

## **Engineering Manager Mozambique Job Description**

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### **TITLE**

The Engineering Manager Mozambique (EM-MZ) for Green Resources subsidiaries Green Resources Niassa SA (GRN) and Niassa GreenPly Lda (NGP)

### **REPORTING RESPONSIBILITIES**

The EM-MZ is reporting to the Country Manager Mozambique with a matrix reporting line to the Group COO

### **NIASSA GREENPLY**

Green Resources' industrial subsidiary, Niassa GreenPly (NGP), operates a veneer peeling line, a creosote treatment plant and a smaller CCA treatment plant and manages the log supply contract between Green Resources and KEMA Sawmill. NGP veneer is primarily produced for export markets whilst its poles are primarily produced for local markets but with good opportunities in surrounding countries.

### **GREEN RESOURCES NIASSA**

Green Resources' forestry subsidiary, Green Resources Niassa (GRN), manages approximately 14,500 ha of planted forest consisting of Pine and Eucalyptus species.

GRN sells primary forest products either on the stump or through (roadside) delivery to 3<sup>rd</sup> party processors including NGP. GRN does not have any of its own processing capacity

### **OBJECTIVE**

The EM-MZ's goal is to deliver a flexible and reliable manufacturing system that meets our customers' needs and supports growth and innovation, while also improving our lead time, inventory, and customer service. This is done by optimizing the Operational Equipment Efficiency using different metrics of OEE to measure and report on equipment performance and identify and eliminate losses.

The EM-MZ will lead and manage the GRN/NGP technical services operations. The EM-MZ will make sure that all company equipment are safe, efficient and well-maintained.

The EM-MZ will advise on important decisions related to engineering matters and should have a strong knowledge of industrial processes, a high regard for safety standards, and a cost-conscious attitude.

The main tasks for this position include but are not limited to the following;

### **MANAGEMENT DUTIES**

The Management duties of the EM-MZ will include the following

1. Engineering Management
  - a. Overall responsibility for the engineering department and directing technical staff activities.
  - b. Setting electrical and mechanical maintenance schedules for the production units as well as mobile units .

- c. Own the communication process to ensure workshop personnel & company senior management are kept informed of conditions, trends, and important activities such as availability of machinery, required spares and other business needs.
  - d. Assist in the assembly of new plant or equipment, identifying and rectifying electrical as well as mechanical problems within the production units as well as the mobile equipment.
  - e. Preparing, managing and overseeing technical budgets and cost allocation for the production units as well as mobile equipment.
  - f. Coordination of the daily, weekly and monthly maintenance schedules for various plant and machinery and submit monthly or weekly reports as required by the Country Manager and COO.
  - g. Coordinate and implement a long- and short-term preventive maintenance plan for the Processing Plants and Production Units, ensuring maximum productivity and availability from the machines/equipment.
  - h. Use your extensive knowledge of mechanical and/or electrical engineering to guide and up-skill the maintenance teams. Applying your skill set to overcome the various mechanical and automation challenges encountered.
2. General Managerial Duties
- a. Be an active and visible leader and spend significant amount of time in the operational areas and proactively and practically direct staff activities
  - a. Promotes a culture that reflects the organization's value, encourages good performance and rewards productivity
  - b. Ensure that Country Manager and the Group COO have sufficient and up to date information
  - c. Coordinate with Accounts department for maintenance budget requirements, subject to Country Manager's approval.
  - d. Collaborate with the Procurement/Stores department in the sourcing of spare parts and materials for the workshop.
  - e. Evaluates the organization's and the staff's performance on a regular basis
3. HR Management
- a. Work together with the HR Manager to:
    - i. Coach, mentor, motivate and supervise staff and influence them to take positive action and accountability for their assigned work
    - ii. Recruit and contract company staff
    - iii. Provide development and training opportunities to employees
    - iv. Adhere to the Staff and Administrative Instructions Manual
    - v. Evaluates the organization's and the staff's performance on a regular basis
4. Product and Markets
- a. Interact with the Production Team in managing the required quality needed by our markets, rectifying any concerns that may arise in our production lines to this effect.
  - b. Maintain the availability of the line to meet production targets.
5. Other
- a. Ensure that all duties in the scope of your responsibilities are done in accordance to the Company Occupational Health and Safety Standards and in compliance with National and International Standards on EHS and best practices.

- b. Direct and manage new project developments including Capital Projects
- c. Develop and deliver progress reports, proposals, documentation and presentations