

## Executive Director

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Company: Zebra Junction Specialist Recruitment

Location: Arua

Category: other-general

### Overview

**My Client a medium sized family enterprise based in Uganda , East Africa , is urgently recruiting for an Executive Director to oversee , manage and report on 4 businesses with a collective annual turnover of US\$ 125 000 000.00 :**

Steel Factory - production and supply

Tea Estate and factory for Tea production and packaging

Security Company

Sugar Factory ( in Rwanda)

### Remuneration Structure:

The selected candidate will sign an initial contract for a period of 2 years, which would be renewable for further period(s) of 2 years each (on mutual understanding / agreement ). The Company expects the incumbent to look at this assignment as long-term engagement.

Expatriate employees are remunerated in two parts. **1st part:** Representing the expatriate's net Salary is directly paid either in Uganda in US \$ Dollars or a nominated offshore account and is tax free. This is negotiable at the time of interview and is fixed for two years. This salary is revised at the end of every two years at the time of contract renewal. **Salary Band for this position: US\$ ( as discussed still to be negotiated). Local Living Allowance**  
**2nd Part:** Local Living Allowance (Based on

Salary Banding Level for this position): A local allowance is paid which is taxable in Uganda. The balance after tax is adequate to meet normal living expenses of the family. Most expatriates can manage their local expenses within the allowance.

**Annual Gratuity**-In addition to salary an Annual Gratuity is paid at the rate of one month's external salary for each completed year of service. This is payable at the time of leaving the services of the Group

**National Social Security Fund**The company will contribute the full 15% (10% of employer and 5% of employee) of your external salary towards NSSF contributions till you attain the age of 55 years. This is payable when you attain 55 years or finally leave the company employment by NSSF authorities.

**Medical:**You will be entitled for self and family Medical Insurance / reimbursement as well as Hospital Cover per company regulations and congruent to your Salary Band – this will be detailed to you at time of interview.

**Vehicle / Transportation**You will be provided with a company vehicle or transportation by the company. This will be discussed at interview.

**Working Tools – Provided by the company** Computer and all other necessary to carry out your working obligations , Mobile phone allowance

**Accommodation:**The company provides family accommodation and normally expects employees to be accompanied by their families - unless there are serious constraints such as continuing education of older children or aged parents, spouse's employment, etc. The accommodation is provided with hard furniture and basic kitchen equipment, such as a cooking range, refrigerator, etc. Water and electricity accounts are covered by the company

**Work Permits and Visas**Successful candidate's work permit / visa (for self /family) costs and travel is arranged by the company and the Head Office in Kampala provides the necessary assistance.

**Annual Leave**60 days paid leave per year

**Air Passages**are paid for self, spouse and two children (below 18 years of age), to point of

origin to run in conjunction with annual leave cycle. Additional Air Tickets if leave is split up and taken in 2 parts will be borne by the candidate

### **Requirements:**

#### **Candidates should have the following credentials :**

Engineering Degree - Electrical or Mechanical

Business Management Degree or Diploma ( MBA or similar)

15- 20 years Business Management experience preferably running a diverse spectrum of businesses concurrently in a number of sectors as outlined above.

### **Experience Requirements**

Proven experience as executive director or in other managerial position

Experience in developing strategies and plans

Ability to apply successful fundraising and networking techniques

Strong understanding of corporate finance and measures of performance

In depth knowledge of corporate governance principles and managerial best practices

An analytical mind capable for “out-of-the-box” thinking to solve problems

Outstanding organization and leadership abilities

Excellent communication (oral and written) and public speaking skills

MSc/MA in business administration or relevant field

### **Broad Spectrum of responsibilities include:**

Develop and implement strategies aiming to promote the organization’s mission and “voice”

Create complete business plans for the attainment of goals and objectives set by the board of directors

Build an effective team of leaders by providing guidance and coaching to subordinate

managers

Ensure adherence of the organization's daily activities and long-term plans to established policies and legal guidelines

Direct and oversee investments and fundraising efforts

Forge and maintain relations of trust with shareholders, partners and external authorities

Act as the public speaker and public relations representative of the company in ways that strengthen its profile

Review reports by subordinate managers to acquire understanding of the organization's financial and non-financial position

Devise remedial actions for any identified issues and conduct crisis management when necessary

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