



Job opportunities at Mkulazi Holding Company.

Closing Date: May 3, 2026

Explore current vacancies and join a team shaping the future of Tanzania's sugar value chain:

JOB TITLE: Accounting Officer

Position summary

- Recording and maintaining financial transactions in the general ledger to ensure accuracy and completeness of information.
- Assist in the preparation of financial statements, including income statements, balance sheets, and cash flows.
- Managing revenue collection processes by ensuring timely invoicing and monitoring customer debts.
- Preparing and submitting tax returns (VAT, corporate income tax, withholding tax) and ensuring compliance with tax laws.
- Reconcile bank statements, accounts payable and receivable to maintain accurate financial records.
- Assist in monthly and annual closing of accounts by preparing accounting records and financial adjustments.

- Ensuring compliance with financial regulations, accounting standards (IFRS), and internal company policies.
- Assist in budgeting, financial forecasting, and financial planning.
- Maintaining a register of fixed assets and depreciation schedules.
- Assist internal and external audits by providing required financial documents and information.
- Monitor cash flow, working capital, and liquidity to support business operations.
- Manage salaries and ensure timely submission of taxes related to employee income.
- Implement internal controls to prevent fraud, errors, and misuse of funds.
- Liaising with banks, auditors, tax authorities, and other financial institutions regarding financial matters.
- Provide financial analysis and reporting to management to support decision-making.
- Perform any other lawful duties assigned by the supervisor.

Requirements

- Bachelor's degree in Finance, Accounting, Business Administration, or other related field from a recognized institution.
- Professional certifications such as CPA (Chartered Professional Accountant) or ACCA (Association of Chartered Certified Accountants) would be an added advantage.
- Work experience in financial accounting positions in recognized institutions; experience in the sugar industry will be an added advantage.

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JOB TITLE: IT Officer - Systems Management

Position summary

- Manage and maintain the institution's IT systems environment, including servers, operating systems, and underlying infrastructure, ensuring high availability, reliability, and optimal performance.
- Analyze operational and technical requirements to design and implement secure, scalable, and efficient systems infrastructure based on institutional needs.
- Plan, configure, install, and test server hardware, operating systems (Linux/Windows), and systems management tools based on established standards and procedures.
- Monitor system performance using specialized tools, analyze system statistics and logs, and make performance improvements to increase system efficiency and availability.
- Identify and resolve hardware, software, and network problems to ensure rapid service recovery and minimize system downtime.
- Design and execute load and stress tests of systems to verify system capabilities and plan for future requirements, as well as present complex problems to suppliers when required.
- Implement and manage systems security controls, including user management, system updates, device protection, and system hardening.
- Develop, implement, and regularly test backup and recovery procedures to ensure business continuity and information security.
- Coordinate system improvements and updates by collaborating with vendors and service providers in the evaluation, testing, and implementation of new solutions.
- Maintain accurate and up-to-date technical documentation, including systems configuration, work procedures, and incident reports.
- Supporting the integration of institutional systems (such as ERP, monitoring systems, and external systems) through secure and managed channels.
- Ensure compliance with institutional IT policies, standards, and legal requirements.
- Provide technical support and advice to users and other IT teams on systems issues.
- Conduct continuous evaluation of systems performance, recommend improvements, and implement automation where possible to increase efficiency.
- Perform any other lawful duties assigned by the supervisor.

Requirements

- Bachelor's degree in Computer Science, Information Technology, Computer Engineering, or a related field from a recognized institution.
- Professional certifications such as CISSP, PMP, ITIL Foundation, CCNA, Microsoft Azure Solutions Architect Expert, CISA, and CompTIA Project+ will be an added advantage.
- At least two (2) years of proven work experience as a Systems Administrator or in a similar position.
- In-depth knowledge and practical experience in operating systems, including Windows and Linux environments.
- Practical experience in the management and operation of computer networks.

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JOB TITLE: Relations Officer

Position summary

- Assist the Senior Public Relations Officer in implementing public relations strategies and campaigns.
- Collect and analyze data on public perception and media reports.
- Help build and maintain relationships with journalists and media outlets.
- Prepare and distribute press releases and other communication materials.
- Participate in planning and implementing public relations campaigns to promote products and services.
- Monitor media reports and provide information on public relations activities.

- Assist in preparing communication materials, including press releases, newsletters, and social media content.
- Ensure that all materials are consistent with the institution's brand message.
- Work closely with other members of the marketing and sales team to support public relations initiatives and ensure they align with the institution's goals.
- Promote better communication and team collaboration within the department.
- Monitor changes in trends, principles, and best practices in public relations.
- Help identify opportunities for innovation and improvements in public relations activities.
- Participate in training programs to improve skills and knowledge in public relations strategies and tools.
- Monitor changes in trends and best practices in public relations.
- Perform other lawful duties assigned to you by your supervisor.

Requirements

- Bachelor's degree in Public Relations, Communications, Marketing, or a related field from a recognized institution.
- Practical experience in public relations work within reputable institutions will be an added advantage, especially if the experience is in the sugar sector

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JOB TITLE: Senior Internal Auditor

Role summary

- a. Perform internal audit in respect of the adequacy and effectiveness of governance, risk management and internal controls.
- b. Conduct risk assessment to be used for preparation strategic and annual audit plan.
- c. Prepare annual and strategic plan according to International Professional Practices Framework (IPPF).
- d. Prepare audit plan and engagement programme.
- e. Lead audit team during audit engagements.
- f. Review working paper as has been done the audit team.
- g. Conduct a surprise audit.
- h. Perform staff appraisals for subordinates.
- i. Communicate audit plan to subordinates.
- j. Review draft audit report from internal audit officer and follow up significant audit issues with the relevant heads of department or units.
- k. Review levels of compliances with laid down procedures, policies, controls and relevant regulations.
- l. Provide recommendations to departmental management on the improvement or enhancement of controls based on identified risks.
- m. Review company processes and procedures to ensure compliances with the set standards and report and controls gap or deficiencies to departmental management.
- n. Collect and analyse data to detect deficient controls, duplicated effort or non-compliance with laws, regulations and company policies.
- o. Compile and submit draft audit report to the internal audit manager for review before submitting to the Board of Directors.
- p. Follow up corrective/remedial action taken by the heads of departments/units to address audit issues identified.
- q. Follow up and report on implementation of internal, external audit findings and recommendations.
- r. Analyse potential risks within specific areas of a company to avoid compliance issues.
- s. Keeping track of any violations reported against a company and responses and plans regarding these violations.
- t. Supervise auditing and determine scope of internal audit.
- u. Investigate suspected theft/fraud or poor management as revealed through routine audit or reported by heads of department or executive management.
- v. Analyse evidence gathered from investigation and compile reports of findings.

- w. Inspect account books and accounting systems for efficiency, effectiveness, and use of accepted accounting procedures to record transactions; and
- x. Perform any other lawful duties as assigned by supervisor.

Requirements

Bachelor's degree in either Finance, Accounting, Commerce, Business Administration majoring in Finance or Accounting, or equivalent qualifications from recognized institutions. Registered by national board of accountant and auditor (NBAA) Certified Public Accountant (CPA). Additional master's degree and certificates such as, Certified Internal Auditor (CIA) ACCA, ACA, CIMA, CISA, CRISC, CRMA will be added advantage. At least six years (6) years of internal audit experience from reputable institutions.

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JOB TITLE: Senior Logistics Officer

Role summary

- Lead and oversee all logistics operations, including transport planning, fleet control, and distribution of goods.
- Coordinate daily transport activities, ensuring timely dispatch and delivery of sugar and sugar-related products.
- Develop, implement, and monitor transport schedules to support production and operational plans.
- Manage fleet performance, availability, utilization, and efficiency of all company vehicles and machinery.
- Plan and control fuel usage, vehicle servicing, and repair schedules to ensure cost efficiency in transport operations.
- Supervise and monitor the performance of drivers, transport clerks, and logistics staff.
- Oversee documentation and record-keeping of transport operations, including trip logs, delivery notes, and fuel consumption reports.
- Ensure compliance with road safety regulations, vehicle licensing, insurance, and statutory requirements.

- Liaise with the Workshop team for preventive maintenance, repairs, and inspections of fleet vehicles and equipment.
- Ensure effective tracking of company vehicles using GPS and other tracking systems to monitor route adherence and driver behavior.
- Develop and enforce transport and logistics policies, procedures, and standard operating practices.
- Prepare reports on logistics performance, transport costs, vehicle downtime, fuel consumption, and driver utilization.
- Manage logistics budgets, cost control measures, and operational planning to minimize waste and optimize resources.
- Coordinate internal transportation of raw materials, equipment, staff, and other logistical requirements.
- Manage transport arrangements for special assignments such as sugar delivery, bulk transport, and staff movement.
- Collaborate with Sales, Production, and Stores departments to align logistics support with business needs.
- Ensure effective management of third-party transport providers and service level agreements (SLAs).
- Lead continuous improvement initiatives in logistics operations, route planning, and fleet optimization.
- Handle transport-related incidents, accident reporting, and investigation procedures.
- Ensure health, safety, and environmental compliance in all logistics and fleet operations.
- Provide training, guidance, and performance appraisals for drivers and transport staff.
- Coordinate logistics operations during peak periods such as sugarcane harvesting and product distribution seasons.
- Manage inventory of transport-related equipment, tools, and vehicle spare parts.
- Maintain updated transport-related compliance documents such as permits, insurance, and licenses.
- Develop fleet replacement plans, asset management strategies, and vehicle acquisition proposals.
- Perform any other lawful duties assigned by the supervisor.

Requirements

- Degree in Logistics Management, Transport Management, Supply Chain Management, or a related field from a recognized institution.

- At least six (6) years of relevant working experience in logistics, transport, and fleet management in an agricultural, manufacturing, or industrial environment, with supervisory responsibilities.

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