

Factory Manager - Packaging (Corrugated Box Manufacturing)

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Company: Zebra Junction Specialist Recruitment

Location: Arua

Category: other-general

Assignment Brief

My Client a **Packaging Solutions company (Corrugated Box Products)** based in East Africa and part of a leading international, professionally managed industrial / service group, engaged in diverse operations is urgently recruiting for a **Factory Manager**.

Reporting to: Chief Executive Officer and interface with: Finance Manager, Marketing Manager, Plant Manager, Human Resource, Quality Officer, Projects Manager, etc.

****My Client will welcome applications from European / South African and East African candidates - with same experience in West Africa , East or Southern Africa.***

Overview of Company

The company is one of the leading manufacturer **Corrugated Box Products** East Africa having an estimated capacity of 2,500 MT per month and today it processes approximately 1,400 MT per month.

The Company has state of art machinery supplied by Ming Wei (South Korea). Our target is to increase capacity to approximately 2,000 MT each month in near future.

The company is able to produce a **wide range of corrugated boxes both in White Kraft & Brown Kraft papers from 2ply, 3ply & 5ply and in 4 colors** printing catering to all types of industries needs in across the great lakes region.

The Company is **certified with the ISO 9001:2008** this **corrugated box**

manufacturing company. Since its inception, the company has maintained its quest for quality. Raw materials of papers i.e. Kraft Liner, Fluting Paper, etc are sourced from all over the world from renowned paper mills who supply Virgin Kraft's meeting all the required standards for the manufacturing quality corrugated boxes.

All other raw materials are subject to strict inspection to ensure conformity to National and International Standards.

Duties and Responsibilities:

Day-to-day Factory operational management decisions.

For achieving the budgeted production volumes in coordination with the marketing department.

For proper planning and scheduling preventive, predictive, breakdown maintenance of the plant and machinery.

For timely delivery of the finished product

For world-class practice at factory operations and a high standard of housekeeping.

Keep the workforce motivated

Ensuring the factory is appropriately organized and staffed.

Ensuring effective internal controls and management information systems are in place at Factory and reviewing them periodically.

Ensuring proper systems / standard operating procedures are in place at production and maintenance.

Preparation and periodical review of annual R&M expense budgets and, adhering to them.

Interacting with the marketing team and helping them in resolving the customer complaints if any.

Improving Factory operational efficiency, cost reduction, bring in innovations.

Setting targets for Factory section heads and helping them in achieving.

Sending timely MIS reports to CEO/MD office.

Responsible for ensuring compliances across all regulatory requirements, as laid down by the Government of Uganda, across various aspects of the Factory Act, environmental clearances, taxation, trademark regulations, labor laws, and other statutory standards. Expertise includes managing bank credit and related compliances.

Ensures a safe working environment throughout the organization.

Any other duties assigned from time to time

Requirements:

The position requires a candidate that is hands-on and practical and is willing to spend several hours at the factory to ensure uninterrupted production.

The applicant must be a holder of a recognized Graduate/postgraduate-level degree in any Engineering.

A minimum of 20 years practical operational experience in running a similar factory out of which 5 years should be as a Factory manager (**Corrugated Box Products**)

To be able to manage the operations of an existing company incorporating ideas and ways to improve the functionality of the operation.

Excellent communication and management skills, computer skills, presentable, attention to detail, hard-working with excellent organizational skills and follow-through. Working knowledge of EBIZ – 10 ERP package is added advantage.

Good track record with contactable references.

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~~ ~~2nd part~~ Representing the expatriate's net Salary is directly paid 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 country. 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 FundThe 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 / TransportationYou 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 VisasSuccessful candidate's work permit / visa (for self /family) costs and travel is arranged by the company and the Head Office provides the necessary assistance.

Annual Leave 30 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 leave cycle. Additional Air Tickets if leave is split up and taken in 2 parts will be borne by the candidate

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