

Farm Manager- For Sugarcane

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Company: United HR Solution

Location: Zambia

Category: other-general

JOB DetailsPosition: Farm Manager- For Sugarcane Industries Job location : Zambia , Remote Farm location with Full Company facilities. Qualification: Bachelor's degree / Diploma in Agriculture / Agricultural Development / Agricultural Engineering Roles & Responsibilities: Drive operational excellence by making informed trade-offs and driving initiatives that will deliver greatest possible yields at optimal cost and quality levels. Adopt and embed agreed best practices, frameworks, minimum standards, and processes for all aspects of crop production (and removal where relevant) Identify best practices (internal & external) and review policies and procedures to improve yield and financial performance. Contribute to reviewing Standards and operating procedures to sustainably improve yield and financial performance. Achieve yield forecasts (together with farm supervisors), ensuring that farming (and crop removal where relevant) activities are prioritized and planned in a systematic and cost-effective way to optimize profitability. Provide alignment between farm level Crop Production plans and Factory Production and Crushing plans to achieve budgeted cane volumes and cane quality in line with Standard and operating procedures. Coordinate and approve annual crop production and harvest plans with farm managers, including crop establishment and husbandry across all cane fields. Develop, monitor, and manage cane production budget and resource plan (with respect to manpower, machinery, material, methodology, quality and timeliness), with inputs from farm managers and service departments. Drive rigorous performance management, biased towards rewarding strong performance and compliance with critical behaviours, and including managing consequences where required. Develop and implement a programme

to Identify and address problems and improvement opportunities with Farm Managers Innovative, inventive and analytical, able to pre-empt and resolve problems with ease. Identify and implement sustainability initiative with respect to Germination and establishment, weed and herbicide, nutrition and micros, soil health and augmentation, irrigation, pest and disease control, drainage, mechanization, green manuring, quality in harvest and post-harvest, quality and timeliness in execution. Drive synergies across the company, effectively partnering with Optimization function and company's counterparts to identify, share and embed opportunities for Optimization. Provide input into business cases for key capital projects in Agriculture and support delivery. Oversee effective talent and performance management and build a strong leadership team and talent pipeline within crop production, by coaching, mentoring and guiding farm supervisors, team leaders. Identify and monitor KPIs and balanced scorecards, track performance and flag any issues with individuals. Candidate Profile: 5-10 years' experience in sugar cane agriculture, responsible for managing at least 1,000 ha having demonstrated ability to lead and manage outcomes through team members. The suitable candidate may possess full depth and breadth of sugar cane physiology. Able to build, develop and manage teams effectively. Able to capture, interpret and analyse agricultural performance data (cost, productivity & technical). Good business acumen and agricultural expertise, with ability to anticipate, interpret and respond to changes impacting on functional area. Regards, Ms. Riya Vaswani / Pooja Raval - Sr. Consultant / Team Leader Send CV and Reply mail to: unitedtechit@uhr.co.in; Will call you for detail discussion, if your Profile is relevant.

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