



## 1. Maintenance Controller

### Details

Closing Date	2024/07/15
Reference Number	CCB240225-1
Job Title	Maintenance Controller
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 Maintenance Controller position, which will be based in Dar es Salaam. The successful candidate will report directly to the Unit Manager - Utilities & Processing.
Key Duties & Responsibilities	<p><b>1. Asset Care</b></p> <p>Partake in the development of the asset care plan for the Utilities equipment, contributing suggestions and providing expert advice.          Ensure that asset care competencies are developed in the Utilities team.          Where training needs have been identified, ensure these are addressed.          Ensure that asset care goals are incorporated into the technicians' team and individual goals          Support the implementation of the Predictive Maintenance Strategy, including the Condition Monitoring program          Where required, participate in the OEM SPP (Supplier Partnering Programme) meetings          Is accountable for the execution of the technical gap plan for utilities          Ensure audit compliance to the asset care program          Exercise budgetary controls over the asset care requirements e.g. spares</p>

	<p>Support the development of the maintenance budget</p> <p><b>2. Plant Reliability</b></p> <p>Responsible for the reliability and uptime of utilities equipment          Ensure the execution of maintenance / extended maintenance work          Lead the team in the provision of asset care and engineering support to the shift-based production teams.          Support Utilities performance improvement by conducting and leading performance optimisation initiatives.          Ensure that predictive maintenance techniques are implemented correctly.          Ensure spares needed to support asset management program are available on time and within costs          Ensure compliance to maintenance planning and execution of maintenance outage          Confirms that spares and special tools are available          Coordinate and control technician availability for the maintenance day.          Review plant reliability to ensure equipment is operating optimally and to identify problems or opportunities timeously.          Analyze water Usages and optimize energy usage across the site.          Ensure that Technical gaps are closed within budget.          Develop and control maintenance cost plans and CAPEX          Facilitate the development and use of Supply Chain ways problem solving tools.</p> <p><b>3. Plant Optimisation</b></p> <p>Evaluate impact of new plant and equipment and recommend changes.          Have a working understanding of plant operation and associated Work Instructions and/or procedures.          Analyse plant failure modes and investigate causes for repeat failures to identify and correct root causes.          Take part in evaluating continuous improvement opportunities identified by the production teams or engineering support.          Ensure that continuous improvement is built into the Technicians' team goals, and forms part of regular goal review sessions.</p> <p><b>4. Team Leadership and Management</b></p> <p>Lead the Technicians team in a manner that creates ownership, empowerment and team interaction.          Lead the development of Technicians' team goals and ensure these are communicated and understood by team members.          Entrench a high-performance culture by conducting regular team goal review sessions, one-on-ones and performance reviews.</p>
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	<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 (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 style="text-align: center;"><b>5. Safety and Housekeeping</b></p> <p>Ensure that the team members apply proper safety and housekeeping procedures and adhere to all legal &amp; KORE requirements when carrying out their tasks.</p> <p>Adherence and drive NOSA safety requirement across the site.</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>Ensure that health, safety and housekeeping receive appropriate focus through regular checks and audits, with appropriate monthly/quarterly meetings.</p> <p>Correct the identified unsafe work practices</p> <p>Site 5S Performance Measurement and reporting</p>
Skills, Experience & Education	<p>The incumbent should have at least an Engineering degree in Mechanical and 5 years of experience in maintenance of utilities and processing equipment.</p> <p>Good understanding of Safety, Health and Environment which includes sustainable development; good analytical skills, and a demonstrated high level of integrity.</p>

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## 2. Technical Trainer

**Details**

Closing Date	2024/07/15
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 Unit Manager - Packaging.
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&amp;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	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. UNIT MANAGER - PACKAGING

#### Details

Closing Date	2024/07/15
Reference Number	CCB231211-3
Job Title	UNIT MANAGER - PACKAGING
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 Unit Manager - Packaging position, which will be based in Dar es Salaam. The successful candidate will report directly to the Manufacturing Manager.
Key Duties & Responsibilities	<p>The incumbent will be responsible for the following.</p> <p><b>1. To draw up and communicate a business plan annually so that direction and objectives of the department are optimally planned, executed and monitored in line with CCBA's strategic objectives</b></p> <p>Business is developed annually in line with strategic imperatives and benchmark guidelines  Business plan consists of production plans, quality plans, raw material utilisation plans, people development plans, unit structure, suggested projects, timelines and technology/equipment.  Business plan supports world class principles</p> <p><b>2. To set performance goals together with the team so that team members know, understand, and can work effectively as a team towards common goals and purpose</b></p> <p>Performance goals are in line with the context issues, previous performance and business plan  Performance goals are developed and agreed annually together with management and the Team Leaders  Performance goals define, customers, line utilisation, raw material utilisation, quality performance goals (product and package)</p> <p><b>3. To drive WCM (World Class Maturity) initiatives on own Lines</b></p>

Leads the WCM change management processes  
Formulates work practice deployment plans and ensures that plans are executed  
Conducts work practice maturity assessments on a regular basis to ensure that best practices are being applied and are entrenched  
Benchmarking best practice (internal and external)

**4. To manage and support team leaders and team to achieve production, maintenance and quality targets in a cost-effective manner**

Deviations from production plan, maintenance plan, quality, safety and housekeeping standards are discussed, explained and actioned together with the Team Leaders, daily  
Work instructions are available and updated (as and when required) for every machine and activity (operational, maintenance, safety, quality, sanitation, housekeeping, etc.)  
Deviations from work instructions are discussed and rectified together with Team Leaders, ongoing

**5. To formulate and control expense and capital budgets so that expenses are planned for and managed effectively within budgetary parameters**

Expense and capital budgets are formulated in line with financial guidelines, production budget and with the business plan  
The formulated expense budget includes all expense items as per expense format  
Budgeting to be benchmark driven

**6. To encourage, assist, support and coach Team Leaders so that departmental targets, performance and future challenges are achieved effectively**

Actively supports, coaches and encourages the Team Leaders to use the ACS tools as per the CCBA guidelines and specified intervals  
Diverse opinions and cultures of the Team are being respected  
Team relationships are underpinned by trust

**7. To sell, manage, implement and actively support change interventions and projects to encourage the unit to internalise the change to meet operational targets**

Continuous communication about reasons for change, processes involved, effects, benefits, etc.  
Effectiveness of change intervention is measured and results are fed back to team, monthly  
Full team participation in change process is encouraged

	<p><b>8. To solve systemic problems to save costs, minimise risk and losses and to improve productivity in line with benchmarks</b></p> <p>Systems and processes are improved, revised, changed and designed as and when required  Solution is applied to other, similar systemic problems  Relevant people are involved  Unit members are coached and empowered to solve their own situational problems.</p>
<p>Skills, Experience &amp; Education</p>	<p>The incumbent should have at least a Degree in Engineering (Mechanical, Electrical or Industrial); 3 – 5 years as maintenance controller or specialist in Packaing area with production 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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