

MILLAR CAMERON

COUNTRY MANAGER,  
MOZAMBIQUE  
*GREEN RESOURCES*

PEOPLE . PASSION . PERSISTENCE







COUNTRY MANAGER GREEN RESOURCES

## ABOUT GREEN RESOURCES

*Green Resources - Africa's leading Forestation Company and a leader in East African wood processing. GRAS owns 35,000ha of standing forest in Mozambique, Tanzania and Uganda, established through its own planting activities.*

*In Mozambique GRAS operates two pole treatment plants (CCA and Creosote), a Veneer Line and supplies forest products to a number of other agro-processing industries.*

*The company has significant growth ambitions and will be adding industrial capacity in coming years.*



# MAIN RESPONSIBILITIES:

*The objective of the Country Manager is to create a commercially viable forestry industry which includes the sustainable management of the forest plantations and larger forest management units as well as the management of the processing plants and administrative offices.*

*The responsibilities of the Country Manager include but are not limited to:*

- Maximize shareholder value of the company by creating a profitable forestry industry, sustainably managed forest plantation, socially, environmentally and economically viable business
- Provide strategic direction for the company
- Development of the industrial operations including the workflow from stump to finished product and sales. This includes, but is not limited to, Harvesting & Transport, Pole Treatment, Veneer Peeling and any future industrial developments
- Maintain government and public relations for the company
- Establish and manage company budgets
- Coordinate, manage and implement certification processes FSC, FSC COC, ISO9001, ISO14001, OSHAS18001
- Liaise with product buyers and market company products
- Identify and address operational and organizational bottle necks and resolve
- Develop the staff complement of the company through recruitment, training and succession planning
- Any other duties assigned by the CEO

**TITLE:**  
**COUNTRY MANAGER,**  
**MOZAMBIQUE**

**REPORTING TO:**  
**GROUP CEO**

**LOCATION:**  
**MOZAMBIQUE**

# DIMENSIONS OF THE ROLE

*The Management duties of the Country Manager will consist of the following:*

## **1. Planning:**

- Collaborate with the Group CEO to define and articulate the organization's vision and to develop strategies for achieving this vision
- Create annual operating plans that support strategic direction set by the Group CEO and correlate with the annual operating budgets
- Develop and monitor plans to ensure long term financial viability of the organization
- Develops future leadership potential within the organization

## **2. Management:**

- Oversees the operations of the organization and manages its compliance with legal and regulatory requirements. Promotes a culture that reflects the organization's value, encourages good performance and rewards productivity
- Hires, manages and fires the human resources of the organization according to authorized personnel policies and procedures that fully conform to the laws and regulations of the country and company
- Ensure that staff and Group CEO have sufficient and up to date information
- Evaluates the organizations and the staff's performance on a regular basis

## **3. Financial**

- Overseeing staff in developing annual budgets that support operating plans and submit budgets for board approval
- Manages the company's resources within budget guidelines
- Work together with Chief Accountant and Group CFO to ensure that staff practice all accounting procedures in compliance with company accounting procedures as well as IFRS
- Work together with Chief Accountant to provide prompt, thorough and accurate information to keep Group Management appropriately informed of the organizations financial position

## **4. HR Management**

- Coach, mentor, motivate and supervise staff and influence them to take positive action and accountability for their assigned work
- Recruitment and contracting of company staff
- Employee development and training
- Policy development and documentation
- Performance and improvement management
- Employment and compliance with labour laws





## DIMENSIONS OF THE ROLE CONTINUED

### 5. Forestry

- Liaise with General Manager Forestry (GM Forestry) on performance against APO
- Liaise with GM Forestry on financial and operational performance of the forestry section
- Liaise with GM Forestry on sustainable management of the forestry assets
- Liaise with GM Forestry on the strategic development of the forestry assets

### 6. Processing

- Liaise with Production Manager and on performance of the processing plants
- Liaise with Production Manager on financial and operational performance of the plants
- Maintain certification and industry standards

### 7. Marketing and PR

- Liaising with buyers on orders
- Negotiating new orders
- Developing markets to maximize the return to the company's product mix
- Developing markets for new products

### 8. Community Relationships

- Manage community relations in close collaboration with the GM Forestry
- Serve as a spokesperson and representative for the organization
- Act as a liaison between the organization and the community and other organizations to build relationships
- Liaise with government institutions on affairs relevant to the organization

### 9. Other

- Direct and manage new project developments
- Develop and deliver progress reports, proposals, documentation and presentations

# HOW TO *APPLY*

*To apply for this role, please send your CV and contact details to Tom Jeffes or Rainer Middii who will contact you to discuss your application in more detail.*



*Contact: Tom Jeffes*

Email: [tom.jeffes@millarcameron.com](mailto:tom.jeffes@millarcameron.com)

Phone: +44 2038 000 304



*Contact: Rainer Middii*

Email: [rainer.middii@millarcameron.com](mailto:rainer.middii@millarcameron.com)

Phone: +254 786 332 731



WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*





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*OXFORD*

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