

MILLAR CAMERON

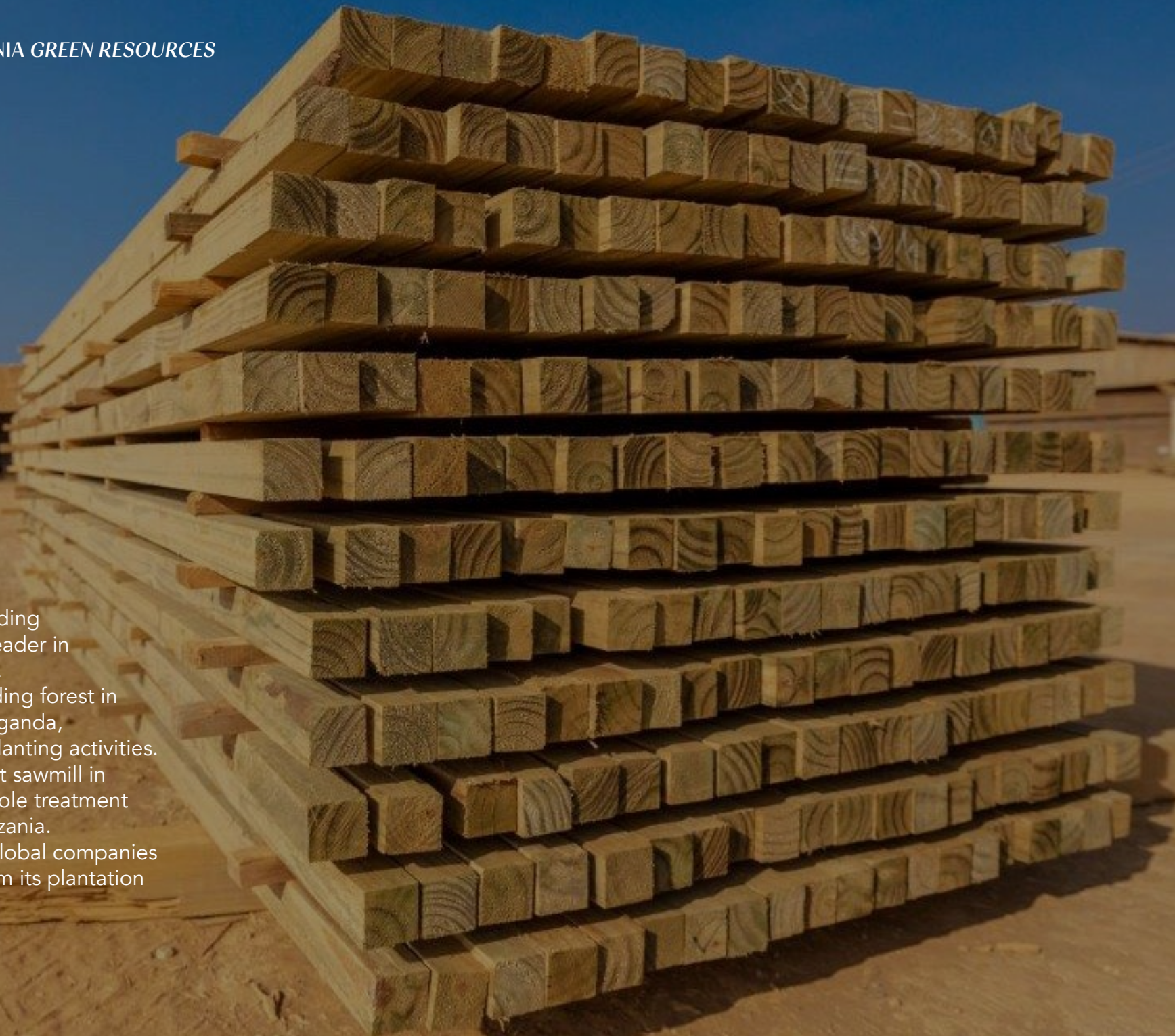
PEOPLE · PASSION · PERSISTENCE

GREEN RESOURCES  
*COUNTRY DIRECTOR*  
TANZANIA



## ABOUT *GREEN RESOURCES*

Green Resources - Africa's leading Forestation Company and a leader in East African wood processing. GRAS owns 41,000ha of standing forest in Mozambique, Tanzania and Uganda, established through its own planting activities. It operates East Africa's largest sawmill in Tanzania and a transmission pole treatment and a briquetting plant in Tanzania. GRAS is also one of the first global companies to receive carbon revenue from its plantation forests.



A photograph showing a person's hands holding a small tree sapling in a black plastic nursery container. The background is a lush green field with other people working in the distance, suggesting a plantation or nursery environment.

COUNTRY DIRECTOR – TANZANIA *GREEN RESOURCES*

THE ROLE: COUNTRY DIRECTOR – TANZANIA

# MAIN RESPONSIBILITIES

*The Country Director will be responsible for 2 businesses:*

## **Sao Hill Industries**

Sao Hill Industries (SHI) based in Mafinga, operates two sawmills, a pole plant and a briquetting factory.

SHI markets its products through a network of dealers and distributors as well as its own retail outlet.

## **Green Resources Plantations Tanzania**

Green Resources' plantation manages three plantation blocks (Uchindele, Idete & Mapanda), with approximately 15,500 ha of planted forest.

*The successful candidate will:*

- Have overall Profit & Loss responsibilities
- Establish and manage company budgets
- Commercial management including identifying new potential clients, contract negotiating and managing existing clients
- Logistics management, from plantation to mill
- Lead a senior management team
- Develop the staff complement of the company through recruitment, training and succession planning
- Engage with local and national politicians as well as communities
- Ensure that the company's certification systems (ISO9001 & FSC) are upheld and/or expanded (ISO14001 & ISO45001) and that operations are, where applicable, in line with FSC Principles and Criteria
- Provide the Corporate Management Team with weekly, monthly and annual reports

COUNTRY DIRECTOR – TANZANIA  
GREEN RESOURCES

TITLE:  
COUNTRY DIRECTOR – TANZANIA

REPORTING TO:  
GROUP CEO

LOCATION:  
MAFINGA, TANZANIA

THE ROLE: COUNTRY DIRECTOR – TANZANIA

## DIMENSIONS OF THE ROLE

*The Management duties of the Country Director - Tanzania will include the following:*

### ***Planning***

- Collaborate with the Corporate Office and 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 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

### ***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 Group CEO and Corporate Office have sufficient and up to date information
- Evaluates the organization's and the staff's performance on a regular basis

### ***Financial***

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



## THE ROLE: COUNTRY DIRECTOR – TANZANIA

# DIMENSIONS OF THE ROLE CONTINUED

### *HR Management*

- Work together with the HR Manager to:
  - Coach, mentor, motivate and supervise staff and influence them to take positive action and accountability for their assigned work
  - Recruit and contract company staff
  - Provide development and training opportunities to employees
  - Maintain and periodically update the Staff and Administrative Instructions
  - Ensure compliance with labour laws
  - Negotiate annual Salary Increases and Periodic Collective Bargaining Agreement with Union

### *Forestry*

- Manage Performance against Annual Plan of Operations (APO)
- Responsible for Operational and Financial Performance of the Forestry Operations
- Develop, in collaboration with Group Head of Forestry, sustainable development plans of the forestry assets

- Manage, in collaboration with Group Head of Forestry, the strategic development of the forestry assets

### *Processing*

- Responsible for the Operational and Financial Performance of the processing plants
- Maintain certification and industry standards

### *Marketing and PR*

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

### *Other*

- Direct and manage new project developments including Capital Projects
- 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 Marc Abrahamson, 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: Marc Abrahamson*

Email: [marc.abrahamson@millarcameron.com](mailto:marc.abrahamson@millarcameron.com)

Phone: +27 (0) 76 600 9233



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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