

## MKULAZI HOLDING COMPANY LIMITED



### VACANCY ANNOUNCEMENT - 29<sup>th</sup> OCTOBER, 2023

Mkulazi Holding Co. Ltd (MHCL) is a company owned by the National Social Security Fund (NSSF) and Prisons Corporation Sole (PCS). The Company was established on 6th September 2016. The main objective of the company is to undertake production of sugar in Tanzania.

The company wishes to invite competent, qualified, experienced and dedicated Tanzanians to fill in the vacancy positions currently available in the company. **YOUNG ENGINEERS AND TECHNICIANS WITH QUALIFICATIONS REQUIRED ARE HIGHLY ENCOURAGED TO APPLY FOR THESE POSITIONS** listed hereunder:

1. **Senior Mechanical Engineer - 1 Post:** He/She will be reporting to Factory Manager and will be supervising Mill Engineer, Boiler Engineer, Cane receiving Engineer and Shift Engineers.

#### **Job Descriptions and Responsibilities**

- a. Prepares sectional budget; Monitors, controls and takes corrective action on variances;
- b. Ensures that quality standards of the mill operations are within the company's set parameters;
- c. Performs all tasks according to the company's set sugar's quality, safety, health, environment policies and procedures;
- d. Ensures that the Mill operates properly so that all available cane is crushed at the set extraction rate and within the lowest levels of the lost time as a percentage of the available time;
- e. Timely orders delivery of all required spares and tools for off crop maintenance season;
- f. Supervises the milling plant effectively;
- g. Monitors and controls all shift operations;
- h. Interprets periodical production results;
- i. Plans, coordinates and allocates tasks to his/her subordinates;
- j. Coordinates plans for preventive maintenance program and meet set stop time during the crushing period;
- k. Keeps abreast with the latest developments in the area of technical and engineering expertise;
- l. Monitors and conducts performance reviews;
- m. Identifies skills gaps of his/her subordinates and proposes development plans;

- n. Improves personal effectiveness and productivity of all employees under his/her charge; and
- o. Perform any lawful duties assigned by supervisor.

**Academic Qualifications and Working Experiences**

Holder of Bachelor degree in Mechanical Engineering, Agriculture Engineering, Electrical Engineer, Chemical & Processing Engineering or equivalent qualifications. Five (5) years' working experience in manufacturing industry, sugar processing / cane production or equivalent. Must be registered with a professional body.

**2. Operator Melt Clarification - 4 Posts:** He/She will be reporting to Supervisor-Refinery

**Job Descriptions and Responsibilities**

- a. Make sure affinated sugar has color of less than 1000 ICUMSA;
- b. Control temperature of melt to attain required brix;
- c. Control operation of milk of lime and phosphate dosing system;
- d. Records hourly operating parameters for the melter and clarification;
- e. Maintain good housekeeping, safety and health at work place;
- f. Troubleshooting and solving technical problems; and
- g. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV certificate with two (2) years' working experience in relevant field. Practical Training in Refinery sugar will be an added advantage

**3. Operator Vacum Filter - 4 Posts:** He/She will be reporting to Supervisor-Clarification

**Job Descriptions and Responsibilities**

- a. Adjust controllers to maintain a proper flow of muds, wash water and bagacillo;
- b. Observe wash water temperature, mud temperature and vacuum gauge readings and adjust to conform specifications;
- c. Records hourly operating parameters including filter cake pol and mud temperature;
- d. Maintain good housekeeping, safety and health at work place;
- e. Maintaining required filter cake pol less than 2.0;
- f. Take an active part in a loss control;
- g. Ensure visual management boards are updated accordingly;
- h. Troubleshooting and solving technical problems; and
- i. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Possession of Form IV certificate with two (2) years' experience in relevant field. Knowledge in Refinery will be added advantage

**4. Shift Supervisor-Packing - 3 Posts:** He/She will be reporting to Supervisor-Clarification

**Job Descriptions and Responsibilities**

- a. Control stock of packing material;

- b. Change bag weight setting as instructed;
- c. Inspects sugar prior to packing and return rejected sugar to production department;
- d. Observe the packing operations and inspects packing bags to verify conformance to specifications;
- e. Ensure all packing machines are operating efficiently;
- f. Supervise the cleanness of dryer, bins, elevators, magnet and other equipment during change of production from brown to refine sugar;
- g. Cooperates on handing-over produced sugar to sugar godown supervisor;
- h. Oversees the development of standard operating procedures (SOP) for the packing operations.
- i. Ensure hygiene and correct use of personal protective equipment (PPE's).
- j. Perform sugar and packing material reconciliation; and
- k. Performs any other lawful duties assigned by supervisor

**Academic Qualifications and Working Experiences**

Possession of Form IV certificate with Two (2) years' Experience in related field. Knowledge in Sugar Refinery will be added advantage.

- 5. Supervisor Refinery - 4 Posts:** He/She will be reporting to (Reports to Manufacturing Chemist

**Job Descriptions and Responsibilities**

- a. Coordinating and supervising all the operation connected with refined sugar making from raw sugar;
- b. Ensuring correct maintenance of all records;
- c. Ensuring the refinery operating parameters are within the specified ranges;
- d. Conduct visual inspection of refinery plant for checking leaks, spillage and overflow;
- e. Supervising good housekeeping, safety and health at work place;
- f. Ensure that operators are sending samples to Laboratory for analysis;
- g. Ensure visual management boards are updated accordingly;
- h. Participate in troubleshooting and solving technical problems;
- i. Supervises both operation and maintenance activities;
- j. Monitors safety of people and machines;
- k. Perform an emergency equipment shutdown per safety permits; and
- l. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Possession of Form IV Certificate with three (3) years' experience in related field. Knowledge in Sugar refinery will be added advantage.

- 6. Assistant Pan Boiler - 3 Posts:** He/She will be reporting to Pan Boiler

**Job Descriptions and Responsibilities:**

- a. Adjust valves to obtain specified temperature and pressure and obtain super saturated solution without caramelizing sugar;
- b. Turns valves to stop boiling and to break vacuum seal on pan;
- c. Washes and steams pan after striking to remove sugar remaining on pan body;
- d. Make sure all strike samples are checked under microscope;

- e. Strike all Masecuities at required brix;
- f. Boil and strike the Pan at the marked striking level;
- g. Ensure there is no force grain in the Masecuite; and
- h. Performs any other lawful duties as assigned by supervisor.

**Academic Qualifications and Working Experiences**

Holder of Form IV coupled with three (3) years' Eexperience in Pan Boiling

**7. Operator Decolorization - 4 Posts:** He/She will be reporting to Supervisor-Refinery

**Job Descriptions and Responsibilities**

- a. Make sure fine liquor has colour of less than 400 ICUMSA;
- b. Control brix of fine liquor;
- c. Control operation of floth clarifier;
- d. Perform regeneration of resin;
- e. Control operation of Ion-exchange and brine recovery;
- f. Records hourly operating parameters for the melter and clarification;
- g. Maintain good housekeeping, safety and health at work place;
- h. Troubleshooting and solving technical problems; and
- i. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV coupled with two (2) years' working experience in relevant field. Practical training in refinery sugar will be an added advantage

**8. Pan Boiler - 3 Posts:** He/She will be reporting to Pan in-charge

**Job Descriptions and Responsibilities:**

- a. Adjust valves to obtain specified temperature and pressure and obtain super saturated solution without caramelizing sugar;
- b. Washes and steams pan after striking to remove sugar remaining on pan body;
- c. Make sure all strike samples are checked under microscope;
- d. Strike all Masecuite at required brix;
- e. Boil and strike the Pan at the marked striking level;
- f. Ensure there is no force grain in the Masecuities;
- g. Participate on scheduled maintenance as an Artisan - Boiling House; and
- h. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV certificate coupled with three (3) years' working experience in relevant field. Possession of National Sugar Institute (NSI) Certificate will be an added advantage

**9. Hard Facer Cane Knives - 4 Posts:** He/She will be reporting to Supervisor Fabrication & Machining

**Job Descriptions and Responsibilities**

- a. Welding cane knives;
- b. Measure mass and balance cane knives;

- c. Marks layouts;
- d. Cleans working premises;
- e. Keeps in good condition welding equipment; and
- f. Perform any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV Certificate in Welding and fabrication NTA Level II or equivalent qualification coupled with three (3) years' experience in welding

**10. Turner-Workshop - 2 Posts:** He/She will be reporting to Supervisor-Fabrication & Machining

**Job Descriptions and Responsibilities**

- a. Selecting the cutting tools for machining operation;
- b. Mounting and dismounting work pieces on or from lathe machine;
- c. Performing roughing and finishing operations;
- d. Checking finished piece to ensure compliance with technical drawing;
- e. Carrying out maintenance of turning lathe and tools;
- f. Cleaning turning lathe and working areas; and
- g. Perform any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experience**

Holder of Form IV or VI with full Technician Certificate or Diploma in Mechanical Engineering coupled with three (3) years' experience in Welding and Fabrication

**11. Fabricator-Workshop - 1 Posts:** He/She will be reporting to Supervisor Fabrication & Machining

**Job Descriptions and Responsibilities**

- a. Receives work order and implement the requirement;
- b. Reads and interprets drawings;
- c. Observes safe working standards;
- d. Perform fittings;
- e. Develop structures;
- f. Alignment of fabricated parts;
- g. Prepares molds and patterns;
- h. Assesses quality of mold;
- i. Pours molten material into molds;
- j. Prepare mechanical sketch;
- k. Follows safety procedures; and
- l. Perform any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV certificate with Certificate in Welding and Fabrication Level III or equivalent qualification coupled with three (3) years in Welding and Fabrication

**12. Boiler Maker-Workshop - 2 Posts:** He/She will be reporting to Supervisor-Fabrication and machining

**Job Descriptions and Responsibilities:**

- a. Fabricating parts;
- b. Issues welding rods;
- c. Ensures good housekeeping;
- d. Prepare welding materials requests;
- e. Reconditions factory spares;
- f. Selects electrodes for welding various machine components; and
- g. Performs any other lawful duties assigned by superior

**Academic Qualifications and Responsibilities**

Holder of Form IV Certificate and Certificates in Welding and fabrication NTA Level III or equivalent qualification coupled with five (5) years in Fabrication Workshop

**13. Supervisor Pumps and Gearboxes Workshop - 1 Post:** He/She will be reporting to Factory Workshop Superintendent

**Job Descriptions and Responsibilities**

- a. Implement maintenance schedules of pumps and Gearboxes;
- b. Execute assigned works as per work orders received from Factory and other departments;
- c. Ensures the efficient use of workshop facilities to produce economical quality spares;
- d. Cooperate with factory team in factory operations to achieve factory set goals;
- e. Provide inputs for purchasing of workshop spares, tools, and materials for pumps and gearboxes;
- f. Ensure allocated tasks to fitters are done effectively;
- g. Ensures safety of machinery and workers;
- h. Inspects the quality of job before delivery; and
- i. Perform any lawful duty assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV and certificate in Fitter Mechanics NTA Level III or equivalent qualification coupled with four (4) years' working experience in relevant field

**14. Supervisor-Fabrication and Machining - 1 Post:** He/She will be reporting to Fabrication & Machining Superintendent

**Job Descriptions and Responsibilities**

- a. Inspects work orders and drawings during receiving;
- b. Inspects machine before start up on Fitness and Safety;
- c. Ensures lubrication of machine;
- d. Reports defects of machines;
- e. Cleans the machine and its premises;
- f. Prepares machining tools;
- g. Prepares measuring tools;

- h. Lead in servicing machines components;
- i. Interprets drawings;
- j. Perform basic machining calculations;
- k. Draws materials from Stores;
- l. Prepare sketches;
- m. Inspects works for accuracy; and
- n. Performs any other lawful duties as assigned by supervisors

**Academic Qualifications and Working Experiences**

Holder of Form IV with Certificate in Fitter Mechanics or Welding and Fabrication Level III or equivalent qualification coupled with four (4) years' working experience in relevant field.

**15. Operator - Mobile Crane - 1 Post:** He/She will be reporting to Officer Planning - Projects

**Job Descriptions and Responsibilities**

- a. Operates mobile crane;
- b. Comply with load limits and safety standards;
- c. Estimates safe loads of equipment/component/material to be lifted;
- d. Perform rigging work;
- e. Send mobile crane to garage for servicing and repair;
- f. Communicates any problems to the Supervisor;
- g. Operate fire equipment; and
- h. Perform any other lawful duties assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV certificate plus Driving Certificate and driving license class F. Should have four (4) years' working experience in relevant field.

**16. Wiremen - 1 Post:** He/She will be reporting to Electrical Engineer

**Job Descriptions and Responsibilities**

- a. Repair and rewind various types of rotating equipment including, single- and three-phase motors, alternators and generators, DC fields, armatures, and wound rotors;
- b. Perform various electrical testing throughout the winding process to troubleshoot and/or diagnose potential problems;
- c. Accurately measure and record motor mechanical dimensions using precision equipment such as micrometers and Vernier calipers to assess tolerance conformity;
- d. Reassembles repaired electric motors and monitor the specified requirements and ratings;
- e. Verify outsourced rewind motor for conformity before installations;
- f. Take and record detailed accurate winding data;
- g. Adhere to industry procedures, standards, and product specifications;
- h. Produce detailed reports and document all findings, faults, and required repairs;

- i. Keep work area clean, organized and tidy; and
- j. Perform any other lawful duty assigned by supervisor

**Academic Qualifications and Working Experiences**

Holder of Form IV and Full Technician Certificate/Diploma in Electrical Engineering or equivalent qualification. Have three (3) years working experience in any Manufacturing or Processing Factory.

**17. Shift Supervisor-Mill - 3 Posts:** He/She will be reporting to Shift Engineer

**Job Descriptions and Responsibilities**

- a. Ensures mills efficiency is maximized;
- b. Ensures daily, weekly, and monthly preventive tasks including greasing, bearings and gearboxes;
- c. Supervises both operation and maintenance activities;
- d. Monitors safety of people and machines;
- e. Ensures effective communication on all arising matters; and
- f. Performs any other lawful duties as assigned by supervisor

**Academic Qualifications and Working Experiences**

Form IV and holder of Certificate in Fitter Mechanics Level III or equivalent qualification coupled with three (3) years working experience in relevant field

**18. Shift Supervisor Cane Receiving & Handling - 4 Posts:** He/She will be reporting to Shift Engineer

**Job Descriptions and Responsibilities**

- a. Carries out maintenance and repair of all cane receiving and cane preparation machines;
- b. Supervises both operation and maintenance activities;
- c. Monitors safety of people and machines;
- d. Ensures effective communication on all arising matters;
- e. Keeps and controls the discipline of the subordinate; and
- f. Performs any other duties as assigned by Supervisor

**Academic Qualifications and Working Experience**

Form VI with Certificate in Fitter Mechanics Level III or equivalent qualification coupled with three (3) years working experience in the Front-end section

**19. Operator Direct Control System (DCS) Mill - 1 Posts:** He/She will be (Reports to Shift Supervisor-Mill

**Job Descriptions and Responsibilities**

- a. Monitor computer screen to maintain parameter control for mills;
- b. Monitor mills speed and chute levels;
- c. Observe imbibition temperature, and mill hydraulic pressure to be maintained on required range;
- d. Records hourly stoppages on the log book;
- e. Maintain good housekeeping, safety and health at work place;
- f. Take an active part in a loss control;



- g. Ensure visual management boards are updated accordingly;
- h. Troubleshooting and solving technical problems;
- i. Monitors safety of people and machines;
- j. Perform an emergency equipment shutdown per safety permits; and
- k. Performs any other lawful duties as assigned by supervisor.

#### **Academic Qualifications and Working Experiences**

Form IV certificate with NTA level II coupled with two (2) years' experience in similar position

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

#### **MODE OF APPLICATION:**

Candidates meeting the requisite qualifications should submit their written applications and detailed CV to the address below **WITH THE POSITION APPLIED WRITTEN ON THE TOP OF THE ENVELOPE**, describing how they see themselves qualifying for the applied position. They should also send copies of Academic Certificates, three referees, daytime telephone numbers and e-mail address. The closing deadline for all applications will be on Thursday, 02<sup>nd</sup> November, 2023. Only shortlisted candidates will be contacted.

**CHIEF EXECUTIVE OFFICER,  
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MOROGORO.**