



JOB TITLE: Compliance Officer

Details

Closing Date	2025/11/15
Reference Number	CCB251105-3
Job Category	Finance and Procurement
Company	Coca-Cola Kwanza (Tanzania)
Job Type	Permanent
Location - Country	Tanzania
Location - Province	Not Applicable
Location - Town / City	Dar es Salaam

Job Description

Coca-Cola Kwanza Ltd is seeking a skilled and experienced **Compliance Officer** to join the **Finance** department in Dar es Salaam. Reporting directly to the Regional Compliance Manager, the successful candidate will be responsible for ensuring robust compliance, governance, and risk management across all operations. This includes maintaining the RACM model, implementing governance frameworks and policies, coordinating audits, building team capability, resolving deficiencies, benchmarking against global standards, and driving continuous process improvements to mitigate risk.

Key Duties & Responsibilities

- RACM compliance : maintenance of the RACM model across all countries and compliance testing

- Policy and Framework Excellence : Implementation of a robust Risk, Control, and Governance policy framework with regular updates and communications
- Effective Audit Management : Standardized and effective audit coordination (internal, external, and CAD) across all operations
- Capability Building : Enhanced organizational capability within the Compliance and Governance teams through effective leadership and knowledge sharing
- Deficiency Resolution : Timely reporting and resolution of governance, control, and compliance deficiencies
- Global Benchmarking : Implementing world-class governance frameworks within CCBA
- Risk Mitigation : Ongoing alignment and improvement of processes to support compliance and mitigate risk

Skills, Experience & Education

- Bachelors Degree in Finance , Accounting or BCom qualification or equivalent
- Chartered Accountant of Tanzania CPA(T), Associate General Accountant (AGA), Certified Internal Auditor (CIA) or Chartered Institute of Management Accountants (CIMA) would be advantageous.
- 4-6 years operational finance experience, previous governance and control experience will be advantageous.
- 3 years operational finance experience, previous governance and control experience will be advantageous.
- Ability to assess and analyze complex processes, risks, and controls to provide actionable insights
- Strong understanding of governance frameworks, internal controls, and regulatory requirements, including SOX compliance
- Experience in supporting and facilitating internal and external audit processes, ensuring compliance with auditing standards

- Ability to identify inefficiencies and recommend or implement process improvements to enhance governance and control
- High level of accuracy and thoroughness when reviewing processes, testing controls, and reporting findings
- Proficient in compiling and presenting detailed reports, translating complex information into clear, actionable recommendations
- Strong verbal and written communication skills, with the ability to engage and influence stakeholders at all levels
- Ability to identify problems, analyze root causes, and implement effective corrective actions within set deadlines
- Skilled in engaging with management, audit teams, and other stakeholders to ensure collaboration and alignment
- Ability to manage multiple tasks simultaneously, including the coordination of audits and implementation of corrective action plans

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