

MILLAR CAMERON

PEOPLE · PASSION · PERSISTENCE

**PLANTING NATURALS**  
**GENERAL MANAGER**  
***SIERRA LEONE***



GENERAL MANAGER *PLANTING NATURALS*

# PLANTING NATURALS IS A PALM OIL COMPANY COMMITTED TO BEING FULLY SUSTAINABLE AND 100% ORGANIC, AS WELL AS BEING SOCIALLY RESPONSIBLE.

## ABOUT *PLANTING NATURALS*

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The company supports the communities that they operate in through teaching organic farming best practices as well as environmental preservation. They aim to improve the quality of life for all stakeholders involved in the supply chain.

Planting Naturals aims to show that palm oil can not only bring positive economic support to communities but can also

effectively preserve the environment when farmed correctly.

All of the palm oil produced by Planting Naturals is farmed by their 9,000 out growers and on their own estates, meaning that they have total ownership of the quality of what they are producing.

GENERAL MANAGER *PLANTING NATURALS*



THE ROLE: GENERAL MANAGER

## MAIN RESPONSIBILITIES:

The main aim of the role is to effectively run and improve the day to day operations of the plantation and the mill, allowing the Executive team to focus on the commercial and financial aspects of the business.



**TITLE:**  
**GENERAL MANAGER**

**REPORTING TO:**  
**MANAGING DIRECTORS,  
BOARD OF EXECUTIVES**

**LOCATION:**  
**SIERRA LEONE**

**START DATE:**  
**ASAP**

**THE ROLE: GENERAL MANAGER**

## **DIMENSIONS OF THE ROLE:**

- Leading the operation through its 5-year growth plan with effective people and operational management
- Overseeing the running of the company's 7,000ha oil palm plantation and 6,000 tonne oil plant
- Quickly developing an understanding of the complexities of the operation's supply chain and ensuring this is managed effectively
- Identifying and implementing efficiencies within the production process as well as across logistics and supply chain to bring cost per unit down
- Analysing the production process and introduce measures to improve yield
- Ensuring that Oil Extraction Rate and Free Fatty Acids are kept at desirable levels
- Regularly evaluating development of the operation, with a focus on ensuring an increased Return on Investment
- Delivering comprehensive reporting to the Executive team, ensuring KPIs across the business are measured correctly and that improvements are easily tracked and demonstrated
- Providing strong leadership, working closely with mid-senior management
- Ensuring the operation remains both sustainable and organic by driving a disciplined culture of getting practices done right every time
- Utilising modern technology to enable the business to reach its production targets

# SKILLS AND QUALIFICATIONS:

*To apply for this role, please ensure that you have the following skills and experience:*

- 5+ years' experience at General Manager level
- Experience within oil palm or similar (e.g. rubber)
- Experience in remote/difficult locations, proven background working outside comfort zone (West Africa experience preferable)
- Background either in a hands-on agronomic role or within oil milling

- A disciplined approach, ensuring specific practices are done correctly every time
- Flexible with an appreciation of what has changed in the industry and an enthusiasm to adopt the Planting Naturals principles
- Comfortable utilising and introducing modern technology
- The ability to identify and rectify performance issues
- Strong communication skills with an appreciation for timely and accurate reporting

- Culturally sensitive and respectful

*Please send your CV and contact details to Ross Richards who will contact you to discuss your application in more detail.*



*Contact: Ross Richards*

Tel: +44 1865 657 065

Email: [ross.richards@millarcameron.com](mailto:ross.richards@millarcameron.com)



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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