

MILLAR CAMERON

PEOPLE · PASSION · PERSISTENCE

BUSINESS SERVICES MANAGER
GREEN RESOURCES AS



ABOUT *GREEN RESOURCES AS (GRAS)*

Green Resources AS ('GRAS') is East Africa's largest forest development and wood processing company. The company manages approximately 38,000 ha of plantation forest in Mozambique, Tanzania and Uganda.

It operates industrial facilities, including two sawmills, three pole treatment plants and a veneer plant. They are about to roll out a number of investments in the field of solid wood processing, effectively doubling their processing capacity.

Green Resources was established in 1995 and is a private Norwegian company owned by New Forests' Africa Forestry Impact Platform ('AFIP').

GRAS is seeking a skilled, experienced and motivated Business Services Manager ('BSM') to join our team and contribute to our mission.



BUSINESS SERVICES MANAGER *GREEN RESOURCES AS*



THE LOCATION

SAO HILL, TANZANIA

MAIN RESPONSIBILITIES:

Partnership with the Country Manager

The Business Services Manager will act as a strategic partner to the Country Manager, supporting him with corporate requirements of the business. This partnership is essential to allow the Country Manager to focus on operational and commercial management and decision-making. Key aspects of this partnership include:

- **Strategic Support:** Providing financial and administrative insights to inform strategic decisions
- **Operational Efficiency:** Streamlining processes and systems to enhance operational efficiency
- **Compliance and Governance:** Ensuring all corporate governance requirements are met, safeguarding the company's integrity and reputation
- **Communication:** Facilitating effective communication between departments and senior management
- **Financial Strategy:** Collaborating on the development and execution of financial strategies that support the company's long-term objectives

BUSINESS SERVICES MANAGER
GREEN RESOURCES AS

TITLE:
BUSINESS SERVICES MANAGER

REPORTING TO:
COUNTRY MANAGER

LOCATION:
SAO HILL, TANZANIA

TRAVEL:
WITHIN TANZANIA

START DATE:
1ST MAY 2025

DIMENSIONS OF THE ROLE:

Role Overview

The role of Business Services Manager ('BSM') heads the finance and administrative functions for SHI and GRL. He/She holds a crucial role within our corporate structure.

The BSM will oversee the Environmental & Social Department, Human Resource Department, IT Department, and Finance Department. Additionally, they will handle a substantial portion of the company's corporate reporting requirements, including ensuring legal compliance.

Responsibilities and Departmental oversight

Each department listed below is headed up by a HoD who handles the day to day activities of this department with oversight and control provided by the BSM.

Finance Department

- Direct financial planning and strategy, including budgeting, forecasting, and financial reporting
- Ensure compliance with financial regulations and standards
- Manage financial risks and opportunities, providing strategic advice to senior management
- Analyze financial performance, identifying areas for improvement and leading initiatives to drive business growth and efficiency

Human Resource Department

- HR strategy and operations including recruitment, onboarding, performance management, and employee relations
- Payroll management
- Develop and implement HR policies and procedures to ensure legal compliance and best practice
- Oversee employee benefits programs and ensure effective communication of benefits to staff

Environmental & Social Department

- Oversee the implementation of environmental and social policies and procedures
- Ensure compliance with relevant environmental regulations and standards
- Manage initiatives aimed at improving the company's sustainability footprint
- Track and report data related to the company's Sustainability Reporting Framework

IT Department

- Manage IT infrastructure, ensuring systems are secure, reliable, and efficient
- Oversee IT support services, providing guidance and leadership to the IT team
- Implement and maintain IT policies and procedures, ensuring compliance with industry standards and regulations

Corporate Reporting and Legal Compliance

- Prepare and deliver comprehensive corporate reports to stakeholders, including financial, operational, and strategic insights
- Ensure all corporate reporting requirements are met in a timely and accurate manner
- Maintain up-to-date knowledge of legal and regulatory requirements, ensuring the company remains compliant

Sales Support

- The role is not client facing and does not have marketing elements however it may be that the incumbent will support the Marketing Department with documentation for exports and engagement with clients on payments



HOW TO APPLY

If you are looking to be part of the largest forest development in East Africa and are passionate about sustainable forestry, please send your application to Tom or Marc.



Contact: Tom Jeffes

Email: tom.jeffes@millarcameron.com

Phone: +44 2038 000 304



Contact: Marc Abrahamson

Email: marc.abrahamson@millarcameron.com

Phone: +27 11 035 7509



WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE


A SEAMLESS JOURNEY

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.



MILLAR CAMERON

MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

OXFORD

LONDON

NAIROBI

CAPE TOWN