



EXCITING VACANCY

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GENERAL MANAGER

Our client, Zampalm Limited, a member of the **Industrial Development Corporation (IDC)** seeks to employ a competent and qualified **General Manager**.

Main Purpose of Job:

To oversee business operations, human resources, finance, oil mill operations and plantation activities and collaborate across a range of departments so as to lead the business to maximum productivity and efficiency.

Objectives of this role:

- Develop strategic plan for optimized productivity;
- Make strategic and financial decisions that determine the trajectory of the company;
- Review and improve organizational effectiveness by developing processes, overseeing employees, establishing a highly motivational work environment, and implementing innovative changes;
- Adhere to company standards for excellence and quality;
- Seek out opportunities for expansion and growth by developing new business relationships and;
- Provide guidance and feedback to help others strengthen specific knowledge/skill areas.

Main Responsibilities:

Planning and Strategy

- Assist in the development and preparation of the strategy and general business planning of the organisation as a whole and;
- Provides information to various corporate personnel in a timely manner, including monthly reporting requirements and other ad hoc information requests.

Manufacturing and Plantation Activities

- Manage the manufacturing element of the organisation by ensuring high quality business activities with maximum efficiency, service and profitability for the organisation;
- Ensuring that the team understands that the organisation's profits and achievements are reflected in all its operations and activities – including relationships and risk management;
- Maintain and improve mechanisms for manufacturing and all organisation activities, including surveying and measuring the manufacturing and plantations operations, process, outcomes and profitability and disseminate feedback to the appropriate internal entities and;

- Oversee operational aspects including; revenue growth, profit, operations and production, quality, plant production development, health & safety, finance and compliance within assigned.

Operational Logistics

- Oversee the cost-effective management of all outsourced services in consistence with budgeted levels of costs;
- Develop/achieve agreed budget, revenue, profit for the company and fleet operations;
- Monitor service levels to ensure that performance statistics meet customer/vendor, contractual requirements;
- Take an active role in site workload planning and volume forecasting (i.e. staffing, equipment, space);
- Ensure customer/vendor contract requirements are administered and enforced;
- Ensure fleet operates to the agreed upon performance standards and standard operating procedures and;
- Execution of company action plans, projects and best practice sharing / implementation.

People Management

- Provide guidance on all company policies, including safety, production, quality, sales, human resources, customer service and accounting policies;
- Develop and nurture a dynamic and competent workforce through a robust performance driven culture;
- Coach and develop staff to build high performing teams and assign assignments to further train and enhance staff development and;
- Promotes cross training to optimize workforce, ensures functional coverage, reduce labour costs, and supports succession planning.

General Management and Administration

- Provide a safe, secure, clean and fair work environment for associates;
- Facilitate smooth operations of the company and plantation and;
- Oversee special projects as are reasonably required.

Qualifications and Experience:

- Full Grade 12 Certificate
- Bachelor's Degree in Business Management, Agricultural Engineering, Agronomy, Production Management or related field;
- Minimum of 7 years relevant senior management experience at a similar level;
- Working exposure of human resource processes and experience in conducting performance evaluations and;
- Extensive experience in a manufacturing/plantation environment or similar exposure

Comptencies:

- Ability to architect strategy coupled with good strategic and business planning skills;



- Ability to galvanize the entire company into achieving results;
- Good management and leadership skills;
- Strong ability to delegate responsibility;
- Excellent active listening, negotiation and presentation skills;
- Competence to build and effectively manage interpersonal relationships at all levels of the company;
- Understanding of labour law and Human Resources practices and;
- Good knowledge of Microsoft Office packages and Project Management applications.

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| <p>Applications must be addressed to: The Managing Partner/CEO Laura & Partners Consulting Limited CV 16 DG Wallace Road, COMESA Exhibition Village, Show grounds, Lusaka</p> | <p>Applications must be emailed with the subject “General Manager” to laura@lauraandpartners.com and Doris@lauraandpartners.com on or before 17th May, 2024. Only electronic applications will be accepted.</p> <p>Consider the application unsuccessful if no feedback is received after 30 days. To access the full Job Profile, visit the Laura & Partners Consulting Limited website: www.lauraandpartners.com</p> |
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