

## Senior Plant Manager

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Company: PRI

Location: Lusaka

Category: other-general

### Overview

Our client in Lusaka Zambia is looking for a Senior Plant Manager to join their team for a job vacancy within the agriculture sector.

To apply or for more information follow the link below.

**Plant Manager to be based at our new operation, based in Lusaka, Zambia.**

### Role Overview

To assume full responsibility for the entire Zambian operation, reporting directly to the Divisional General Manager.

The purpose of this role is to lead and transform the manufacturing plant into high performing unit, delivering volume, quality, customer and staff satisfaction at the most cost-effective manner for the operation.

Initially, this position will assume responsibility for the set up and commissioning of this new plant in Zambia.

### Areas of responsibilities but not limited to the following:

- o Recruit, manage and coordinate all resources and processes to maximise the productivity of daily production in terms of quality standards, production volumes, yields, costs and lost time;
- o Develop and maintain process knowledge competences at the factory (including technical and management competencies, talent review, career and succession planning);
- o Lead, organise and control the Zambia plant including required resources such as

manpower,

equipment etc. in order to meet established production requirements at the agreed efficiency levels;

- o Ensure that employees are suitably qualified by frequently reviewing their competency and establishing

training needs to ensure a competent work force whilst also effectively managing performance;

- o Develop and manage systems and processes that guarantee sustained plant utilisation together with

continuous improvement & effective root cause analysis and associated corrective action;

- o Ensure that work carried out by subordinates complies with work instructions, quality assurance plans,

applicable legislation, Occupational Health and Safety Act;

- o Conduct disciplinary enquiries and consultation sessions to ensure that subordinates comply with the

policy and procedure;

- o Manage cost and capital budgets and forecasts.

### **Education and Experience Requirements:**

- o Relevant tertiary qualification in Mechanical Engineering;

- o Minimum of 4 years' experience in a management / leadership position;

- o Must have extensive experience or background in Plant Operations;

- o Have intimate knowledge and application of management planning and control techniques;

- o Sound financial understanding and ability, with previous experience in forecasting, budgeting and cost

management;

- o An in depth understanding milling processes specifically as well as plant maintenance will be an

advantage.

### **Critical Skills**

- o Strong financial management skills and understanding of financial systems and processes;

- o Good interpersonal skills and an ability to communicate at all levels of employees;

- o Good administration skills and proactive problem solver;

- o Proven track record in implementing continuous improvements;
- o Vigilance and effective delegation skills;
- o Ability to work under pressure and meet deadlines.

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#### Cross References and Citations:

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