

MKULAZI HOLDING COMPANY LIMITED



VACANCY ANNOUNCEMENT - DATE: 29<sup>th</sup> MAY, 2026

**INTRODUCTION:**

Mkulazi Holding Company Ltd (MHCL) is a joint venture company currently owned by National Social Security Fund (NSSF) and Tanzania Prisons Service. The principal activity of the company is to produce quality sugar and related downstream products such as bio-ethanol, particle boards, pulp. The Company is implementing sugar project at Mbigiri Estate located in Kilosa District Morogoro Region targeting to produce 50,000MT of sugar per annum once full operational.

The company wishes to invite competent, qualified, experienced and dedicated Tanzanians to fill in the vacancy positions currently available in the company as follows:

**1. Mechanical Technician - Mills: - 1 Post:** He / She will be reporting to **Senior Mechanical technician - Mills.**

**Duties and responsibilities:**

- a. Carry out routine maintenance and repair of mechanical equipment such as mills, conveyors, gearboxes and other machinery;
- b. Assist in troubleshooting mechanical faults and perform corrective maintenance activities;
- c. Perform fitting, welding, cutting, grinding, and fabrication works as required in repair and maintenance tasks;
- d. Conduct machine inspections, cleaning, lubrication, and adjustment of mechanical components to maintain optimal performance;
- e. Participate in the installation and commissioning of new mechanical equipment;
- f. Assist in maintaining accurate records of maintenance works and completed tasks;
- g. Observe safety procedures and ensure safe working practices during maintenance activities;
- h. Report any identified mechanical defects or potential equipment failures to the supervisor for timely intervention;
- i. Participate in planned shutdown maintenance activities and assist in equipment overhauls;
- j. Ensure proper use and care of tools, equipment, and workshop facilities;
- k. Maintain cleanliness and good housekeeping within work areas; and
- l. Performs any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Diploma in Mechanical Engineering, Industrial Maintenance, or a related technical field from a reputable institution. At least Five (5) years working experience in industrial mechanical maintenance, preferably in sugar mills.

- 2. Senior Rigger - Mill house: - 1 Post:** He / She will be reporting to Mechanical Technician - Mills.

**Duties and responsibilities:**

- a) Make sure that the machinery is aligned, levelled and anchored;
- b) Select the right pulleys, booms, braces and cables for various jobs;
- c) Asses the risks associated with lifting and moving heavy equipment through confined space;
- d) Clean, dismantle and store rigging equipment after the job is completed;
- e) Ensure that safety procedures comply with state laws and company policies;
- f) Prepare roads for transport loads by inspecting;
- g) Observes load limits Estimates safe loads of equipment/component t/material to be lifted;
- h) Communicates any problems to the Supervisor; and
- i) Performs any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Certificate in Mechanical Engineering, Fitting and Machining, or related field from a recognized institution. Professional certifications such as: Certified Engineering Technician (CET) or lean six sigma green belt are advantageous. At least Six (6) years working experience in rigging/fitter mechanics roles within manufacturing or processing environments, preferably in the sugar industry.

- 3. Senior Fitter Mechanics - Mills: - 1 Post:** He / She will be reporting to Mechanical Technician - Mills.

**Duties and responsibilities:**

- a. Plan and supervise fitting works on machinery, mechanical systems, and production equipment;
  - b. Carry out installation, maintenance, and repair of mechanical equipment including pumps, conveyors, gearboxes, turbines, valves, and pipework;
  - c. Diagnose and troubleshoot complex mechanical faults and provide effective solutions;
  - d. Conduct alignment, balancing, and adjustments of rotating equipment;
  - e. Fabricate and assemble mechanical components, pipe fittings, and structural supports;
  - f. Guide and provide technical support to Fitter Mechanics and Artisan Helpers in their daily tasks;
  - g. Prepare work plans, material lists, and resource requirements for mechanical fitting jobs;
  - h. Interpret mechanical drawings, technical manuals, and specifications for fitting activities;
  - i. Perform precision fitting, machining, and modification of mechanical parts.
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- j. Ensure proper execution of preventive and corrective maintenance programs;
- k. Inspect and test installed equipment to verify operational performance.
- l. Enforce safety practices, permit-to-work procedures, and good housekeeping standards in the work area;
- m. Maintain accurate records of maintenance works, job reports, and material usage;
- n. Participate in plant shutdown, overhaul, and project execution activities.
- o. Identify and recommend improvement opportunities in equipment reliability and maintenance practices;
- p. Conduct training and mentorship for junior fitters and artisan teams;
- q. Collaborate with Engineers and other maintenance teams for efficient problem-solving;
- r. Ensure proper care, usage, and storage of mechanical tools and equipment; and
- s. Performs any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Certificate in Mechanical Engineering, Fitting and Machining, or related field from a recognized institution. Professional certifications such as: Certified Engineering Technician (CET) or lean six sigma green belt are advantageous. At least Six (6) years working experience in engineering roles within manufacturing or processing environments, preferably in the sugar industry.

- 4. Mechanical Technician-Boiler: - 1 Post:** He / She will be reporting to Mechanical Engineer-Boiler.

**Duties and responsibilities:**

- a. Conducting routine maintenance and troubleshooting of boiler and its auxiliary's systems by ensuring the optimal performance and minimizing plant downtime;
- b. Ensuring boiler operations are performed as per prescribed safety standards and operational procedures;
- c. Conducting routine inspections, audits, services and maintenance of boiler and its auxiliaries' systems during schedule as well as off crop maintenance;
- d. Monitor boiler and auxiliary equipment performance and report any related issues;
- e. Collaborate with the team members to implement maintenance strategies and operational plans related to boiler operations;
- f. Participate in training programs to enhance knowledge and skills in boiler operations and maintenance practices;
- g. Collaborate with team members to ensure efficient operations and support overall factory initiatives;
- h. Maintain a clean and safe working environment, adhering to safety protocols and regulations;
- i. Prepare reports on operations and maintenance activities of boiler equipment regarding performance trending and use data to inform for decision-making and drive improvements; and
- j. Performs any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Diploma in Mechanical Engineering, Industrial Engineering, or a related field from a recognized institution. Technical training in mechanical engineering specifically in steam generation field is preferred. At least five (5) years working experience in technical roles within

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boiler operations and maintenance, preferably in the sugar industry. Basic understanding of maintenance and troubleshooting of boiler systems is preferred.

**5. Fitter Mechanics-Boiler: - 02 Posts:** He / She will be reporting to Senior Technician.

**Duties and responsibilities:**

- a. Carry out routine inspection and preventive maintenance of mechanical systems and components;
- b. Perform fitting, assembling, installation, alignment of mechanical parts and machinery for boiler system and auxiliaries including pumps, fans, conveyors, gearboxes, turbines, valves, pipework;
- c. Perform repair, replace, and adjust faulty mechanical parts such as bearings, gears, shafts, pumps, and couplings;
- d. Operate heavy duty hand and power working tools safely and effectively during mechanical works;
- e. Fabricate simple metal structures and components for repair and maintenance purposes;
- f. Participate in overhauls, shutdown maintenance, and major repairs of machinery;
- g. Assist in installation and testing of new mechanical equipment;
- h. Ensure proper housekeeping and safe working environment during site mechanical maintenance;
- i. Report to superior the machine potential hazards, defects, abnormalities observed during operations or during execution off crop maintenance;
- j. Recording and reporting work done, spare parts used, tools applied during repair, service, overhauls, fitting and installation of machinery;
- k. Recording and reporting daily, weekly and monthly machines checklists;
- l. Assist in the preparation and implementation of preventive maintenance schedules;
- m. Participate in safety programs and adhere to occupational health and safety guidelines;
- n. Work in team members during diagnose and troubleshoot mechanical faults and provide effective solutions;
- o. Collaborate with Technicians or maintenance teams for efficient problem-solving;
- p. Ensure proper care, usage, and storage of mechanical working tools and equipment; and
- q. Perform any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Certificate in fitter mechanics Level III or related field from a recognized institution. At least three (3) years working experience in engineering roles within manufacturing or processing environments, preferably in Boiler or Power generation.

**6. Senior Instrumentation Artisan: - 03 Posts:** He / She will be reporting to Senior Instrumentation Technician.

**Duties and responsibilities:**

- a. Install, test, and maintain field instruments including pressure transmitters, flow meters, temperature sensors, and level indicators in processing and power generation areas;
- b. Calibrate and troubleshoot control loops and instrumentation systems to ensure accurate measurement and feedback for process control;

- c. Inspect and maintain PLCs, SCADA systems, and instrumentation wiring for faults, wear, or performance issues;
- d. Perform routine checks, preventive maintenance, and documentation on instrumentation equipment;
- e. Assist in the installation and commissioning of new instruments and control systems;
- f. Support the maintenance team during plant shutdowns and start-ups;
- g. Maintain records of instrument calibrations, repairs, and replacements;
- h. Ensure compliance with safety and quality standards in instrumentation activities.
- i. Collaborate with electrical and mechanical teams to resolve cross-functional equipment issues;
- j. Provide immediate response to instrumentation faults or alarms to minimize production disruptions; and
- k. Perform any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Level III Certificate in Instrumentation, Electrical Engineering, Electronics, or related field from a recognized vocational or technical training institution. At least six (06) years working experience in industrial instrumentation and control systems. Experience in sugar processing and/or power generation operations will be an added advantage.

**7. Instrumentation Artisan: - 01 Post:** He / She will be reporting to Senior Instrumentation Technician.

**Duties and responsibilities:**

- a. Install, test, and maintain field instruments including pressure transmitters, flow meters, temperature sensors, and level indicators in processing and power generation areas;
- b. Assist in calibrating and troubleshooting control loops and instrumentation systems to ensure accurate measurement and feedback for process control;
- c. Assist in inspecting and maintaining PLCs, SCADA systems, and instrumentation wiring for faults, wear, or performance issues;
- d. Perform routine checks, preventive maintenance, and documentation on instrumentation equipment;
- e. Assist in the installation and commissioning of new instruments and control systems;
- f. Support the maintenance team during plant shutdowns and start-ups;
- g. Maintain records of instrument calibrations, repairs, and replacements;
- h. Ensure compliance with safety and quality standards in instrumentation activities;
- i. Collaborate with electrical and mechanical teams to resolve cross-functional equipment issues;
- j. Provide immediate response to instrumentation faults or alarms to minimize production disruptions; and

- k. Perform any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Level II or III Certificate in Instrumentation, Electrical Engineering, Electronics, or related field from a recognized vocational or technical training institution. At least two (02) years working experience in industrial instrumentation and control systems. Experience in sugar processing and/or power generation operations will be an added advantage.

**8. Electrical Technician: - 01 Post:** He / She will be reporting to Electric Engineer.

**Duties and responsibilities:**

- a. Perform routine inspection, maintenance, and repair of electrical equipment and installations in the factory and agricultural facilities;
- b. Assist in the operation and monitoring of power generation systems;
- c. Conduct troubleshooting and repairs on electrical faults and breakdowns to minimize downtime;
- d. Execute electrical installation works under the guidance of senior staff;
- e. Ensure proper wiring, cabling, and connection of electrical systems in accordance with technical standards;
- f. Maintain cleanliness, safety, and orderliness in electrical working areas;
- g. Safeguard tools, equipment, and materials used for electrical works;
- h. Adhere to electrical safety procedures and standards during maintenance and operational activities;
- i. Prepare basic maintenance reports and records of work performed;
- j. Assist in testing and commissioning of newly installed electrical equipment;
- k. Report any abnormality, malfunction, or potential hazard to the Senior Electrical Technician for immediate action;
- l. Participate in shift operations for electrical supply monitoring and equipment operation; and
- m. Perform any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Diploma in Electrical Engineering or Electrical Installation from a recognized institution. Being registered by the engineer board or equivalent certification will be an added advantage.

At least three (03) years working experience in electrical installation, maintenance, or power generation is an added advantage. Experience in sugar industry will be an added advantage.

**9. Machinist: - 01 Post:** He / She will be reporting to Machining and Fabrication Supervisor.

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**Duties and responsibilities:**

- a. Operate lathe, milling, drilling and shaping machines to produce precision mechanical parts and components;
- b. Set up machines, select appropriate cutting tools, and adjust machine settings for required operations
- c. Report lost tools;
- d. Perform routine machine maintenance, cleaning, and lubrication to ensure proper functionality;
- e. Prepare required spare list for the machines for smooth operations;
- f. Prepares tools for machining;
- g. Read and interpret engineering drawings, blueprints, and technical specifications;
- h. Maintain proper records of work completed, materials used, and machine performance;
- i. Ensure proper housekeeping and organization within the workshop area;
- j. Conduct basic machining calculations; and
- k. Perform any other lawful duties as assigned by supervisors; and
- l. Perform any other lawful duties as assigned by supervisor.

**Academic qualifications and experience:**

Holder of Form IV certificate coupled with NTA Level III in Welding and fabrication or equivalent qualification. At least two (02) years' working experience in machine shop.

**10. Fabricator: - 02 Posts: He / She** will be reporting to Machining and Fabrication supervisor.

**Duties and responsibilities:**

- a. Measure, cut, bend, shape, and assemble metal materials according to job requirements;
- b. Read and interpret technical drawings, blueprints, and fabrication specifications;
- c. Follow workplace health, safety, and environmental procedures during all fabrication activities;
- d. Perform welding and fitting activities to assemble metal structures and components;
- e. Operate fabrication equipment and tools such as cutting machines, grinders, drills, presses, and welding equipment;
- f. Inspect finished workpieces to ensure accuracy, quality, and compliance with specifications;
- g. Follow workplace health, safety, and environmental procedures during all fabrication activities; and
- h. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with NTA Level III in Welding and fabrication or equivalent qualification. At least three (03) years' working experience Welding and Fabrication.

**11. Fitter Mechanics -Workshop: - 01 Post: He / She** will be reporting to Supervisor pump and gearbox.

**Duties and responsibilities:**

- a. Install, assemble, align, and fit mechanical equipment, machinery, and components;
- b. Prepare spare parts for planned activity;
- c. Replace worn or defective machine parts using appropriate tools and techniques;
- d. Maintain maintenance records, service reports, and spare parts usage documentation;
- e. Ensure compliance with workplace health, safety, and environmental procedures; and
- f. Perform any other lawful duties as assigned by supervisor;

**Academic Qualifications and Working Experiences:**

Holder of Form IV certificate coupled with NTA Level III certificate in Fitter Mechanics. At least three (03) years' working experience in machine shop.

**12. Operator - Effluent Treatment Plant (ETP): - 01 Post:** He / She will be reporting to Supervisor- Effluent Treatment Plant.

**Duties and responsibilities:**

- a. Takes water samples from recommended points;
- b. Analyses the water quality Parameters;
- c. Ensures that the plant works as per required standards;
- d. Maintains cleanliness inside the control room and surrounding compound;
- e. Ensures that the chemical dosing pumps are working effectively;
- f. Adheres to safety standards;
- g. Checks the stocks of the chemicals at the plant and advises the foreman accordingly;
- h. Checks in sequence the performance of automation of individual units and report any malfunctions immediately;
- i. Undertakes/carries out routine cleaning of plant weekly as per manufacturer's instructions;
- j. Performs any other lawful duties as assigned by supervisor; and
- k. Perform any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences:**

Holder of Diploma in water quality and Laboratory Technician or equivalent from a recognized institution. At least two (02) years' working experience in the same field .

**13. Laboratory Analyst-03 Posts:** He/ She will be reporting to Laboratory Technician

**Duties and Responsibilities:**

- a. Collect and prepare samples for laboratory analysis from various points in the production process, water systems, and effluent treatment facilities;
- b. Assist in the monitoring of water quality for tap water, process water, and waste discharge to ensure compliance with regulatory and safety standards;
- c. Maintain accurate records of laboratory tests, analysis results, and daily laboratory activities;
- d. Clean, operate, and maintain laboratory equipment and instruments in accordance with standard operating procedures;
- e. Support chemical dosing processes for water treatment and effluent management;
- f. Adhere to laboratory safety procedures and guidelines for chemical handling and waste disposal;

- g. Report test results to the Chemist for further analysis or necessary corrective actions;
- h. Participate in environmental monitoring programs including waste discharge quality and effluent treatment plant operations;
- i. Assist in quality control programs and continuous improvement initiatives within the laboratory; and
- j. Perform any other related duties as may be assigned by the supervisor.

**Academic qualifications and Experience:**

Holder of Diploma in Laboratory Science and Technology or equivalent from a recognized institution. At least two (02) years working experience in laboratory operations in the sugar industry or related processing industries will be an added advantage.

**14. Operator Vacuum Filter-02 Posts:** Reporting to Supervisor juice clarification and evaporation

**Duties and Responsibilities:**

- a. Mud scrapping from vacuum filter;
- b. Clean mud belt conveyor;
- c. Prepare milk of lime;
- d. Opening and closing mud bin hopper during charging to mud tractor;
- e. Check bagacillo louvers;
- f. Maintain good housekeeping, safety and health at work place; and
- g. Performs any other lawful duties as assigned by his/her supervisor.

**Academic qualifications and Experience:**

Holder of Form four (4) certificate or, NTA level II. Three (3) years' experience in vacuum filter operations.

**15. Senior Pan boiler-03 Posts:** He/ She will be reporting to Manufacturing Chemist

**Duties and Responsibilities:**

- a. Supervise and guide pan boiling technicians in executing proper boiling procedures and practices;
  - b. Operate and monitor vacuum pans for effective crystallization during the sugar boiling process;
  - c. Ensure proper seeding, graining, and massecuite boiling parameters are consistently maintained;
  - d. Analyse and control syrup feed, temperature, vacuum levels, and boiling curves for each batch;
  - e. Monitor brix, purity, and crystal growth to ensure desired sugar quality is achieved;
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- f. Coordinate pan boiling cycles for A, B, and C strikes based on production demands and recovery goals;
- g. Ensure the efficient operation of vacuum pumps, condensers, and heating systems used in the pan house;
- h. Collaborate with laboratory and control room staff to maintain quality and adjust process variables;
- i. Maintain accurate records of boiling cycles, massecuite quality, and pan performance;
- j. Train and mentor junior pan boiling staff to ensure proper adherence to procedures;
- k. Identify and escalate any process deviations or equipment issues to the Pan Boiling Supervisor;
- l. Participate in daily production planning and execution to align pan boiling with milling and centrifuge operations;
- m. Ensure proper hygiene and sanitation of pan boiling stations and auxiliary equipment;
- n. Comply with safety and environmental guidelines during pan house operations;
- o. Participate in shutdown and maintenance activities involving pan house equipment; and
- p. Perform any other duties as may be assigned by the supervisor.

**Academic qualifications and Experience:**

Holder of Form IV certificate or above. At least six (6) years working experience in sugar pan boiling operations. Possession of National Sugar Institute (NSI) Certificate will be an added advantage.

**16. Pan boiler-04 Posts:** He/ She will be reporting to Senior Pan boiler.

**Duties and Responsibilities:**

- a. Operate vacuum pans and associated equipment during sugar boiling to produce high-quality sugar crystals;
- b. Monitor pan pressure, temperature, brix, and purity to ensure proper crystallization;
- c. Control the feed of massecuite, syrup, and other materials into the pan as per standard procedures;
- d. Adjust boiling parameters to ensure optimum grain development and sugar recovery;
- e. Monitor vacuum pumps, condensers, and related auxiliaries for proper functioning;
- f. Take pan boiling samples and conduct basic field tests to check crystallization progress;
- g. Collaborate with lab and process teams for quality assurance and process adjustments;
- h. Maintain accurate records of boiling cycles, pan batches, and equipment readings;
- i. Clean and maintain vacuum pans, seed magma mixers, and related tools and equipment;
- j. Observe safety procedures during boiling operations and report any unsafe conditions;
- k. Communicate with control room and field staff to ensure synchronized operations;

- l. Assist in troubleshooting pan-related issues and escalating complex problems to supervisors;
- m. Participate in routine and preventive maintenance of pan boiling equipment; and
- n. Perform any other duties as may be assigned by the supervisor.

**Academic qualifications and Experience:**

Holder of at least Form IV certificate coupled with three (3) years' working experience in sugar boiling / crystallization operations or in a relevant field. Possession of National Sugar Institute (NSI) Certificate will be an added advantage.

**17. Senior Raw Sugar Centrifugal Operator -03 Posts:** Reporting to Manufacturing Chemist.  
**Duties and Responsibilities:**

- a. Operate machinery and equipment in the production process including juice extraction, clarification, evaporation, crystallization, and drying;
- b. Monitor process parameters and report any deviations or abnormalities to the Senior Processing Technician;
- c. Assist in adjusting process controls to maintain product quality and optimize efficiency;
- d. Record operational data such as temperatures, pressures, flow rates, and production quantities;
- e. Perform routine inspections of equipment and ensure cleanliness and good housekeeping in the working area;
- f. Participate in minor equipment maintenance and report any faults to the maintenance team;
- g. Ensure compliance with safety, health, and environmental (HSE) standards during all operations;
- h. Participate in quality checks and inspections in collaboration with the Quality Assurance team;
- i. Assist in troubleshooting operational challenges and implementing corrective actions;
- j. Provide support in the training of new operators and technicians as directed;
- k. Ensure proper communication and handover of operations between shifts; and
- l. Perform any other duties as may be assigned by the supervisor.

**Academic qualifications and Experience:**

Holder of Form IV certificate, with at least five(5) years' experience in Batch Centrifugal Machine operations. Possession of National Sugar Institute (NSI) Certificate will be an added advantage.

**18. DCS Operator- Evaporator-01 Post:** He/ She will be reporting to Supervisor Juice clarification and Evaporation.

**Duties and Responsibilities:**

- a. Operate and monitor plant processes through Distributed Control Systems (DCS) or SCADA systems in the control room;
- b. Ensure optimal operation of plant equipment and production processes by adjusting parameters and process controls;
- c. Monitor boilers, power generation systems, milling operations, clarification, evaporation, crystallization, water treatment plants and other process units;
- d. Ensure smooth start-up, running, and shutdown of plant equipment as per standard operating procedures;
- e. Monitor production indicators, alarms, and emergency conditions, and initiate corrective actions where necessary;
- f. Liaise with field operators and process technicians to coordinate operational activities and plant adjustments;
- g. Record production data, downtime events, process deviations, and generate reports for management review;
- h. Conduct routine checks on process systems and notify the Process Engineer of any abnormalities or maintenance requirements;
- i. Ensure compliance with environmental standards, including monitoring and controlling effluent and emissions;
- j. Support safety, health, and environmental practices within the control room and production areas;
- k. Participate in shift handover procedures and maintain proper communication between shifts;
- l. Supervise and provide guidance to Control Room Operators and other subordinate staff during shifts; and
- m. Perform any lawful duties as may be assigned by the supervisor.

**Academic qualifications and Experience:**

Holder of Form IV certificate with at least three (03) years working experience in processing plant operations, preferably in the sugar industry. Possession of National Sugar Institute (NSI) Certificate will be an added advantage.

**19. Continuous Improvement Officer- 03 Posts: Reporting to Maintenance Planner  
Duties and Responsibilities:**

- a. Lead and support continuous improvement initiatives across production lines;
  - b. Identify inefficiencies, waste, and cost-reduction opportunities;
  - c. Collect and analyze production data to identify trends;
  - d. Develop evidence-based recommendations for operational changes;
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- e. Monitor KPIs to ensure improvements are sustained;
- f. Train staff on Lean tools (5S, value stream mapping, SMED, Kanban);
- g. Provide guidance on Six Sigma methodologies;
- h. Create clear work instructions and ensure proper rollout of changes;
- i. Work closely with production, engineering, and maintenance teams;
- j. Liaise with technical departments to ensure safety and ergonomic compliance;
- k. Build strong relationships to secure employee buy-in for change;
- l. Sign writing and painting, labelling of equipment and signage's; and
- m. Perform any other lawful duties assigned.

**Academic qualifications and Experience:**

Holder of Form IV certificate or NTA level 1 coupled with three years (3) years of working experiences in continuous improvement in manufacturing industry, large scale agricultural production or equivalent.

**20. Technician Preventive Maintenance-01 Post:** Reporting to Planning Engineer.  
**Duties and Responsibilities:**

- a. Develop and implement maintenance schedules for equipment and facilities;
- b. Prioritize tasks based on urgency, workload, and available resources;
- c. Work closely with maintenance technicians, engineers, and operations teams;
- d. Liaise with vendors and suppliers for spare parts and tools;
- e. Estimate time, labor, and costs for maintenance jobs;
- f. Track and manage spare parts inventory to avoid delays;
- g. Use CMMS (Computerized Maintenance Management Systems) like ERP or Maximo to record and track work orders;
- h. Prepare reports on maintenance activities, costs, and performance indicators;
- i. Inspect facilities for hazards and enforce safety protocols;
- j. Ensure compliance with industry standards and regulations; and
- k. Performs any other lawful duties assigned by his/her supervisor.

**Academic qualifications and Experience:**

Diploma in Mechanical Engineering, Industrial Engineering or a related technical field from a reputable institution. At least Six (6) years of working experiences in maintenance planning in manufacturing industry, large scale agricultural production or equivalent. Experience in using tools like SAP Plant Maintenance, CMMS, MS Office

**21. Technician Draughtsman-01 Post:** Reporting to Project Engineer.  
**Duties and Responsibilities:**

- a. Create 2D and 3D CAD drawings for machinery, equipment and factory layouts;

- b. Prepare fabrication and assembly drawings with accurate dimensions;
- c. Work closely with engineers, architects, and production line to translate concepts into workable designs;
- d. Revise and update drawings based on feedback and design changes;
- e. Ensure drawings meet industry standards, safety regulations, and company specifications;
- f. Maintain proper documentation and version control of all designs;
- g. Provide technical support to manufacturing teams;
- h. Assist in troubleshooting design-related issues during production;
- i. Layout of new projects and propose modifications of existing equipment and machineries;
- j. Co-ordinate drawing office activities;
- k. Assist factory engineers on interpreting drawings;
- l. Revise drawings as per customer's requirements; and
- m. Performs any other lawful duties assigned by his/her supervisor.

**Academic qualifications and Experience:**

Diploma or Bachelor degree in Mechanical Engineering, Industrial Engineering or a related technical field from a reputable institution. Six (6) years of working experiences in computer aided design (CAD) in manufacturing industry, large scale agricultural production or equivalent.

**22. Mechanical Engineer-01 Post: Reporting to Senior Mechanical Engineer.**

**Duties and Responsibilities:**

- a. Plan, organize, and control the mechanical maintenance activities of the sugar factory to ensure operational efficiency;
- b. Lead the maintenance and repair of boilers, milling plant equipment, pumps, conveyors, and other factory machinery;
- c. Coordinate and perform daily operations of the factory workshop, ensuring effective fabrication, welding, machining, and repair works;
- d. Develop and implement preventive, predictive, and corrective maintenance programs for all mechanical equipment;
- e. Monitor performance of mechanical systems and recommend improvements or upgrades to enhance efficiency and reliability;
- f. Supervise the maintenance and safe operation of steam generation and distribution systems within the factory;
- g. Manage the mechanical aspects of the sugar milling process to ensure optimum performance of crushers, mills, gearboxes, and drives;
- h. Oversee the proper alignment, balancing, and calibration of rotating equipment;

- i. Ensure compliance with factory safety standards, statutory regulations, and environmental requirements in all mechanical operations;
- j. Coordinate emergency repair works to minimize downtime and restore factory operations;
- k. Prepare mechanical maintenance budgets and control maintenance costs within approved limits;
- l. Maintain inventory and ensure availability of critical spare parts, materials, and workshop tools;
- m. Develop standard operating procedures (SOPs) for mechanical maintenance and ensure adherence by technical teams;
- n. Conduct regular mechanical risk assessments and implement appropriate control measures;
- o. Manage inspection and testing of pressure vessels, lifting equipment, and mechanical safety systems;
- p. Participate in factory expansion projects, including installation and commissioning of new machinery and equipment;
- q. Provide technical advice and guidance to management on mechanical engineering matters;
- r. Train, mentor, and develop workshop and maintenance staff to build technical capacity;
- s. Implement energy efficiency programs and recommend energy-saving mechanical solutions;
- t. Liaise with external contractors and service providers for specialized mechanical works;
- u. Ensure proper documentation and reporting of all mechanical maintenance activities and equipment history;
- v. Coordinate and supervise overhauls and annual shutdown maintenance programs;
- w. Participate in cross-functional factory meetings to ensure alignment of mechanical activities with production targets;
- x. Lead continuous improvement initiatives in mechanical maintenance practices;
- y. Perform any other lawful duties as may be assigned by the supervisor; and
- z. Performs any other duty assigned by his/her supervisor.

**Academic qualifications and Experience:**

Bachelor's degree in mechanical engineering, Electromechanical Engineer, or Industrial Engineering from a recognized institution. Registration with relevant professional engineering bodies is an added advantage. Certification in Maintenance Management or related technical courses will be an added advantage.

At least three (3) years of working experience in mechanical maintenance and workshop management in manufacturing or sugar production. Experience on boilers, mills, and pumps maintenances, and general mechanical systems will be an added advantage.

Salaries and other fringe benefits for the above vacancies will be paid in accordance with the Company's Salary Structure and other related manuals.

**MODE OF APPLICATION:**

Candidates meeting the required qualifications should submit their applications through careers portal at (<https://www.mkulazi.co.tz/careers/>). The closing deadline for all applications is fourteen (14) working days from the date of the advertisement. **Only shortlisted candidates will be contacted.**

**WOMEN ARE HIGHLY ENCOURAGED TO APPLY.**

CHIEF EXECUTIVE OFFICER,  
MKULAZI HOLDING COMPANY LIMITED,  
P.O BOX 1079, MOROGORO.