

MILLAR CAMERON

PEOPLE · PASSION · PERSISTENCE

CHIEF OPERATING OFFICER  
*GREEN RESOURCES AS*



## ABOUT *GREEN RESOURCES AS*

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 Chief Operating Officer ('COO') to join our team and contribute to our mission.





CHIEF OPERATING OFFICER *GREEN RESOURCES*

THE LOCATION

**DAR ES SALAAM**



A large stack of corrugated cardboard sheets is shown in a factory setting. The sheets are stacked on a wooden pallet, and the background shows industrial equipment and a worker. The text "CHIEF OPERATING OFFICER GREEN RESOURCES" is overlaid in the top left corner.

CHIEF OPERATING OFFICER GREEN RESOURCES

## MAIN RESPONSIBILITIES:

*As the COO, you will be a key member of our executive leadership team, reporting directly to the CEO and with frequent Board and Investor interaction. Your primary responsibility will be to drive operational excellence, streamline processes, ensure seamless execution of our strategic initiatives including Capital Expansion Programs and provide strategic and operational guidance to the engineering and production teams at various locations.*

*You will play a critical role in shaping the company's future by overseeing day-to-day operations, optimizing efficiency, and fostering a collaborative and results-driven culture.*

# DIMENSIONS OF THE ROLE:

**TITLE:**  
CHIEF OPERATING OFFICER

**REPORTING TO:**  
CEO

**LOCATION:**  
DAR ES SALAAM

## **Strategic Leadership:**

- Collaborate closely with the CEO to define and execute the company's vision, mission, and long-term strategy
- Translate high-level business goals into actionable plans, ensuring alignment with organizational objectives
- Develop and implement operational strategies that drive growth, efficiency, and profitability

## **Operational Excellence:**

- Oversee all aspects of daily operations, including production, supply chain, logistics, and customer service
- Establish and monitor key performance indicators (KPIs) to measure performance (incl. OEE) and track progress
- Manage operational risk and ensure compliance with industry regulations and laws

## **Team Leadership and Development:**

- Lead and inspire cross-functional teams, fostering a collaborative and inclusive work environment
- Set clear expectations, provide guidance, and empower team members to excel in their roles
- Mentor and develop talent, identifying opportunities for skill enhancement and career growth

## **Process Optimization:**

- Identify areas for process improvement and implement best practices to enhance efficiency
- Streamline workflows, reduce bottlenecks, and enhance productivity across all functions
- Drive continuous improvement initiatives to achieve operational excellence

## **Financial Management:**

- Work closely with the Group CEO & Group CFO to manage budgets, allocate resources, and optimize cost structures
- Monitor financial performance, identify variances, and take corrective actions as needed
- Ensure prudent financial decision-making aligned with business goals

## **Stakeholder Relations:**

- Collaborate with external partners, suppliers, and regulatory bodies to maintain positive relationships
- Represent the company at industry forums, conferences, and networking events
- Uphold the company's reputation and commitment to sustainability

# SKILLS AND QUALIFICATIONS:

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

## **Industry Expertise:**

- Extensive experience within the wood processing industry, preferably having risen through the ranks to an executive position
- Industrial (Forest Processing) knowledge will be crucial
- In-depth knowledge of forestry practices, policies, and procedures

## **Leadership Skills:**

- Proven ability to lead and inspire teams, driving performance and fostering a results-oriented culture

- Strategic thinker with a track record of translating vision into actionable plans

## **Business Acumen:**

- Strong business acumen, including financial literacy and understanding of market dynamics
- Ability to balance short-term operational needs with long-term strategic goals

## **Communication and Collaboration:**

- Excellent communication skills, both verbal and written

- Collaborative mindset, working effectively with cross-functional teams and external stakeholders

*Please send your CV and contact details to Tom, Marc or Rainer who will contact you to discuss your application in more detail.*



*Tom Jeffes*

Email: tom.jeffes@millarcameron.com

Phone: +44 2038 000 304



*Marc Abrahamson*

Email: marc.abrahamson@millarcameron.com

Phone: +27 11 035 7509



*Rainer Middii*

Email: rainer.middii@millarcameron.com

Phone: +254 20 5038444



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*

*JOHANNESBURG*

*CAPE TOWN*