

# Job Description

## PINE INDUSTRIAL MANAGER

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### The Company

#### 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

#### Busoga Forestry Company

Busoga Forestry Company (BFC) Ltd, a subsidiary of GRAS, manages plantations in Mayuge and Dokolo Districts. BFC is an integrated forestry and processing company in Jinja, Uganda.

The company operates a large sawmill in Mayuge which includes primary processing, kilns and drymill.

The sawmill is currently undergoing a \$5m expansion project that is forecasted to significantly increase the production capacity from current 150m<sup>3</sup> log intake per day to 250m<sup>3</sup> per day by the year 2026/27

The company is active in pole trade and biomass supply to surrounding industries.

### Role Overview

The Pine Industrial Manager ('PIM') heads up all Sawmilling Operations (including Kilns and Drymill) as well as the supporting Engineering Section. He/she will be the lead person on the sawmill expansion project where construction is expected to start in March 2025.

The successful candidate will have a strong focus on health and safety practices and effective profit and loss management. This role requires strong leadership skills, excellent problem-solving abilities, and a keen understanding of the sawmill industry.

The PIM will be an active 'sparring partner' for the Commercial Manager and Country Manager of BFC and will jointly develop product programs that will generate maximum value of the forest resources under BFC Management.

In addition to the sourcing logs from own forest plantations the PIM will be tasked to explore opportunities to source logs from surrounding growers in order to grow mill intake in excess of own forest production capacity (65,000-70,000m<sup>3</sup> p.a.)

The PIM must ensure a safe working environment for employees, optimize operational efficiency, and drive profitability.

### Responsibilities and Departmental oversight

The PIM will effectively have oversight over two areas, Processing and Engineering, each with its own specific requirements.

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### Industrial Processing (Sawmilling Operations)

#### *Operations Management*

- Oversee day-to-day operations, ensuring smooth workflow and timely production.
- Coordinate with Harvesting Operations to ensure a consistent supply of raw materials.
- Optimize production processes to improve efficiency, quality, and throughput.
- Implement and maintain effective inventory management systems.
- Ensure compliance with industry standards and quality control measures.
- Foster a culture of continuous improvement and innovation.
- Be part of the Project Expansion Team driving the Sawmill Upgrade that is scheduled for the coming year(s)

#### *Profit & Loss Management of the Sawmilling Business Unit*

- Develop and execute strategic plans to maximize profitability and achieve financial targets.
- Analyze production costs, identify areas for improvement, and implement cost-saving initiatives.
- Monitor key financial metrics, such as revenue, expenses, and profitability ratios.
- Develop and manage budgets, ensuring appropriate allocation of resources.
- Conduct regular financial analysis to identify trends and opportunities for growth.
- Collaborate with stakeholders to optimize operational efficiency

### Engineering

#### *Technical Management*

- Improving our lead time, inventory, and customer service through optimizing Operational Equipment Efficiency (OEE) using different metrics to measure, report equipment performance and identify faults to eliminate losses
- 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.
- Setting electrical and mechanical maintenance schedules for mobile units and submit daily, weekly and monthly maintenance schedules for various machinery.
- Own the communication process to ensure workshop personnel & company senior management are kept informed of conditions, trends, and important activities such as required spares and other business needs.
- 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.
- Prepare, manage and oversee technical budgets and cost allocation for the production units as well as mobile equipment.
- Coordinate with the Accounts department for maintenance budget requirements, subject to the Country Manager's approval.

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- Collaborate with the Procurement/Stores department in the sourcing of spare parts and materials for the workshop. Direct and manage new project developments including Capital Projects
- Develop and deliver progress reports, proposals, documentation and presentations
- 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.
- Maintain the availability of the line to meet production targets.
- Ensure that all duties on 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.

### Health & Safety Management

- Implement comprehensive health and safety policies and procedures.
- Ensure compliance with local, state, and federal regulations related to workplace safety.
- Conduct regular safety audits and inspections to identify and mitigate potential hazards.
- Provide training and education to employees on safety protocols and best practices.
- Investigate and report any workplace incidents, accidents, or near-misses promptly.
- Continuously monitor and evaluate safety performance, making necessary adjustments as needed.

### Market Support

- The role is not client facing however does include marketing elements where the PIM is to guide / support the Commercial Manager in preparing product(ion) offering and product pricing (as far as linked to production costs)
- From time to time the PIM will engage with clients during mill visits

### Key Skills and Qualifications

- Educational Background: A degree in engineering or a related field is essential
- Minimum of 10 years' experience in Mechanical, Electrical Engineering and/or Production Environment
- Proven track record of successful Project management
- Knowledge of industry standards and regulations
- Technical Proficiency: Strong understanding of financial management, human resources, IT systems, and, preferably an understanding of drivers of Health, Safety, Quality and Environmental Management.
- Analytical Skills: Ability to interpret and analyze complex data, providing clear and actionable insights to senior management.
- Communication Skills: Excellent verbal and written communication skills, with the ability to present information clearly and persuasively.
- Leadership: Proven ability to lead and inspire teams, fostering a collaborative and high-performance work environment.

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### Other

The role of Pine Industry Manager is integral to the success of our organization. This individual will manage critical departments and drive financial success of the business.

Starting Date 1<sup>st</sup> May 2025 (+/-)

Gross Salary [TBC]

Benefits Housing, Vehicle, Telephone, Insurance, Bonus

Location Jinja, Uganda

Application Deadline: 7<sup>th</sup> February 2025

Applications to be sent to [info@greenresources.no](mailto:info@greenresources.no) / [hruganda@greenresources.no](mailto:hruganda@greenresources.no)