

## Project Manager - Sugar Industry

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Company: Zebra Junction Specialist Recruitment

Location: Arua

Category: business-and-financial-operations

### Overview

My client a large Sugar Conglomerate in East Africa is recruiting for a Project Manager. As the project manager, your job will be to coordinate people and processes to ensure that projects are delivered on time and produce the desired results. You will be the go-to person for everything involving a project's organization and timeline.

### 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)

1- 15 years project management experience.

**Desired Experience for this position:**

Great educational background, preferably in the fields of engineering for technical project managers

Proven working experience as a project administrator

Solid technical background, with understanding or hands-on experience factory process and production

Excellent client-facing and internal communication skills

Excellent written and verbal communication skills

Solid organizational skills including attention to detail and multi-tasking skills

Strong working knowledge of Microsoft Office

Proven experience as a Project Manager or similar role

Experience in planning and budgeting

Knowledge of business process and functions (finance, HR, procurement, operations etc.)

Strong analytical ability

Excellent communication skills

Outstanding organizational and leadership skills

Problem-solving aptitude

**General Duties and Responsibilities**

Coordinate internal resources and third parties/vendors for the flawless execution of projects

Ensure that all projects are delivered on-time, within scope and within budget

Developing project scopes and objectives, involving all relevant stakeholders and ensuring technical feasibility

Ensure resource availability and allocation

Develop a detailed project plan to track progress

Use appropriate verification techniques to manage changes in project scope, schedule and costs

Measure project performance using appropriate systems, tools and techniques

Report and escalate to management as needed

Perform risk management to minimize project risks

Establish and maintain relationships with third parties/vendors

Create and maintain comprehensive project documentation

Maintain budgets and optimize expenses

Set policies and processes

Evaluate and improve operations and financial performance

Direct the employee assessment process

Prepare regular reports for upper management

Ensure staff follows health and safety regulations

Provide solutions to issues (e.g. profit decline, employee conflicts, loss of business to competitors)

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