



1. JOB TITLE: Artisan Electrician Powerhouse- 1 Position

Job Purpose

The successful candidate will be responsible for Electrical services and trouble shooting at Factories in manufacturing Department.

Specific Duties and Responsibilities:

- Carries out maintenance and repairs electrical breakdowns and troubleshooting at Factory during crushing season.
- Inspection of Turbo Alternators operation
- Repairs all electrical instruments during crushing season and offcrop
- Attend all breakdowns of machines and systems all over the factory during crushing season.
- Able to read standard electrical drawings.
- Able to prepare motor starters and troubleshooting
- Monitor the performance of the electrical equipment.
- Ensures safe and standard servicing of motors and welding machine
- Able to fill Power generation logbooks on daily basis
- Cooperate with boiler operators to ensure good boiler operation
- Effective communication with others.
- Inspects machine condition and safety before start up.
- Ensure safety of people and machines.
- Reports defects of electrical equipment after inspection.

Job Requirements:

- At least form IV certificate accompanied/vocational training, electrical trade test grade III and above.
- Extensive knowledge in Electric circuits reading and interpreting, faults tracing and rectification.
- Extensive knowledge in electrical machinery, running behaviors, safety and lock out procedures

- 2+ years' experience working in electrical jobs in manufacturing industry.
- Mentally and physically fit.
- Ready to work abnormal hours.
- Attention to details.

Terms Of services: The successful candidate will be engaged on Permanent Contract.

All interested candidates, who meet the above requirements, please apply for the position on or before 7th December 2025. Only shortlisted candidates will be contacted.

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2. JOB TITLE: Maintenance Foreman (Fabrication & Machine workshop)-1 Position.

Job Purpose

The successful candidate will be responsible to Supervise maintenance employees in respective discipline to achieve maximum plant availability and equipment capacity (Maintenance Excellence), also to Plan and supervise the daily work and performance of each employee on assigned shift, organize schedules, and assign work activity to achieve team and company objectives safely.

Specific Duties and Responsibilities:

- Together with the teams, achieve shift, daily, weekly, monthly and off-crop shutdown targets ensuring that tasks are prioritized and planned in a logical, systematic and cost-effective way to optimize profitability.
- Develop budget for discipline with Maintenance Head, finance business partner, optimization/ CoE and manage costs effectively.
- Monitor performance and support and advise teams in solving problems and/or taking corrective action.
- Monitor standards for setting, operating and maintaining equipment and ensure instructions are adhered to.
- Manage iAMP policy adherence to practices amongst maintenance teams.
- Manage work quality to reduce rework and increase plant reliability.
- Ensure equipment maintenance and reliability for respective area and ensure maintenance plans are aligned to achieve this.
- Identify areas where equipment performance and quality management can be improved and manage the implementation of systems and processes to make improvements
- Ensure continuous improvement by implementing functional best practices and conducting physical inspections.
- Work with Optimization and Production team to solve problems and promote cross functional engagement & teamwork.
- Ensure Plant, Equipment and BOM information and WOs are captured accurately within SAP.

- Provide teams with necessary tools and equipment to perform work effectively.
- Ensure technical and maintenance reporting (From SAP) is compliant with company policy and procedures.
- Manage and maintain key engineering activities guided by the Group technical risk guidelines.
- Monitor performance and take corrective action where required.
- Provide input into best practices, frameworks and minimum standards within function through Head Office platform and provide additional opportunities for problem identification and knowledge sharing.
- Identify and monitor KPIs to track performance and flag any issues.
- Promote and adhere to ABFs procedures, policies and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption (ABC

Carries out maintenance and repairs electrical breakdowns and troubleshooting at Factory during crushing season.

Job requirements:

- B.Sc. in Mechanical Engineering or equivalent qualification from a recognized Institution.
- Computer literacy.
- 3+ years' experience in planned maintenance systems
- 3+ years' experience in maintenance of heavy industries.
- Ready to work long hours.
- Sound mental and physical health.
- Self-motivated and ability to motivate others.
- Report writing.
- Creative, innovative and team working skills.

Terms Of services: The successful candidate will be engaged on Permanent Contract.

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3. JOB TITLE: Senior Maintenance Worker (Instrumentation)- 2 Positions

Job Purpose

The successful candidate will be responsible for ensuring that all manufacturing instruments are working properly, accurately and effectively.

Duties and Accountabilities:

- Attend to calls on instrument problems during shifts.
- Inspect tests, adjust, and repair electric, electronic, mechanical, and pneumatic instruments in the factory.
- Inspects meters, indicators, and gauges to detect abnormal fluctuations.
- Removes defective instruments from system, disassembles, clean instruments, replace defective parts and reassemble instruments, using hand tools.
- Lubricates instruments and replaces defective wiring and tubing
- Conduct tasks related with maintenance and operations teams.
- Conduct preventative maintenance on stop days and off-crop period
- Fill logbook on the defects which occurred during the shift.
- Ensures that all operations are carried out as per the ISO 9001: 2000 Quality Management System at Kilombero Sugar to achieve the quality standards.
- Performs all tasks according to Kilombero Sugar's Quality, Safety, Health and Environment policies and procedures.
- Does any other duties as assigned by supervisor.

Job Requirements:

- Minimum: Form Four, NSI GR. II, VETA grade I or Level III Diploma in Electronics and Telecommunications, Diploma in Computer Engineering or equivalent.
- 3+ years' experience in instruments operations.
- Mentally and physically fit.
- Ready to work abnormal hours.
- Attention to details.

Terms Of services: The successful candidate will be engaged on Permanent Contract.

All interested candidates, who meet the above requirements, please apply for the position on or before 7th December 2025. Only shortlisted candidates will be contacted.

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4. JOB TITLE: Senior Maintenance Worker (Electrical)- 1 Position**Job Purpose**

The successful candidate will be responsible for Electrical services and trouble shooting at Factories in manufacturing Department.

Specific Duties and Responsibilities:

- Carries out maintenance and repairs electrical breakdowns and troubleshooting at Factory during crushing season.
- Inspection of Turbo Alternators operation
- Repairs all electrical instruments during crushing season and offcrop
- Attend all breakdowns of machines and systems all over the factory during crushing season.
- Able to read standard electrical drawings.
- Able to prepare motor starters and troubleshooting
- Monitor the performance of the electrical equipment.
- Ensures safe and standard servicing of motors and welding machine
- Able to fill Power generation logbooks on daily basis
- Cooperate with boiler operators to ensure good boiler operation
- Effective communication with others.
- Inspects machine condition and safety before start up.
- Ensure safety of people and machines.
- Reports defects of electrical equipment after inspection.

Job Requirements:

- At least form IV certificate accompanied/vocational training, electrical trade test grade III and above.
- Extensive knowledge in Electric circuits reading and interpreting, faults tracing and rectification.
- Extensive knowledge in electrical machinery, running behaviors, safety and lock out procedures
- 2+ years' experience working in electrical jobs in manufacturing industry.
- Mentally and physically fit.
- Ready to work abnormal hours .
- Attention to details.

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