



1. JOB TITLE: Production Foreman-Raw house 1 Position.

Job Purpose

The successful candidate will be responsible for implementing Kilombero Sugar production ways to ensure Kilombero Sugar is the best-in-class sugar producer in the country, plan and Supervise production activities to ensure quality and activity targets are achieved, assist Management in the development of performance plans that ensure long term growth, development and sustainability of the company.

Specific Duties and Responsibilities:

- 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.
- Together with the teams, achieve shift, daily, weekly, monthly performance targets for respective area by ensuring that tasks are prioritized and planned in a logical, systematic and cost-effective way to optimize profitability.
- Together with Production team leads, develop budget for factory area with factory Head, finance business partner and manage costs effectively
- Monitor standards for setting, operating, and maintaining equipment and ensure instructions are adhered to.
- Identify areas where production performance and quality management can be improved and manage the implementation of systems and processes to make improvements.
- Provide technical and process guidance to respective teams.
- Ensure continuous improvement by implementing functional best practices and conducting physical inspections.
- Inspect critical equipment and ensure adherence to minimum standards.
- Supervise factory maintenance needs.
- Work with optimization and maintenance teams to solve problems and promote cross functional engagement & teamwork.

Job Requirements:

- B.Sc. in Chemical and process Engineering or equivalent.
- 3+ years post experience in a heavy industry environment with at least 2 years in the sugar industry.
- 2+ year's supervisory experience.
- Computer literacy.
- Good communication skills in English.

- Mentally and physically fit.

Terms of Service: 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 **26th April 2026**. Only shortlisted candidates will be contacted.

Kilombero Sugar Company Limited is an equal opportunity employer. Women and people with disability are highly encouraged to apply.

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2. JOB TITLE: Maintenance Worker - Instrumentation 1 Position

Job Purpose

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

Specific Duties and Responsibilities:

- Inspect tests, adjusts, 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.
- Co-operate with management to enable them to perform their duties under the Occupational Health and Safety Act.
- Be committed to comply with the Companies Environmental.

Job Requirements:

- Minimum: Form Four, NSI GR. II, VETA grade I or Level III or Diploma in Electronics and Telecommunications or Diploma in Computer Engineering.
- Experience: 2 years in instruments and control operations.
- Mentally and physically fit.
- 2+ years' experience working in mechanic jobs in manufacturing industry.
- Ready to work abnormal hours should the job require it.

Terms of Service: The successful candidate will be engaged on Permanent Contract.

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3. JOB TITLE: CBM Technician - 2 Positions

Job Purpose

The successful candidate will be responsible to perform all Condition based monitoring tasks on KSCL site, analyze the CBM data, advise and report to the management on steps forward in improving the condition of equipment.

Specific Duties and Responsibilities:

- To take Vibration measurements for site equipment analyse and report on the condition to management.
- To take Thermography measurements for site equipment analyse and report on the condition to management.
- To balance and align of site equipment such as (Fans, gearbox and pumps) to acceptable standard.
- To take thickness measurement of site vessels and piping analyze and report on the condition to management
- Perform and report on oil analysis of gearboxes and Transformers.
- Ensure all CBM equipment is calibrated and reading correctly.
- Perform any other duty as assigned by your supervisor

Job Requirements:

- Diploma or Degree in Mechanical Engineering from a recognized institution
- A minimum of three (3) years of experience in sugar industry or large manufacturing firm
- Computer literacy.
- CBM certificate from a recognized institution will be an added advantage
- Knowledge on using CBM equipment such as vibration analyzer, thermo-camera, and oil analyzers etc.
- Fluent on MS office software, especially MS excel
- Burning desire to succeed in high performance environment.
- Sound mental and physical health
- Ready to work long hours.

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

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4. JOB TITLE: Artisan Mechanical Maintenance- 2 Position

Job Purpose:

The successful candidate will be responsible to install, maintain, troubleshoot, and repair mechanical systems to ensure their safe and efficient operation, supporting the organization's goals.

Specific Job responsibilities.

- Ensures that all operations are carried out as per the ISO 9001: 2000 Quality Management System at Kilombero Sugar to achieve the quality standards.
- Read and interpret technical drawings, P&IDs, and OEM manuals to guide equipment servicing.
- Support planned shutdowns, equipment overhauls, and installation of new machinery.
- Adhere to safety protocols including lockout/tagout (LOTO), confined space entry, and hot work procedures.
- Performs all tasks according to Kilombero Sugar's Quality, Safety, Health and Environment policies and procedures.
- Take reasonable care for the health and safety of yourself and other persons who may be affected by what you do or do not do.
- Co-operate with management to enable them to perform their duties under the Occupational Health and Safety Act.
- If any situation that is non- conforming to required standards, unsafe, or unhealthy, or anything that threatens to impact the environment comes to your attention, report this to your superior using the existing incident report system.
- If you are involved in any incident that may affect your health or which has caused an injury to you, or impacted on the environment, report such incident to your superior not later than the end of the shift during which the incident occurred.
- Perform all tasks with "awareness" towards the prevention of any forms of pollution to the surrounding and environment.
- You are hereby informed that, under the OHS Act, you are prohibited from intentionally or recklessly interfering with or misusing anything that is provided in the interest of health, safety and environment
- Support planned shutdowns, equipment overhauls, and installation of new machinery.
- Adhere to safety protocols including lockout/tagout (LOTO), confined space entry, and hot work procedures.
- Performs all tasks according to Kilombero Sugar's Quality, Safety, Health and Environment policies and procedures.

- Take reasonable care for the health and safety of yourself and other persons who may be affected by what you do or do not do.
- Fabricate, adjust, or modify machine components as needed, using precision tools and machining skills
- Carries out any other duties relating to this business as assigned by the superiors

Minimum Job Requirements:

- Diploma in Mechanical Engineering, Mechanical Technology, or a related field.
- Full Technician Certificate in Mechanical (essential technical skills in maintenance, repair, and installation)
- 2+ years of mechanical maintenance experience in mechanical maintenance, repair, and installation preferably sugar manufacturing industries.
- Proficiency with hand tools, power tools, and precision measuring instruments.
- Physical stamina and dexterity to handle machinery safely and perform manual tasks.

Terms of Service: The successful candidate will be engaged on **Permanent Contract**.

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