

# WORKSHOP MANAGER

## THE COMPANY

Our client is a German-owned agribusiness, based in the mining capital, Lubumbashi, of the Democratic Republic of Congo (DRC). The company has been in existence for over 10 years and its purpose is to substitute the DRC's excessive agricultural imports with local food production. With a primary focus on farming and food processing, the farm grows rain-fed maize across 1500 hectares. In addition, the company attaches great significance and value to its commitment to social responsibility. To this end, our client has established and developed an extensive educational and training initiative, servicing roughly 700 children and youth from the surrounding villages. This initiative includes both a primary school as well as a training program, for children who were unable to attend primary school. Our client's fundamental objective is to consistently achieve superior performance, without exceeding acceptable levels of risk and with a goal to remain sustainable. Our client is currently in search of a creative individual with strong leadership abilities, a willingness and ability to manage and develop a team of 30 staff members, and who embraces and embodies key principles of integrity, transparency, and accountability, to fill this all-important operational role.

## THE POSITION

The successful candidate should have an appreciation for and understanding of farming. He/she should be process driven and adopt a methodical approach to work, so as to develop effective engineering processes. He or she should also demonstrate an ability to effectively engage and collaborate with a dynamic group of people. The Workshop Manager will hold the second most senior position on-site and will assume primary responsibility in the absence of the Farm Manager. The successful candidate's responsibilities will include; identifying professional weaknesses of artisan subordinates and taking initiative to ensure the improvement and development of lacking skills, identifying and developing talent within the team, and managing the stock of the workshop's parts and equipment. Furthermore, he/she will provide cross-functional support to 2 departments on the farm, namely; the store and the workshop. The successful candidate will also be required support and contribute to business decisions. He/she should be able to manage and maintain a machine park, which includes the following: a Claas Axion 850 tractor, a Claas Axion 950 tractor, a fleet of smaller 100hp Massey Ferguson tractors, a Claas Lexion maize harvester, a Vaanderstrad 8 row maize planter, Horsch tillage equipment, a Delivery Man, a Howo, a Mercedes Benz, Tata trucks, light vehicles, a Caterpillar Bulldozer D9, a Caterpillar Bulldozer D6, and a Volvo Excavator EC360. As part of the management team, the successful candidate will implement strategies that drive performance targets, so as to significantly increase the company's current annual revenue, which is currently about US\$ 15 – 16 million. Success in this role hinges on an ability to offer effective leadership to a team of artisans, appropriate delegation, necessary and useful skills and knowledge transfer, and on-going cross-functional support. The successful candidate will be expected to adopt a mature and professional approach to a position that requires a hands-on approach, exceptional work ethic, and personal ownership and accountability.

### KEY AREAS OF FOCUS:

- **Targets:** Ensure business sustainability and growth by achieving agreed-upon targets and through various development efforts. Provide input into cost unit strategies and annual business plans and facilitate the execution of related plans. Drive specific targets by developing and implementing strategies to secure and grow clientele.
- **Customer Relationship Management:** Effectively employ technical and experiential knowledge in sparking and developing harmonious relationships with clients, offering assurance and managing risk.
- **Business Development:** Identify specific mechanical trends and approaches to maximize organisational efficacy. Liaise with manufacturers regarding current and future workshop requirements.
- **Talent Management:** Manage, mentor, and develop a team of 30 staff members. Identify talent within the team.
- **Research & Development:** Process driven, with a methodical approach to work, to develop effective business engineering processes and remain abreast with local and international industry trends, so as to identify and map business strengths.
- **Market Share:** Enhance business processes in the workshop, ultimately leading to a significant increase in annual revenue.
- **Machinery:** Manage and maintain a machine park. Provide a daily machine status overview as well as a weekly activity report to management.
- **Leadership:** Create and maintain a healthy and supportive organisational culture. Ensure the permeation of the organisational culture across all business units. Create cohesion across all units.

## THE PERSON

### MINIMUM REQUIREMENTS:

- An N4 Trade Certificate as a Mechanical Artisan/Engineer, or any related trade.
- 5 – 10 years of work experience in managing a workshop in a farming, mining, or similar environment.
- 5 years of managerial level work experience.
- Fluency in German, French, or Swahili would be advantageous.
- Willingness to relocate to the DRC.

### COMPETENCY REQUIREMENTS:

- Ability to think creatively and innovatively
- Engaging, collaborative, and an inherent ability to work well with others
- Systematic, methodical, and process driven
- Willingness to learn and a commitment to on-going professional development
- Excellence driven
- Self-motivated and focused
- Strong technical abilities relevant to this role
- Overall dedication and ability to identify with the business vision
- Ability to provide positive and constructive feedback to others, ensuring team progress and improvement
- Ability to appropriately and effectively manage unique team members, in a way that optimises goal achievement
- Ability to effectively transfer knowledge and skills
- Good time management skills and ability to manage and meet deadlines
- Excellent verbal and written communication skills

## INTERESTED?

Our client offers an attractive package commensurate with qualifications and experience. The closing date is **13 December 2019** and suitably qualified individuals are encouraged to apply. **Please submit your application to [cameron@potentia.com.na](mailto:cameron@potentia.com.na) for the attention of Mr Cameron Kali. Applications should include a 2-page updated CV (CVs longer than 2 pages will not be accepted) as well as a 1-page cover letter that includes the contact details of 3 referees.** If you have not received an acknowledgment of your application within 2 working days, kindly contact us on **061 381 000**. **Please be advised that all applications will be handled exclusively by Potentia and all selected candidates will be required to undertake an assessment test. Only electronic applications will be accepted.**