



Head of Quality 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 also 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 Quality Management will be responsible for developing and managing aJ TSC's quality management system. aJ TSC is not currently certified under ISO standards for its quality management system but there is a vision to work towards certification in the next few years and a key element of the role will be to ensure that the company is fully compliant with ISO requirements.

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 Quality 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 Quality Management 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 quality management in line with aJ TSC's Quality Management System
- Leads the implementation of quality management policies, practices and systems across the organisation
- Monitors and evaluates effectiveness of the quality management actions, and effects changes required for improvement
- Ensures compliance with Ethiopian legislation, and other stakeholder standards and requirements
- Audits, analyses and reports quality management performance to internal and external clients and regulatory bodies
- Carries out impact assessments to identify, assess and reduce the organization's quality management risks and financial costs
- Promotes and raises awareness, at all levels of aJ TSC, of customer requirements and of the impact of emerging quality issues and best practice
- Focuses on innovative thinking to ensure that quality management deliver maximum benefit to the company, its employees and other stakeholders
- Trains staff at all levels in quality issues and responsibilities and identifies the needs for external training
- Review the company quality management policy statements on an annual basis
- Report regularly to the Standards and Systems Manager

Qualifications

Diploma/Degree in science, business, quality management or related qualification.

Experience

We are looking for a candidate with 3-5 years of relevant work experience preferably implementing ISO 9001 in an agricultural / agro processing environment.

Skills and Profile

- Strong communication skills, both verbal and written
- Ability to work and champion quality 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