



# **Standards and Systems Manager 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 Standards and Systems Manager will lead aJ TSC's work on quality management, health & safety, environmental protection and social development, as it relates to both our own staff and the local community. A key element of this role will be developing, maintaining and managing the aJ TSC management systems. aJ TSC is not currently certified under ISO standards for its management systems but there is a vision to work towards certification in the next few years.

The position provides an exciting opportunity to take a senior role in a young and growing juice company in Ethiopia, which aims to grow to become a major exporter of juice products from Africa. Accountable to the General Manager and a member of the management team, the position will provide leadership to an Ethiopian team to ensure that the company can rise to the challenge of achieving international best practice.

### **Workstation**

The position of Standards and Systems Manager 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 Standards and Systems Manager will be directly accountable to the General Manager and will be a member of the Senior Management Team.

### **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:

- Lead the development and implementation of the suite of management systems currently in progress (including environmental, social, health and safety and quality management systems)
- Review and identify need for the creation or revision of existing or new management systems and lead their development and implementation in line with international standards and best practice
- Work together with each department to develop their own management systems, balancing operational effectiveness, with appropriate levels of controls.
- Provide training and awareness raising across the organisation with respect to the management systems
- Ensure that the company complies with the requirements of the appropriate international standards for management systems (e.g. ISO 9001, ISO 14001, ISO 26000 and OHSAS 18001)
- Develop and maintain various company manuals, including Corporate Management System Manual, Manual of Authorities, Contracting Manual etc.
- Report to the General Manager on a regular basis.

## **Qualifications**

BSc/MSc Degree in science, finance, accountancy or business or a related qualification.

## **Experience**

We are looking for a candidate with 5 years of relevant work experience, preferably in implementing Worldbank Group Performance Standards and/or ISO standards.

## **Skills and Profile**

- Strong interpersonal / people management skills
- Excellent communications skills, internally and externally
- High energy person that is results orientated.
- Strong operational planning and execution skills.
- Flexible and proactive – able to be proactive and creative in delivering results when circumstances are changing
- Ability to prioritise and manage competing demands
- Excellent 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