

21/09/2026

EMPLOYMENT OPPORTUNITY

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

1. BUSINESS APPLICATION ANALYST/DEVELOPER – 2 POSITIONS.

Roles and Responsibilities:

- Analyzes, Designs, Develops and supports software including applications, database integration and interfaces.
- Coordinates cross-functionally to ensure project meets business objectives and compliance standards.
- Performs Unit and Integration tests and deployment of new products and features.
- Performs design, implementation and upgrades of information systems to meet the business and user needs.
- Observes user feedback to recommend and execute improvements to existing software products.
- Training users - Ensures operation by training client personnel and provides support to users
- Deploys various metrics to analyze the issues with software programs and escalates unsatisfactory, repetitive incidences and monitor performances on wake of interventions.
- Provides technical documentation on all processes and training as needed.
- Defines and coordinates the execution of testing procedures and develop test cases to serve the overall quality assurance process.
- Conceives, proposes and sells new ideas in engineering and product management that are relevant to market and result in product innovation.
- Works closely with Management, other developers, designers and systems Analysts to ensure software projects meet the requirements.


Mkwawa Leaf Tobacco Limited
P.O. BOX 665, Morogoro
Tanzania

Directors: AM Huwel, UC Aktas, B Batdal, RA Sinamtwa, GN Banda, MJ Kapnias, GR McDonald, DS Mayunga

Qualifications and experience:

- The applicant must possess a bachelor's degree or equivalent qualification in computer science, software engineering or information systems.
- Must have a minimum of 3 - 5 years of experience as a System analyst and software developer or engineer; with demonstrable experience in developing a variety of software systems while taking on increasing responsibility for analysis, design, implementation, and development tasks (reference required).
- Advanced experience in developing data-driven applications utilizing significant relational database engines as part of the overall application architecture.
- Experience back-end programming (Java/Spring Boot, Python, PHP).
- Knowledge in building modern UI with HTML, CSS and JavaScript frameworks (React, Vue, Bootstrap).
- Experience in REST API, GraphQL, Database Design and Implementation.
- Android and iOS App Development
- Conversant with Software development tools and practices (Jira, Agile / Scrum, Git / GitHub, Docker / Kubernetes).
- Writing clean, high-quality, high-performance and maintainable code.
- Ability to multi-task, organize and prioritize work.

Reporting:

The incumbent will report directly to the **Business Applications Coordinator** on day-to-day activities.

2. CLOUD ARCHITECT & SECURITY ADMINISTRATOR – 1 POSITION.

Roles and Responsibilities:

- Designs, deploys and maintains cloud infrastructure and services on platforms such as Microsoft Azure and Microsoft 365.
- Configures and manages virtual machines, storage, networking and cloud security services.
- Administers and maintains cloud environments including but not limited to Microsoft Azure and Microsoft 365.
- Performs routine maintenance, upgrades and patch management activities.
- Configures and manages user accounts and groups.
- Supports Microsoft 365 migrations and tenant administration.

- Administers Microsoft Entra ID (Azure Active Directory).
- Implements Multi-Factor Authentication (MFA) and Conditional Access Policies.
- Supports Single Sign-On (SSO) integrations with third-party applications.
- Implements cloud security with best practices and controls.
- Ensures compliances with Tanzania Personal Data Protection Act (PDPA) and Company Information Security Policies.
- Configures and maintains cloud backup solutions.
- Ensures cloud services meet established RTO and RPO requirements.
- Supports cloud migration projects from on-premises environments.
- Participates in solution design and cloud architecture reviews.
- Provides Level 2 and Level 3 support for cloud platforms.
- Trains users on cloud services and security awareness.
- Works closely with colleagues to meet team goals and improve processes and practices

Qualifications and experience:

- At least a bachelor's degree or equivalent qualification in Information Technology, Computer Science, Computer Engineering, or related field.
- A minimum of 3 - 5 years of experience in cloud administration.
- Experience in designing, deploying, and maintain cloud infrastructure and services on platforms such as Microsoft Azure and Microsoft 365.
- Experience with cloud migration projects.
- Experience in implementing cloud security, compliance controls, backup and disaster recovery solutions.
- Ability to plan, multi-task, and prioritize work.

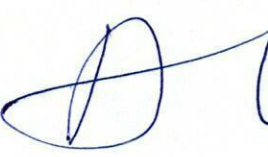
Reporting:

The incumbent will report directly to **Senior ICT Networks and Systems Administrator** on day-to-day activities.

3. DATA ENGINEER/ANALYST – 1 POSITION.

Roles and Responsibilities:

- Installs, configures, upgrades and maintains database management systems.
- Administers SQL Server, PostgreSQL, MySQL and other enterprise databases.
- Monitors database performance, availability and capacity.



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- Performs database performance tuning and query optimization.
- Ensures database security through role-based access control and encryption.
- Manages database replication, clustering and high-availability solutions.
- Designs, develops and maintains scalable ETL/ELT data pipelines.
- Builds and manages data warehouses, data lakes and data marts.
- Integrates data from multiple sources including ERP, CRM, HR, Finance, IoT and third-party systems.
- Optimizes database performance and data storage architectures.
- Assists in analysis of large datasets to identify trends and business opportunities.
- Assists in Developing dashboards and executive reports using Power BI, or similar tools.
- Establishes data standards, policies, and best practices.
- Ensures compliance with data protection and privacy regulations.
- Configures and maintains databases backup solutions.
- Maintains disaster recovery documentation and recovery plans.
- Supports software developers with database design and optimization.
- Collaborates with infrastructure, cybersecurity, and cloud teams.
- Regularly reports and communicates with the IT Manager about key issues and task outcomes.

Qualifications and experience:

- The applicant must have a bachelor's degree or equivalent qualification in Computer Science, Information Technology, Information Systems, Data Science, Statistics or related field.
- A Minimum of 5-8 years of experience in Database Administration, Data Engineering, and Analytics.
- Experience in managing mission-critical databases and enterprise-scale data platforms.
- Proven experience in developing ETL/ELT pipelines and data warehouses.
- Experience working with cloud-based data solutions and cloud database platforms.

Reporting:

The incumbent will report directly to **IT Manager** on day-to-day activities.

Location:

The incumbent will be located at **Morogoro**.

Personal attributes:

- Excellent skills in critical thinking and analysis.
- Excellent organizational and oral written communication skills.
- Ability to work independently and manage various tasks under tight deadlines.
- Exhibits high integrity, transparency and ethical standards.

Remunerations:

Salary offered for both positions is competitive and commensurate with qualifications and experience.

HOW TO APPLY:

Confident 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 date of this advertisement.

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

All applications should be addressed to the undersigned;

**Head of Human resources
Mkwawa Leaf Tobacco Limited
P.O Box 665, Morogoro**

And be sent electronically through; recruitment@mkwawatanz.com


Angetile L. Mwalyaje
Ag. HEAD OF HUMAN RESOURCES

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