

General Manager, Food Processing Plant - Ethiopia

Company Overview

Pharo Ventures is the commercial, for-profit arm of The Pharo Foundation which has been set up to harness the power of a vibrant private sector by investing in enterprises across a variety of sectors within the East Africa region.

The objective of Pharo Ventures is to build and grow, commercially and environmentally sustainable businesses, with a focus on maximising economic value and creation of jobs for local communities.

We have a vision of an economically vibrant and inclusive Africa. Matching that vision is our ambition to create a portfolio of sustainable business ventures that by the end of 2025, will deliver more than five thousand direct jobs across the region. We believe we can achieve our ambitions by investing in the human and physical capital of Africa. For each target country in the region, Pharo Ventures will build a portfolio of businesses that will be financially sustainable, create value for the local communities and environmentally responsible.

Pharo Ventures Ethiopia's first venture is Pharo Integrated Agriculture and Manufacturing PLC, which is a facility for processing edible oil and related products for both local market and export sales. The ventures currently operates a commercial farm in the Benishangul-Gumuz region on which we will use to grow inputs to for the processing plant. This agro processing facility is expected to extend our agricultural value chain from agricultural produce to primary processing. The facility will be located in or around Debre Birhan area.

Pharo Ventures is headquartered in, Kenya (Nairobi) with country offices in Ethiopia (Addis Ababa) and Somaliland (Hargeisa)

We are looking for an experienced Food Processing Plant General Manager to lead the process of setting up and operationalising this facility and then managing it successfully.

Role: General Manager - Food Processing Plant

Position Summary

The General Manager will provide strategic and operational oversight for the processing plant. S/he will be accountable for upholding the highest standards aligned to safety, quality, operational effectiveness and financial performance.

The General Manager will oversee the day-to-day operations of the facility from production to ensuring policies and procedures are followed. The position holder will be responsible to maximize stewardship, safety, quality and productivity. S/he will be responsible for demonstrating leadership that reflects Pharo Ventures culture and values.

Role: General Manager - Food Processing Plant

Reporting to: Head of Pharo Ventures Ethiopia

Functional Relationships:

- Pharo Ventures core team in Ethiopia
- Operations, Finance, Market and Human Resources Leads of Pharo Ventures in Ethiopia
- Pharo Ventures team in Nairobi

Key Duties and Responsibilities

Strategic and Operations Management

- Responsible for strategy execution, management and compliance of capital and operating budgets
- Lead and ensure all production and operating facilities operate efficiently, effectively, safely and in compliance with regulatory and corporate safety and environmental programs standards and goals.
- Responsible for the optimal functioning of the production process to ensure meeting the quantitative and qualitative objectives e.g. cost, quality and volume targets are achieved
- Champion a culture that builds, operates and maintains plants that are operationally sound, safe and efficient.
- Initiate efficiency and improvement projects and implement the continuous improvement programme
- Ensuring that production is carried out in accordance with the set quality and safety standards. (HACCP, FSSC2200)
- Develop plans and deliver results in a fast-changing business or regulatory environment while leading and developing a team of experienced professionals and supervisors
- Coaching and making decisions related to talent management hiring, performance and disciplinary actions.
- Oversee the execution of quality products
- Develop and maintain relationships with buyers and potential buyers both in the local and export markets
- Lead new product development initiatives

People Management

- Collaborate with line managers in the development of staffing and recruitment plans, ensuring that each team is staffed appropriately according to the need and budget, and in an efficient, orderly and timely manner.
- Responsible for ongoing selecting, hiring, motivating, coaching, training employees using all applicable policies and procedures
- Collaborate with managers and supervisors to ensure staff selections align with current and future growth needs.

Learning and Development

- Identify the training needs of employees and ensure processes are in place to support and encourage the appropriate personal and professional development of staff within the context of the Pharo Ventures objectives.
- Collaborate with line managers in establishing the skill gaps within the relevant departments and facilitate training needs analysis and execution of mitigation initiatives.
- Oversee the delivery of training programs with other colleagues across the organisation

Qualification Requirements

- Master's degree in food science/technology, chemical engineering, biotechnology with additional training in business administration
- A minimum of eight (8) years professional experience; of which (6) of these must have been as a processing plant manager
- Experience in working with food processing plants
- Experience in edible oil processing plant
- Deep understanding of Ethiopian regulations and international standards in food processing.
- Prior experience in working with multinational organisations
- Excellent communication in written and spoken English

Behavioural Competencies

- Strong professional with charismatic personality and a solid pedigree and experience in setting up and running a food processing facility
- Superb management skills with ability to manage and motivate a wide variety of employees from diverse backgrounds in a professional and compelling manner.
- Respects the local culture, understands and embraces the local values yet can work within international work ethics and standards.
- Problem solving and creative thinking skills with the ability to get results in unstructured environments, solid record of accomplishment for growing businesses and implementing processes, policies and best practices.
- Self-assured, internally motivated and passionate individual with outstanding communication skills, driven to succeed and make a difference.
- Must possess high levels of integrity, resilience, accountability, commitment and determination.
- Good understanding of data metrics and the ability to present these to the senior management and play a key role in supporting decision-making.

Application Procedure

Review of applications will begin as soon as they are received, and only complete applications will be reviewed. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested and suitably qualified candidates to apply at the earliest possible time.

Please send the information listed below, as a single PDF file, to the following email address:

recruitment.socialenterprises@pharoverventures.com. Please indicate in the Subject Line - **Application for General Manager of Food Processing Plant in Ethiopia.**

A detailed CV and Cover Letter,

1. A one-page list of five references with current addresses, phone numbers, and email contacts.

Due to the expected high volume of applicants, only short-listed candidates will be contacted.