

MILLAR CAMERON

LOGISTIC EXECUTIVE  
*ZAMBEEF*

PEOPLE · PASSION · PERSISTENCE





# ZAMBEEF PRODUCTS PLC (ZAMBEEF) IS THE LARGEST INTEGRATED COLD CHAIN FOOD PRODUCTS AND AGRIBUSINESS COMPANY IN ZAMBIA AND ONE OF THE LARGEST IN THE SOUTHERN AFRICA REGION.

## ABOUT ZAMBEEF

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Zambeef is quoted on both the Lusaka Securities Exchange and the AIM market of the London Stock Exchange. The Group is principally involved in the primary production, processing, distribution and retailing of beef, chicken, pork, eggs, dairy, fish, flour, stock feed and day-old chicks throughout Zambia and the surrounding region.

The Group also has large row cropping operations (principally maize, soya beans and wheat), with approximately 7,787 hectares of row crops under irrigation which are planted twice a year, and a further 8,694 hectares of rainfed/dryland crops available for planting each year. Their grown crops are used in the Zambeef feed and flour milling businesses.

Zambeef Product PLC pursues a vertically integrated business model which provides strong foundations for growth and underpins margin capture and value add, secures supply chain and reduces risk and earnings volatility.



LOGISTIC EXECUTIVE ZAMBEEF



THE LOCATION

# LUSAKA, ZAMBIA

# MAIN RESPONSIBILITIES:

*Based in Zambia, the Logistic Executive will be responsible for the following:*

- Develop and champion the logistics processes for the business covering outbound, inbound, and internal
- Lead the Group logistics function to deliver fit-for-purpose, customer focused and cost-efficient outbound logistics solutions
- Develop and lead Group Logistics strategy
- Lead the Logistics team in collaborating effectively with divisional teams to guide implementation of the Business Logistics way and strategy
- Drive customer centricity and customer service through defining the Logistics Service Offering, including standards, processes and required behaviours
- Drive commercialisation of the business
- People management: attracting, developing and retaining a highly skilled and committed workforce

TITLE:  
LOGISTIC EXECUTIVE

REPORTING TO:  
CHIEF EXECUTIVE OFFICER

LOCATION:  
ZAMBIA

## THE ROLE: LOGISTIC EXECUTIVE

# DIMENSIONS OF THE ROLE:

*The role holder will have the following specific responsibilities:*

- Develop the Route to Consumer (RtC) strategy, with the Commercial Executive
- Oversee the development and rollout of the logistics strategy, including standards, policies, processes, tools, technology, and other enablers
- Design and lead a Logistics capability dev. strategy, overseeing the creation of training tools and programs, and supporting skills transfer
- Oversee rollout of an aligned cost-to-serve approach (TCOL), in workshop and outbound transport
- Manage and coordinate sharing of best practices within Logistics via a platform that caters to HO and divisional operations across the Group
- Continuously benchmark and improve warehouse and logistics processes and standards, and leverage modernisation towards best practice and fit-for-purpose solutions
- Formulate and oversee the development and implementation of KPI standards and scorecards to measure and report on Logistics performance
- Oversee identification and implementation of logistics cost reduction opportunities
- Drive and monitor compliance with safety requirements
- Oversee inventory management standards and performance to ensure the right product is in the right place to achieve OTIF
- Lead Group Logistics projects
- Oversee effective talent and performance management within the logistics function
- Responsible for the entire transportation supply chain including fleet tracking, fuel efficiency
- Responsible for all the Group's workshops
- Maintenance of the Group's cold chain equipment
- Promote and adhere to Zambeef food safety procedure, policy, and guidelines
- People Management, accountable for performance management, formal informal development, and succession planning



# HOW TO APPLY:

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

- Commercial or logistics-focused bachelor's degree (preferred candidates hold MBA or related post-graduate qualification)
- 10 years' experience in best practice logistics, with at least 5 years in a senior logistics management role, and experience in FMCG

## *Technical Competencies*

- **Developing Logistics Strategy and Monitoring Performance:** overseeing logistics and route to customer strategies, formulating, and overseeing the development of KPIs and scorecards
- **Driving Best Practice:** Continuously benchmarking and improving warehouse and logistics processes and standards

- **Maximising Cost Reduction Opportunities:** Overseeing identification and implementation of logistics cost reduction opportunities
- **Maintaining Health and Safety Standards:** Driving and monitoring compliance to safety requirements
- **Overseeing Inventory Management Standards:** Tracking performance to ensure the right product is in the right place to achieve OTIF

## *Behavioural Competencies*

- **Service and Product Delivery:** Maintaining productive delivery of goods and services, driving quality customer service, delivering appropriate solutions

- **Expert Reputation:** building organisational expertise, promoting technical competence, enhancing the organisational reputation
- **Organisational Commitment:** Creating a shared sense of purpose, enhancing employee motivation, building organisational morale
- **Successful Teams:** Building effective teams, attracting, and developing talent, utilizing potential
- **Communication:** Delivering influential communication, building cross-functional/geographic communication, encouraging involvement and consultation
- **Organisational Growth:** Increasing stakeholder value, establishing challenging organisational goals, driving organisational success

*Please send your CV and contact details to Tom Jeffes or Silvia Tikani 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: Silvia Tikani*

Email: [silvia.tikani@millarcameron.com](mailto:silvia.tikani@millarcameron.com)

Phone: 00 254 702 214 933

A smiling man wearing a straw hat and a plaid shirt is holding a tablet. He is standing in front of a fleet of white trucks parked in a lot. The background is a clear blue sky with some clouds.

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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