well organized and able to prioritize and plan work.</p> <p>Strong orientation towards customer service</p>

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2. Plant Engineer

Details

Closing Date	2024/06/04
Reference Number	CCB240522-4
Job Title	Plant Engineer
Job Category	Manufacturing
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Mbeya
Job Description	Coca-Cola Kwanza Ltd has exciting opportunities in Manufacturing Department. We are looking for talented individuals with the relevant skills and experience for a Plant Engineer to be based in Mbeya. The successful candidates will report directly to the Manufacturing Manager.
Key Duties & Responsibilities	<p>The successful candidates will be responsible to ensure the engineering integrity of the entire plant. This includes responsibility for asset care, cost and performance control, overall reliability and “up-time” of the packaging lines and the provision of effective engineering support to the shift based production teams, as well as the management of any outsourced maintenance services.</p> <p>The incumbent will also be responsible for;-</p> <p>Provide technical leadership and support to the team in terms of asset management strategy, framework and technology to enable the implementation of business strategies to leverage equipment, productivity, reliability and maintainability, thereby enabling high plant availability and utilization at lowest cost;</p> <p>Support the disciplined execution of standard work practices at plant level</p> <p>Ensure compliance to the Asset Care Philosophy and related Strategies</p> <p>Partake in the development of the asset care plan for the packaging plant, contributing suggestions and providing expert advice.</p> <p>Implement the asset care plan for the Packaging plant, ensuring the team have the required competencies to execute the plan</p>

	<p>Ensure that asset care competencies are developed in the team. Where training needs have been identified, ensure these are addressed.</p> <p>Ensure that asset care goals are incorporated into team and individual goals</p> <p>Implementation of the Predictive Maintenance Strategy, including the Condition Monitoring program</p> <p>Lead the OEM SPP (Supplier Partnering Programme) for the plant and monitor Service Agreements</p> <p>Ensure Engineering Change Management Procedure adherence</p> <p>Is accountable for the execution of the technical gap plan for the plant</p> <p>Ensure audit compliance to the asset care program by both the Engineering team and shift based teams.</p> <p>Exercise budgetary controls over the asset care requirements of Packaging plant.</p> <p>Evaluate Packaging CAPIN requests to ensure items are compatible to systems, RAM issues best price and solution</p> <p>Develop the maintenance budget for the plant</p> <p>Responsible and Accountable for the overall reliability and uptime of Packaging plant and Maintenance routines.</p> <p>Lead the team in the provision of asset care and engineering support to the shift based production teams and Technical problem solving.</p> <p>Support packaging performance improvement by conducting and leading performance optimisation initiatives.</p> <p>Ensure that predictive maintenance techniques are implemented correctly.</p> <p>Verify that the team are carrying out routine and planned maintenance and validates quality of work - Planned Job observation.</p> <p>Ensure compliance to maintenance planning and execution of maintenance outage</p> <p>Review the maintenance day execution scorecards of all the lines as compiled by each Planner and address abnormalities as appropriate</p> <p>Ensure that Maintenance packages are updated and effective and that all Engineering changes are executed</p> <p>Verify that the maintenance systems are working properly and that data integrity and information accuracy is maintained.</p> <p>Review plant reliability to ensure equipment is operating optimally and to identify problems or opportunities timeously.</p> <p>Takes part in maintenance problem solving, and ensure that the team is applying the correct problem solving techniques.</p> <p>Lead the team in a manner that engenders ownership, empowerment and team interaction.</p> <p>Lead the development of team goals and ensure these are communicated and understood by team members.</p> <p>Lead the team to conduct TRACC assessment, Competence and skills building (CAP).</p>
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	<p>Entrench a high-performance culture by conducting regular team goal review sessions, one-on-ones and performance reviews.</p> <p>Ensure training need analysis are conducted and training plans developed for team members.</p> <p>Ensure appropriate competencies are developed in the team, and ensure multi-skilling occurs within the Packaging and broader engineering team. (this includes evaluation of workmanship of teams)</p> <p>Manage Contracted-out maintenance services by ensuring that the service supplied is in strict accordance with supply scheme contract and that of service and product reliability, quality, cost and the service providers own employee behaviour is acceptable while on site.</p> <p>Ensure that the team apply proper safety and housekeeping procedures, and adhere to all legal requirements when carrying out their tasks.</p> <p>Ensure implementation of the appropriate CCBA and legislative policies (such as OSH act) on safety and housekeeping (5S).</p> <p>Ensure all statutory and mandatory checks are part of the asset care management system, are performed and all documentation completed and recorded.</p>
<p>Skills, Experience & Education</p>	<p>The applicants should have at least a bachelor degree in Mechanical/Industrial/Electrical engineering.</p> <p>5 years technical experience in maintenance or related field from a production environment(preferably FMCG) with at least 2 years experinece in a leadership or supervisory level.</p> <p>Broad based engineering and packaging knowledge as applicable in CCBA</p> <p>Previous line management experience an added advantage</p> <p>Deep understanding of Packaging Operations, processes and systems.</p> <p>Deep understanding of Asset Management and OEM Partnering.</p> <p>Understanding of Project Management.</p> <p>Understanding of CCBA Asset Management standards and guidelines, including the Manufacturing Way.</p> <p>A reasonable understanding of Raw materials, Packaging Materials and Sundries.</p> <p>A good understanding of Safety, Health and Environment, which includes Sustainable Development.</p> <p>A good understanding of CCBA business processes which include financial management, performance management, talent management and IR.</p>

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3. Technical Trainer

Details

Closing Date	2024/05/30
Reference Number	CCB240206-5
Job Title	Technical Trainer
Job Category	Manufacturing
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Dar es Salaam
Job Description	Coca-Cola Kwanza Ltd has an exciting opportunity in Manufacturing Department. We are looking for a talented individual with the relevant skills and experience in Manufacturing for a Technical Trainer position, which will be based in Dar es Salaam. The successful candidate will report directly to the Manufacturing Director.
Key Duties & Responsibilities	<p>Utilizing integrated learning techniques (use of handouts, texts, visual aids, exercises etc).</p> <p>Deliver training against technical learning objectives.</p> <p>Link competence levels and the achievement of the functional key performance indicators (KPIs).</p> <p>Conduct a team and individual training needs analysis by utilising adequate information sources (example: CAP Assessment outcomes, KPIs, Supply Chain Maturity Assessment results observations, line / machine performance and line manager input).</p> <p>Understand and incorporate the learning and development themes of the Supply Chain Maturity Assessments / in functional training needs, plans or matrices.</p> <p>Design and develop outcomes-based learning material, one-point lessons, quick fix routines, Work Instructions and technical training material according to the learning need.</p> <p>Identify key functional performance indicators (KPIs) that are not met and develop action plans to address them</p> <p>Describe the different types of projects in your environment that you are required to support e.g., Line installations, Basic Work Practices, Foundational Practices, etc.</p> <p>Capture and record all training interventions and coaching sessions in LMS / MSD and utilise the L&D Dashboard for reporting purposes.</p>

	<p>Draft training schedules in consultation with external training provider.</p> <p>Control training expenses within training budget.</p> <p>Comply with all workplace EOSH policies and procedures to eliminate unsafe, unhealthy, and environmentally damaging conditions.</p>
Skills, Experience & Education	<p>The incumbent should have at least a Degree in Electrical, Mechanical, Industrial Engineering; 10 years of a solid technical and leadership experience in a FMCG environment. Strong communication skills, good leadership qualities, good analytical skills, and a demonstrated high level of integrity.</p>

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