



Job Title **Fleets Team Leader**

Closing Date 2026/08/21

Reference Number CCB260731-2

Job Category Logistics

Company Coca-Cola Kwanza (Tanzania)

Job Type Permanent

Location - Country Tanzania

Location - Province Not Applicable

Location - Town /
City Mbeya

Job Description CCBA is the 8th largest Coca-Cola authorised bottler in the world by revenue, and accounts for over 40% of all Coca-Cola ready-to-drink beverages sold in Africa by employees in Africa, CCBA group services more than 800 000 customers with a h brands. CCBA group operates in 14 countries: South Africa, Kenya, Ethiopia, Ugar Tanzania, Botswana, Zambia, Eswatini, Lesotho, Malawi and the islands of Comoro

Coca-Cola Beverages Africa (CCBA) presents an exciting opportunity for a **Fleets Chain** team at CCBA in Mbeya , Tanzania. The role will report to the **Country Lead**

The primary role of the Fleets Team Leader is to manage regional execution to a Manage vehicle downtime proactively. Conduct fleet inspections and audits. Man planning and implementation. Manage licencing of vehicles. Manage fleet safety compliance.

Key Duties & Responsibilities

1. Manage execution to achieve targeted vehicle availability

- Manage vehicle downtime proactively
- Conduct fleet inspections and audits, Ensure current and accurate fleet data and information
- Manage preventative maintenance planning and implementation
- Manage licencing of vehicles
- Manage fleet safety, health, and environmental compliance

2. Provide direction, leadership and coaching to drive business performance.

- Coach team members in the correct execution of their tasks (operational and safety)
- Check and ensure that team members monitor process input and outputs
- Drive innovation, improvement, and agility through change leadership
- Check and ensure that team members carry out required quality checks and audits on the appropriate systems.
- Develop team members and ensure that training needs are identified and met through performance reviews.

3. Manage the fleet Master Data .

- Ensure current and accurate fleet data and information

4. Guide and manage the team to accelerate team performance, development, and engagement.

- Optimise individual and team performance and development.
- Optimise resourcing through people planning, attraction, recruitment, and retention.
- Build a positive employee relation climate.

5. Operating and Process Control:

- Ensuring that team members understand and adhere to the operational, fleet management standards, work instructions and maintenance schedules, work practice documents and targets.
- Problem solving Coach and support team members in using the correct problem solving tools (5 Why, quick fix, etc.)
- To solve situational problems where problems have been escalated, decide on the correct action, Where problems have been resolved, verify that the problem has been resolved and instructions are updated.
- Ensure that Short Interval Control (SIC) mechanisms are in place to track and report on improvement goals.
- Ensure that waste reduction and process improvement goals are incorporated into the team's work and that team members understand these goals.
- Ensure that improvement goals are tracked and displayed in meeting room

- Ensure that where process improvement or waste reduction opportunities these are properly evaluated, and calls in specialist resources where required

Skills, Experience & Education

- **Qualifications and Experience**
 - Degree in automobile, mechanical or Logistics/Transport related field
 - Previous technical experience in fleet or related role
 - Minimum of 3 years line management experience
 - Understanding of key business cost drivers
 - Project management skills and experience
- **Judgement and decision making**
 - Fleet mix
 - Vendor selection
 - KPI selection
 - Budget management
 - Logistics service offering customer alignment recommendations
 - Productivity and cost analysis

Competencies

Knowledge:

- Fleet performance measures
- Lean management
- Execution, planning and schedule control
- Project management and change management
- Problem solving techniques

Skills:

- Application of knowledge areas especially in Fleet

Attributes/Attitudes:

- Analytical ability and problem solving
- Excellent decision-making ability
- Effective communication and interpersonal skills
- Strong ownership of operational area & acceptance of accountability
- Leadership capability
- Self-starter with high energy
- Strong self-discipline and organisation
- Ability to plan and implement to completion
- Works independently as well as in a team

- High customer orientation
- Effective conflict management ability

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