



Head of Environmental and Social Management

africaJUICE Tibila Share Company

Job Description and Person Specification

An introduction to africaJUICE Tibila Share Company

africaJUICE Tibila Share Company (aJ TSC) is a company based in Ethiopia and was formed at the end of 2008 following the privatisation of the existing 1,600 hectare Tibila State Farm in the Upper Awash region of Ethiopia. africaJUICE is now working to transform this farm into a modern high technology tropical fruit plantation and has invested in a new industrial scale fruit processing plant.

The current plantations deliver yellow passion fruit, citrus, papaya, mango and avocado, as well as tomatoes, maize and onions. The processing plant produces passion fruit not-from-concentrate and concentrate and mango puree and concentrate.

africaJUICE has secured a major new investment which will be used to consolidate the strength of the company, adding significantly to both production volumes and product diversity. Three new processed fruit products will be added through the expansion of the plantation and the addition of at least two additional processing lines.

africaJUICE strives to be the benchmark for how foreign direct investment is delivered in developing countries. We aim to demonstrate that not only can growth be generated with positive effects on the environment and for poverty eradication but that it is 'good business' and should be the model of choice. We operate under Fairtrade principles, focus on minimizing our carbon and water footprints and we aim for organic production wherever this is possible. We also actively work with local smallholder farmers and involve these in an inclusive manner in our value chain.

Position Overview

The Head of Environmental and Social Management will be responsible for developing and managing aJ TSC's environmental and social management plans which form part of aJ TSC's Sustainable Development Strategy. A key element of this work will be to coordinating the delivery of the existing plans, including meeting the requirements of external stakeholders such as the Ethiopian government, Fairtrade and the World Bank.

The position provides an exciting opportunity to be part of a young and growing juice company in Ethiopia, which aims to grow to become a major exporter of juice products from Africa.

Workstation

The position of Head of Environmental and Social Management requires fulltime presence on the Tibila Farm. Employees of africaJUICE TSC are either offered accommodation on the farm or may use our daily service bus to Adama.

Accountability

The Head of Environmental and Social Management Environmental and Social Officer will be accountable to the Standards and Systems Manager of the africaJUICE Tibila Share Company.

Duration

3 year contract, following a probation period of 6 months.

Remuneration

Competitive package.

Duties and Responsibilities

The duties and responsibilities of this position are as follows:

- Supports the development of short and long term organizational goals, objectives, strategic plans, policies and operating procedures relating to Environmental and Social issues in line with aJ TSC's Sustainable Development Strategy and Environmental and Social Management System
- Leads the implementation of environmental and social policies, practices and management systems
- Ensures the construction of relevant social and environmental infrastructure
- Monitors and evaluates effectiveness of the environmental and social actions, and effects changes required for improvement
- Ensures compliance with Ethiopian environmental and social legislation, and other stakeholder standards and requirements
- Audits, analyses and reports environmental performance to internal and external clients and regulatory bodies
- Carries out impact assessments to identify, assess and reduce an organization's environmental and social risks and financial costs
- Promotes and raises awareness, at all levels of aJ TSC, of the impact of emerging environmental and social issues, best practice, on corporate ethical and social responsibility
- Focuses on innovative thinking to ensure that environmental and social improvements deliver maximum benefit to the company, its employees and other stakeholders
- Trains staff at all levels in environmental issues and responsibilities
- Participates in environmental education and research
- Negotiates environmental service agreements and managing associated costs and revenues
- Reviews the company social and environment policy statements annually
- Reports to the Standards and Systems Manager on a regular basis

Qualifications

Diploma/Degree in Social and / or Environmental Sciences or related qualification.

Experience

We are looking for a candidate with 3-5 years of relevant work experience preferably implementing Worldbank Group Performance Standards or ISO standards in an agricultural environment.

Skills and Profile

- Strong communication skills, both verbal and written
- Ability to work and champion environmental and social actions / issues at all levels of the organisation
- Strong training, presentation and report writing skill.
- Strong interpersonal / people management skills
- Ability to prioritise and manage competing demands
- Good written and spoken English
- Competent IT skills
- Full commitment to the values and Business Principles of africaJUICE Tibila Share Company
- High integrity with impeccable references