



Sweetening Kenya
since 1978

nzoia sugar
Company Ltd

P.O Box 285, 50200, BUNGOMA | Tel: 055 – 30500, Fax: 055 – 30001
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JOB VACANCY

MANAGING DIRECTOR/CHIEF EXECUTIVE OFFICER

The Board of Nzoia Sugar Company Limited wishes to recruit a qualified, experienced, dynamic, visionary, dedicated and pragmatic leader to fill the above position.

Duties & Responsibilities

Reporting to the Board of Directors, the Managing Director, will be the Accounting Officer, and will be responsible for the following:-

- To provide visionary leadership and direction to the organization and ensure that NSC mandates and policies are implemented fully and effectively in line with the Strategic Plan.
- To formulate Strategic and Business plans, lead teams for high performance, innovation and diversification of products base.
- To ensure prudent management of resources for the achievement of NSC's mandate and strategic objectives.
- To ensure that the Performance Contract objectives and targets are negotiated, achieved and reported in time and the Annual Operational Plans and Budgets prepared and submitted in compliance with statutory requirements.
- To ensure implementation of NSC's strategic initiatives and capacity building
- To provide the much needed transformational leadership to meet and surpass the expectations of stakeholders.
- To initiate, establish, strengthen and oversee inter-institutional collaborations and strategic partnerships for realization of NSC's mandate and strategic objectives.
- Develop policies and strategies on Risk Management and Business Continuity.
- To undertake financial management and investment by ensuring sound policies and practices are adopted for optimal utilization and returns
- To ensure NSC staff remain steadfast and motivated to discharge their responsibilities effectively and efficiently, and in compliance to relevant statutes, policies and practices
- To establish and sustain harmonious relations with the Board of Directors, the Government, parent ministry and other stakeholders
- To promote and sustain a culture of compliance with regulations, statutory requirements, good corporate governance principles and best practices.
- To perform other duties as determined by the Board from time to time only in the interest of NSC.
- Regular engagement, stakeholders, customers, effective and efficient customer service.
- Be innovative, creative and be a change agent.

Key Qualifications & Competencies

- Must have a first degree in Agriculture, Engineering, Business, Finance, or in Social Sciences from a recognized university.
- Masters in Finance, Strategy, Corporate Management, Leadership, Governance, Business or any related field will be an added advantage.
- At least 10 years of relevant work experience, seven (7) of which must be at a senior level. Part of the experience must be in the manufacturing sector.
- Candidates must submit confirmation(s) from professional body (i.es) such as ICPAK, CPA, ACCA etc. as being members in good standing.
- Leadership, Management and Governance training from a recognized training institution, will be an added advantage.

Knowledge & Skills

- Policy development and formulation.
- Analytical.
- Computer literacy is a must.
- Public procurement.
- Project management.
- Communication and presentation skills.
- Transformational leadership.

Personal attributes

- Customer relationship.
- High levels of integrity and honesty.
- Change and turnaround management focus.
- Articulate and result-oriented.
- Decisive, organized and orderly.

Salary Package

- An attractive salary package commensurate with competencies will be offered to the successful candidate.
- The successful candidate will be engaged on a three (3) year contract renewable once subject to acceptable performance as set out in the performance contract and other KPIs.

Application

- Suitably qualified candidates should submit their applications together with updated curriculum vitae, certified true copies of certificates and testimonials, clearance from KRA, EACC, HELB where applicable and Certificate of Good Conduct from Directorate of Criminal Investigations (DCI).
- Provide day time telephone contacts and names of at least three referees (one of whom must be a past employer) who should be in a position to attest to the position(s) held by the candidate in the organization(s) and managerial abilities as well as moral character and integrity.

Applications to be sent to the below address by close of business on 25th May, 2023. Only shortlisted candidates will be contacted.

**THE CHAIRPERSON
NZOIA SUGAR CO. LTD.
P.O. BOX 285 – 50200,
BUNGOMA.**