

22/05/2026

EMPLOYMENT OPPORTUNITY

Mkwawa Leaf Tobacco Limited (MLTL) invites applications from suitable and qualified candidates to fill the following **Vacant** positions.

A. AGRICULTURE LABOUR PRACTICE TECHNICIAN (ALP TECHNICIAN) **04 POSITIONS**

Roles and Responsibilities:

- Train farmers and stakeholders in all aspects related to Agriculture Labor practice
- Collect farm information (data) and monitor each farmer as assigned by the Sector ALP Supervisor
- Liaise with all Sector ALP Supervisors to ensure the management of all prompt actions
- Collect information on Prompt Actions recorded through **CroMIS** and pass on to relevant Sector ALP Supervisors for action.
- Follow up and manage all prompt actions raised to ensure they are dealt with and recorded by all Sector ALP Supervisors.
- Organize and maintain accurate records of all ALP follow ups and decisions.
- Supervise actions leading to achievement of targets and goals.
- Prepare an accurate monthly report which will be submitted to ALP Supervisors by 25th of the month.
- Ensure Timely reports on a weekly basis of all ALP activities on regional scale
- Train Field Technician on social related activities.
- Ensure all materials and inputs assigned to ALP programs are accurately recorded and signed by the recipients.
- Effectively plan and supervise all social activities at the area level.
- Liaise with Social related stakeholders
- Ensure all **SOP** (Standard Operating Procedures) are adhered to all times.
- Advise GAP Technician on all aspects related to Agricultural Labor Practices (ALP)
- Plan and follow up on the general social program implementation.
- Work with GAP Technician on incidence captures, follow up and remediation process for the incidences reported.

Personal Attributes:

- Social interpersonal skills.
- Solution oriented with thirst for solving problems.
- Energetic, proactive and self-starter, with ability to adapt to changing circumstances and external factors.
- Integrity and professionalism, setting and demonstrating ethical and moral standards and having a sense of personal accountability.
- The ability to collaborate effectively within a team and across departments to achieve common goals.

Qualifications and Experience:

- At least diploma in any related Human Resource, Social Community, Public administration, Sociology, Laws, statistics or related field of study.
- Experience in the Community/ Social/ or Planning activities.
- Experience in extension services and outreach programs.
- Computer skills specifically in application software (MS Word/ Power Point and Excel).
- Training skills are an added advantage.
- Good Communication skills.

Additional Requirements:

- Competence on Motorbike driving with a valid motorbike driving license
- Ability to travel to various project sites.
- Willingness to live and work in remote areas.

Reporting:

The incumbent will report directly to ALP Supervisor on day-to-day activities.

Location:

The incumbent will be located at Urambo.

Remunerations:

Salary offered these positions is competitive and commensurate with qualifications and experience.



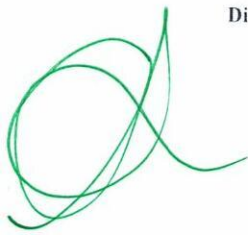
B. GOOD AGRICULTURE PRACTICE TECHNICIAN (GAP TECHNICIAN)
07 POSITIONS

Roles and Responsibilities:

- Conducts regular visits to farmers to assess and record all activities and give feedback to company representatives.
- Ensures the farmers follow all Good Agricultural Practice farming procedures (GAP).
- Ensures the farmers follow all Agricultural Labor Practice requirements (ALP).
- Conducts NTRM risk assessment and barn compliance assessment.
- Assists in preparations of production estimates.
- Ensures plant count exercise is being carried out to the farmers as per described plant count procedures to obtain first production estimates.
- Ensures company crop survey is being conducted to the farmers as per required parameters to obtain second production estimates.
- Ensures company bale count is being achieved by 100% to the farmers to obtain Final production estimates.
- Ensures barn count exercise is being conducted to the farmers at 100% honestly and correctly to obtain pre-contracted volume and seed distribution to the primary society based on barn capacity.
- Provide all technical assistance to farmers on tobacco production
- Maintains good relationship with farmers and primary society leadership to ensure good Company image and reputation.
- Advise and trains farmers to ensure that progress of seedbeds is made e.g. Site selection, seedbed preparation, sowing, seedbed hygiene, seedbed resetting, pesticide applications, use of PPEs and land preparations.
- Performs all his/her duties as per the EHS Standards
- Performs any other duty as assigned by his/her immediate supervisor or Manager.

Personal Attributes:

- Social interpersonal skills.
- Solution oriented with thirst for solving problems.
- Energetic, proactive and self-starter, with ability to adapt to changing circumstances and external factors.
- Integrity and professionalism, setting and demonstrating ethical and moral standards and having a sense of personal accountability.



- The ability to collaborate effectively within a team and across departments to achieve common goals.

Qualifications and Experience:

- At least Diploma in General, Agriculture, Crop production, Agriculture extension, Agronomy, Horticulture, Agriculture Economics, Agribusiness or any other agriculture related field.
- Experience in extension services and outreach programs
- Computer skills especially in application software (MS Word/Power point and Excel)
- Training skills is an added advantage
- Good communication skills

Additional Requirements:

- Competence on Motorbike driving with a valid motorbike driving license
- Ability to travel to various project sites.
- Willingness to live and work in remote areas.

Reporting:

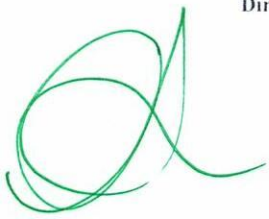
The incumbent will report directly to Area Agronomy Co-ordinator on day-to-day activities.

Location:

The incumbent will be located at Urambo/Kasulu

Remunerations:

Salary offered these positions is competitive and commensurate with qualifications and experience.



HOW TO APPLY

Qualified candidates who meet the above outlined criteria, should apply in writing to the undersigned enclosing fully typed curriculum vitae indicating daytime telephone number and scanned copies of certificates and testimonials from previous employers, names, and address of three referees, to reach the undersigned in 7 days from the first appearance of this advertisement.

Mkwawa Leaf Tobacco is an equal opportunity employee; we celebrate diversity and are committed to creating an inclusive environment for all employees. Qualified women who meet the outline criteria are strongly encouraged to apply.

All applications should be addressed to **Head of Human Resources, Mkwawa Leaf Tobacco Limited, Tabora** and send electronically through, recruitment@mkwawatanz.com

Mkwawa Leaf Tobacco Limited

P. O. BOX 665, Morogoro

Tanzania

22 May 2026

E.P MASINDE

HEAD, HUMAN RESOURCES