



Job Advertisement

The Company	E.A.L.S Limited is an incorporated company in Tanzania and operates in Tanzania with its head office in Dar es salaam. The primary objective of the company is to provide Logistics integration services to Tanzania Petroleum subsector including oil & gas projects on an end to end basis.
The Position	DIRECTOR OF LOGISTICS SOLUTIONS & OPERATIONS (Fixed Term Contract)
Position Objective	<ul style="list-style-type: none">▪ Manage the sustainable & profitable development of all logistics activities within the country▪ Scope of responsibility includes following activities:<ul style="list-style-type: none">✓ Clearing & Forwarding✓ Warehousing✓ Transport
Key Responsibilities	<p><u>Manage the Team</u></p> <ul style="list-style-type: none">▪ Define & communicate goals based on objectives set by General Management▪ Communicate strategy/ evolutions and the required alignments▪ Assess the performance of direct reports▪ Manage the competencies of team▪ Arbitrate internal litigations within own scope <p><u>Validate & review process & organizations</u></p> <ul style="list-style-type: none">▪ Validation of SOPs & Logistics Solutions organizations proposed▪ Regular review of SOPs & Logistics Solutions organizations (at least once a year when budget time).▪ Organize quality audit (internal & external) at least once a year to ensure that all procedures are adhered to & follow the execution of corrective actions plans▪ Review and sign monthly contradictory (with client) stock take inventories – ensure respect of stock management SOPs <p><u>Build & adapt the logistics services offer</u></p> <ul style="list-style-type: none">▪ Business Development: Build & adapt the logistics services offer according to market situation or market anticipation, capacity of the organization, profitability and associated risk level in coordination with Sales department and General Management▪ Validate the general tariff grid by service▪ Define the legal responsibility limits in consultation with



Sales department and Legal department

Manage high level client relationship

- Maintain and develop the relationships with top clients (Top 10) & potential ones in support of Sales Department actions
- Validate complex (technical risk, top client, high return...) quotation after first check/contribution of managers
- Key role in project tenders with validation of technical feasibility, means to mobilize, tariffs to apply, projected profitability and related risks
- Support CFO & direct managers in case of cash collection issue
- Appraisal of clients requesting credit conditions + advice submission to GM

Drive the subcontractors relationship

- Select and validate with PD the authorized subcontractors. The selection of subcontractors with risky profile (limited means or quality of service, weak financial situation, competitor...) must be submitted to Project Director for validation.
- Implement and monitor general agreement (including quality aspects) with subcontractors based on KPI's provided by direct reports
- Define the subcontractor tariffs and submit them to PD for validation
- Monitor the top-level relationship with subcontractors

Monitor profitability and quality of service of clients' portfolio

- Monitor the quality of service delivered to clients (internal as external). DILS is the final responsible of the delivered quality of service
- Monitor the profitability of all activities in relation to costs, margin and risk.
- Responsible for the achievement of budgetary goals in terms of financial figures (GM, Costs, OR, Disbursements, DSO) and quality of service
- Involvement in cash collection through credit control committee
- Leader of disbursement control committee: arbitration and validation concerning files in anomaly in

consultation with General Management

Alert/Inform Management

- Identify sensitive clients (cargo, volumes, financial situation, key account) + Implement specific organization for this specific follow-up
- Collect information regarding operational risks (including customs) and provide monthly synthesis to General Management (immediate alert in case of major risk)
- Get & share information regarding business, legal, political or social environment
- Represent the company in the local business associations (C&F association...)
- Prepare monthly report to COO/PD with the performance of the department for the month in review, the prospect for the coming month considering market forces.

Education

- Degree or higher in business-oriented fields
- Knowledge in Finance

Professional Qualification

Highly conversant with Clearing and Forwarding processes/ C&F certificate

Experience

- At least 10 years' experience as a manager
- C&F experience of at least 5 years in Leadership role
- At least 15 years' experience in clearing and forwarding

Attributes/Skills

- Organised
- Natural Leader
- Team player
- Decision maker
- Ability to anticipation
- Open-minded
- Ability to strategize, based on his/her knowledge of the market
- Analytic mind with the ability to focus on details
- Problem Solver
- Ability to drive a team to work to a common goal
- Good knowledge of Microsoft Office
- Excellent communicator



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Reporting to Project Operations Director (COO)

Job Advertise Date	Job Reference No	Closing Date
16/12/2021	EALS003/GENERALMGT/2021	14/01/2022

NOTE:

Apply to careers.tanzania@eals.co.tz
Please note that should you not be contacted within 2 weeks after closing Job Advertisement – Consider your application unsuccessful

