

WE ARE HIRING

FACTORY MANAGER

In 2017, Koa had a brilliant idea of how to contribute to sustainable growth in rural Ghana. The Ghanaian-Swiss start-up was born from a sophisticated concept, innovative processes and a lot of passion. Koa is the first cocoa fruit processor in West Africa and makes use of the pulp of the cocoa pods, thus reducing food waste and enabling Ghanaian cocoa farmers to earn an additional income. Koa's first factory has a capacity of 300 tons and the second factory has 2,500 tons. Today, over 100 employees in Ghana and Switzerland dedicate themselves to the growth of Koa to boost value creation in the cocoa-growing regions and to develop innovative and pioneering processes. Are you passionate about social impact? Join the Koa team now.

LET'S SUM IT UP!

The factory manager is a location lead role which requires one to align and coordinate with all operations-related business units in the organisation to ensure the site meets the desired company objectives and targets.

RESPONSIBILITIES

Production Operations

- Contribute to the development of the annual production plan and roadmap
- Contribute to the review of the processing concept for optimisation and continuous improvement
- Lead the demand and supply coordination in the factory setup
- Oversee the operations, commercial and support processes at a certain location to meet the location's overall objectives and targets
- Oversee and facilitate the implementation of projects concerning a specific location or entity
- Continuously improve the processes, infrastructure and structuring forces of a specific location or entity

Resource Management

- Align with HR on the training needs of staff at the facility.
- Contribute to the various BUs' HR planning and pre-approve the BU's HR planning concerning a specific location or entity
- Oversee and ensure diligent management of the HR as well as compliance with internal and external HR policies concerning a specific location or entity

- Contribute to and pre-approve infrastructural development plans for a specific location or entity
- Oversee and ensure diligent management of the location's or entity's infrastructure through the BUs
- Contribute to and pre-approve resources to location-specific (parts of) projects

Financial Management

- Coordinate with Finance on the budget development and approval of the Facility
- Ensure the factory's operation is within the approved budget
- Ensure all operational activities are recorded and reviewed based on management systems implemented
- Contribute to the various BUs' budget development and pre-approve the BU's budgets concerning a specific location or entity

Continuous Improvement

- Coordinate and control project development topics within the Facility's scope

Stakeholder Management

- Liaise with all BUs within the organization at the Plant to streamline the operational and management on site

Technical Operations

- Review technical challenges and upgrade with the technical team
- Liaise with production to review machine efficiency details based on production figures for optimization
- Lead project development topics in production at the Facility

Strategic Management

- Propose the tactical development (of the BUs) at a certain location or entity, in line with the company's strategic direction
- Ensure the implementation of the BUs strategies and location's development in line with the strategy for a specific location or entity

General Management

- Contribute to the BUs's structural development for a specific location

- Ensure the location or entity is compliant to internal and external statutory requirements
- Contribute the location's or entity's requirements to the objective setting and resource planning
- Ensure nurturing of the Koa Identity within the location or entity
- Lead the location or entity by example
- Represent and lobby the interest of the Koa Group in the environmental spheres of the location or entity
- Ensure commitment of all internal stakeholders at a location/entity to the Koa Group's and BUs' strategy and development
- Moderate and mediate between the various departments responsible at a specific location or entity
- Take financial and legal responsibility in line with the company's or entity's approval matrix

REPORTING

The Production and Operations Director

JOB REQUIREMENT

ACADEMIC QUALIFICATION

- MSc/MPhil Food Science, Engineering, Economics, Supply Chain Management or related field
- A certificate in HACCP (Intermediate)

WORK EXPERIENCE

- 6 years work experience in the Food Industry
- 4 years in a role of management
- 3 years working experience in a project management role

COMPETENCE AND SKILLS

- Good organizational and project management skills.
- Professional knowledge in food processing, quality, and safety
- Good command over Microsoft Office, data analysis and use of digital tools to monitor production quality and quantity.
- Good oral and written communication skills with the ability to effectively interface with various people at various technical and management levels.
- Exceptional Leadership skills
- Good communication skills and team player
- Good analytical skills and an understanding of data
- Ability to handle multiple activities and ensure good results.



Interested applicants should send their resume with the job title as the subject to careers.gh@koa-impact.com not later than **10th May 2024**. Early applications are preferred. The targeted starting date is **1st July 2024**, job Location is **Akim Achiase** in the Eastern Region of Ghana.

KOA

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Corporation