



1. Distribution Driver

Closing Date	2024/05/17
Reference Number	CCB240320-1
Job Title	Distribution Driver
Job Category	Logistics
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 Logistics department. We are looking for a talented individual with relevant skills and experience in Logistics for a Distribution Driver position to be based in Dar es Salaam. The successful candidate will directly report to the respective Distribution Team Leader.
Key Duties & Responsibilities	<p>Hauling of bulk stock (Primary Distribution) between Manufacturing Plants and Distribution Centres / Local Distribution Partners and OCCD's</p> <p>Delivery of stock (Secondary Distribution) to Direct Delivery customers and OCCD's</p> <p>Providing professional and efficient customer service to the internal and external customers</p> <p>Conducting and compile necessary invoicing to ensure that all delivery documents are correct and checked.</p> <p>Take full accountability of the allocated truck, Mobile device, stock and pallets on truck</p> <p>Co-coordinating and receiving customer invoices.</p> <p>Perform daily stock counts in an accurate and prompt manner.</p> <p>Comply with security checks and procedures</p> <p>Management and supervision of the crew on the truck</p> <p>Abide by the traffic laws and regulations of the country</p> <p>Comply with company safety standards and ensures no fatality</p> <p>Settlement of loads after every delivery</p>
Skills, Experience & Education	Applicants should have at least Secondary Education (Form IV), valid and applicable driver's license. Excellent communication skills, at least 2 years' experience driving heavy-duty vehicles and should be prepared to work fixed

	shifts at a specific time of day or days of the week. The candidate should have a demonstrated high level of integrity and professionalism.
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2. 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 have 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>

	Comply with all workplace EOSH policies and procedures to eliminate unsafe, unhealthy, and environmentally damaging conditions.
Skills, Experience & Education	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.

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3. Learning & Development Manager

Details

Closing Date	2024/05/23
Reference Number	CCB240507-2
Job Title	Learning & Development Manager
Job Category	People and Culture
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Country Wide
Location - Town / City	Dar es Salaam
Job Description	Coca-Cola Kwanza Ltd has an exciting opportunity in People & Culture Department. We are looking for a talented individual with relevant skills and experience in Learning & Development for a Learning & Development Manager position, based in Dar es Salaam. The successful candidate will report directly to the People & Culture Director.
Key Duties & Responsibilities	<p>Actively influencing the organisation's Learning & Development strategies, and implementing such strategies in country to ensure required competence, enabling the achievement of the organisation's long term growth strategy.</p> <p>Learning and Development Strategic focus</p> <ul style="list-style-type: none"> • Interrogates country strategy and compares key competence requirements with current levels, to identify strategic focus areas and training needs, aligned to organisation objectives. <p>2. Learning & Development infrastructure development</p> <ul style="list-style-type: none"> • Leads the implementation of the development infrastructure in country, including career paths, competence frameworks, competency definition, curricula design, critical learning interventions and systems.

	<ul style="list-style-type: none"> • Actively enables a learning culture in country, through utilisation of optimal learning approach, methodologies and assessment. • Aligns Learning & Development processes, practices, frameworks and tools in country, as appropriate, aligned to Group Office (GO). • Develops and manages relationships with external partners in country, such as educational institutions. • Develops and implements effective Learning & Development metrics, aligned to GO, that drive and support country performance. <p>3. Competence Development</p> <ul style="list-style-type: none"> • Sources country specific Learning solutions, working in conjunction with other functional leaders and specialists in country and in GO. • Implements effective leadership programs to build leaders at all levels, with the required skills and competencies to lead and generate confidence in the future. • Ensures effective integration of talent management, performance management and Learning & Development in country, to ensure optimal organisation and individual development. • Ensures alignment between Sector Scarce Skills priorities and business requirements for pipeline creation. <p>4. Governance</p> <ul style="list-style-type: none"> • Ensures legislative and governance compliance in all aspects of Learning & Development in country.
<p>Skills, Experience & Education</p>	<p>The applicant should have at least a Bachelor's Degree, with post graduate HR qualification, or equivalent. A minimum of 5 years' experience in Learning & Development including managerial level experience or equivalent. Proficiency in Ms Office applications; excellent interpersonal, good communication skills and strong stakeholder/ relationship management at all levels with internal and external customers; highly professional standards of integrity and customer service.</p>

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