



FES Agric Services Tanzania Limited is the leading contract service provider and supplier of various premium brand products, including Netafim and Zimmatic irrigation equipment. We are expanding and currently hiring for multiple positions at our Kasulu Sugar Estate, Kigoma, Tanzania! Are you looking for a new opportunity to grow your career with a dynamic and forward-thinking company?

### **Available Positions**

#### **1. Senior Mechanic (5 Positions)**

**Reporting to:** Workshop Manager

**Responsibilities:**

- Perform advanced diagnostics, troubleshooting, and repairs on technical equipment and systems.
- Lead and mentor junior technicians, ensuring high standards of workmanship.
- Coordinate preventive maintenance schedules and ensure minimal downtime.
- Liaise with land preparation supervisors and clients to resolve technical issues efficiently.
- Maintain accurate records of maintenance and repair activities.
- Ensure daily workflow/services/maintenance of equipment is well-coordinated.

- Maintain good relationships with both internal and external customers.
- Ensure adequate maintenance of tools, equipment, and other materials in the service workshop.
- Implement SHERQ standards in the workshop.

**Requirements:**

- Minimum of Diploma in Mechanical/Automobile Engineering or related field.
- Minimum of five (5) years' experience in a mechanical management role.
- Experience in the automotive/heavy plant/agricultural industry.
- Excellent knowledge of automotive systems (layout, function, and location of parts).
- Knowledge of mechanical issues, warranties, service, and general repairs.
- Ability to use computer software to diagnose on-board machine errors.

**2. Junior Mechanic (5 Positions)**

**Reporting to:** Field Services Manager

**Responsibilities:**

- Maintain and repair all types of mechanical and electrical machinery and equipment.

- Repair and inspect all mechanical machinery as per schedule and instruction from supervisor.
- Ensure policies and procedures are applied as per FES standards.
- Achieve team and individual goals in accordance with the FES system.
- Conduct routine inspections and repairs.
- Troubleshoot technical issues under supervision.
- Maintain accurate records of work completed.
- Support senior technicians and engineers as required.
- Adhere to all health and safety regulations.

**Requirements:**

- Minimum Diploma/Degree in Mechanical Engineering/Diesel Mechanic Trade.
- Minimum of two (2) years of experience in agricultural machinery.
- Ability to meet deadlines and work under pressure.
- Basic understanding of technical systems and tools.
- Willingness to learn and follow instructions.
- Good communication and problem-solving skills.
- Ability to work independently and as part of a team.

### 3. **Data Capture Clerk (2 Positions)**

**Reporting to:** Administration and Health, Safety & Environment Officer

**Responsibilities:**

- Manage the employee attendance system and generate attendance reports.
- Communicate, coordinate, and maintain work schedules.
- Assist with managing staff timesheets and overtime claims.
- Capture daily operation logs onto an online platform and report when necessary.
- Capture daily fuel logs onto an online platform and report when necessary.

**Requirements:**

- Minimum of three (3) years of experience in office administration.
- Knowledge of Occupational Health and Safety will be an added advantage.
- Familiarity with productivity tools, such as Microsoft Office Suite.
- Strong communication skills.
- Ability to work independently and seek help or assistance as needed.
- Self-motivated and highly organized.
- Distinctly dependable and trustworthy, with a strong and proven work ethic.

#### 4. **Administration and Health, Safety & Environment (HSE) Officer (1 Position)**

**Reporting to:** Contract Manager

**Responsibilities:**

- Communicate, coordinate, and maintain work schedules.
- Prepare essential documentation, including memos, reports, and other forms of communication.
- Maintain and organize meeting schedules.
- Regularly check and maintain records of necessary office supplies.
- Communicate regularly with staff to help procure needed items.
- Assist in maintaining a clean, efficient, and effective storeroom operation by following procedures to receive and unpack inventory, and store and account for supplies and equipment.
- Implement and monitor the company's HSE policies and procedures.
- Conduct regular safety inspections, audits, and risk assessments.
- Ensure compliance with Tanzanian health and safety regulations.
- Train staff on safety practices, emergency procedures, and PPE use.
- Investigate incidents and accidents and produce related reports.
- Promote a culture of safety and environmental awareness in the workplace.

**Requirements:**

- Diploma/Degree in office administration may be preferred.
- Five (5) years of experience in office administration.
- Knowledge of Occupational Health and Safety will be an added advantage.
- Familiarity with productivity tools, such as Microsoft Office Suite.
- Strong communication skills.
- Ability to work independently and seek help or assistance as needed.
- Self-motivated and highly organized.
- Distinctly dependable and trustworthy, with a strong and proven work ethic.

## **5. Finance Officer (1 Position)**

**Reporting to:** Contract Manager

**Responsibilities:**

- Prepare and maintain financial records and reports in compliance with international and local accounting standards.
- Manage accounts payable and receivable, ensuring timely processing of transactions.
- Monitor budgets, track expenditures, and prepare monthly financial summaries.
- Assist with audits, tax filings, and financial compliance.
- Ensure timely payroll processing and statutory remittances (e.g., PAYE, NSSF).

- Support the development and implementation of internal controls and financial policies.
- Liaise with banks, auditors, and relevant regulatory bodies.

**Requirements:**

- Bachelor's degree in Accounting, Finance, or a related field (CPA or ACCA qualification is an added advantage).
- Minimum 3 years' experience in a finance or accounting role.
- Proficient in accounting software (e.g., QuickBooks, Tally, or similar).
- Strong knowledge of Tanzanian tax laws and financial regulations.
- Excellent analytical and problem-solving skills.
- High integrity, accuracy, and attention to detail.

**6. Cleaner (3 Positions)**

**Reporting to:** Administration and Health, Safety & Environment (HSE) Officer

**Responsibilities:**

- Perform general cleaning duties including sweeping, mopping, dusting, and vacuuming.
- Clean restrooms, kitchens, and communal areas.
- Refill supplies such as soap, toilet paper, and paper towels.
- Dispose of waste and recycling in designated areas.

- Report any maintenance issues or safety hazards.
- Always follow health and safety guidelines.

**Requirements:**

- Previous cleaning experience preferred but not essential.
- Ability to work independently and as part of a team.
- Good attention to detail.
- Reliable, punctual, and trustworthy.
- Able to follow instructions and manage time effectively.

**7. Driver (5 Tonner) (1 Position)**

**Reporting to:** Contract Manager

**Responsibilities:**

- Safely operate a 5-ton truck to deliver and collect goods as scheduled.
- Ensure timely deliveries and adhere to all traffic and safety regulations.
- Maintain the vehicle in good working condition (daily checks, reporting faults).
- Load and unload cargo when necessary.
- Keep accurate records of deliveries and mileage.
- Communicate effectively with the logistics team.

**Requirements:**

- Valid Tanzanian driving license (Class C or E).
- Minimum 3 years of experience driving medium to heavy trucks.
- Clean driving record.
- Basic knowledge of vehicle maintenance.
- Ability to work independently and responsibly.
- Good physical condition and stamina.

**8. Shift Driver (2 Positions)**

**Reporting to:** Operations Manager

**Responsibilities:**

- Operate company vehicles safely and responsibly.
- Transport goods, materials, or personnel as scheduled.
- Perform routine vehicle checks and report any mechanical issues.
- Maintain accurate shift logs and trip records.
- Adhere to traffic laws and company policies.

**Requirements:**

- Valid Tanzanian driving license (Class C or above preferred).
- Minimum 5 years of professional driving experience.
- Ability to work day or night shifts, including weekends and holidays.

- Good knowledge of local routes and road regulations.
- Strong communication and time management skills.

## 9. Workshop Apprentice (3 Positions)

**Reporting to:** Workshop Manager

**Responsibilities:**

- Assist with basic workshop tasks such as tool handling, equipment maintenance, and cleaning.
- Learn and support mechanical, electrical, or fabrication work (depending on department).
- Follow safety guidelines and report any hazards.
- Attend training sessions and participate actively in learning opportunities.
- Maintain a clean and organized workspace.

**Requirements:**

- Tanzanian citizen aged between 18 and 25 years.
- Form IV or VI certificate; technical or vocational training is an added advantage.
- Basic understanding of tools and mechanical systems.
- Willingness to learn and follow instructions.
- Good communication and teamwork skills.

## 10. Welder (2 Positions)

**Reporting to:** Workshop Manager

**Responsibilities:**

- Perform welding tasks using MIG, TIG, and/or arc welding techniques.
- Read and interpret blueprints, schematics, and welding process specifications.
- Inspect and test welds to ensure quality and safety standards are met.
- Operate hand and power tools commonly used in welding.
- Maintain a clean and safe work environment.

**Requirements:**

- Diploma in Welding or related technical training from a recognized institution.
- Minimum 3 years of proven experience in welding, preferably in industrial or construction settings.
- Knowledge of welding standards and safety practices.
- Ability to work independently and follow instructions accurately.
- Physical strength and stamina to work in demanding environments.
- Attention to detail and good manual dexterity.
- Ability to work overtime and weekends when required.

## 11. Tyre Fitter (2 Positions)

**Reporting to:** Workshop Manager

**Responsibilities:**

- Fit and balance tyres on cars, trucks, tractors, and other vehicles.
- Inspect tyres for wear and damage.
- Repair punctures and conduct routine maintenance.
- Operate tyre-fitting machines and wheel balancers.
- Maintain a clean and safe work environment.
- Provide excellent customer service and advice on tyre care.

**Requirements:**

- At least 2 years of proven experience as a tyre fitter or in a similar automotive role.
- Basic mechanical or automotive training (VETA certification or equivalent is an added advantage).
- Knowledge of tyre types, sizes, and repair techniques.
- Ability to work independently and in a team.
- Physically fit and able to handle heavy equipment.
- Strong attention to detail and commitment to safety procedures.

## 12. Auto Electrician (1 Position)

**Reporting to:** Workshop Manager

**Responsibilities:**

- Diagnose electrical faults using diagnostic tools and schematics.
- Repair and replace faulty wiring and electronic components.
- Install and maintain vehicle security and communication systems.
- Ensure all electrical repairs meet safety and quality standards.
- Keep accurate records of all repairs and services performed.

**Requirements:**

- Diploma or Certificate in Auto Electrical Engineering or a related technical field from a recognized institution.
- Minimum 3 years of practical experience as an Auto Electrician.
- Familiarity with modern automotive diagnostic equipment.
- Good understanding of vehicle electronics and safety procedures.
- Valid driving license is an added advantage.

**13. Machinist (1 Position)**

**Reporting to:** Workshop Manager

**Responsibilities:**

- Review samples, drawings, or instructions to understand specifications of output.
- Take measurements and mark material for cutting or shaping.
- Plan the sequence of necessary actions for the completion of a job.

- Select appropriate machines (e.g., lathes) and position or load material for a job.
- Monitor machine while working to adjust the feed, maintain temperature, and identify issues.
- Determine and program size of batches and speed of machine.
- Monitor output to ensure consistency with specifications and discard defects.
- Perform routine machine maintenance and repair minor damages.

**Requirements:**

- Certificate or Diploma in Mechanical Engineering, Machining, or a related field.
- Minimum of 2 years of experience as a machinist in a manufacturing or workshop setting.
- Ability to read and interpret engineering drawings.
- Knowledge of CNC machine operation is an added advantage.
- Strong attention to detail and problem-solving skills.
- Good communication and teamwork skills.

**14.Stores Admin (2 Positions)**

**Reporting to:** Workshop Manager

**Responsibilities:**

- Maintain accurate stock records and perform regular inventory checks.
- Receive and inspect all incoming materials for quality and quantity.
- Issue materials based on authorized requisitions.
- Maintain proper storage of items to avoid damage or loss.
- Ensure stock levels are maintained and alert management of low stock.
- Ensure accurate and timely capturing of job card details online (Sage, etc.).
- Prepare and submit regular stock reports.
- Ensure compliance with company policies and safety standards.

**Requirements:**

- Diploma or Degree in Procurement, Supply Chain Management, Logistics, or related field.
- Minimum 2 years of experience in a similar role.
- Proficient in inventory management systems and MS Office.
- Strong attention to detail and good organizational skills.
- Excellent communication and interpersonal abilities.
- Knowledge of safety and warehouse procedures is an added advantage.

## 15. Workshop Administration Officer (1 Position)

**Reporting to:** Workshop Manager

### **Responsibilities:**

- Manage daily workshop administrative tasks including job cards, timesheets, and inventory records.
- Maintain accurate records of repairs, maintenance schedules, and service history.
- Coordinate procurement of tools, parts, and workshop supplies.
- Liaise with suppliers, clients, and internal departments to ensure smooth operations.
- Support the Workshop Manager in preparing reports and documentation.

### **Requirements:**

- Diploma or Degree in Business Administration, Mechanical Engineering, or a related field.
- At least 2 years of experience in a similar administrative or workshop support role.
- Proficiency in Microsoft Office Suite (Excel, Word, Outlook).
- Strong organizational and communication skills.
- Experience working with inventory or workshop management software is an added advantage.

## 16. Challenger Operators (21 Positions)

**Reporting to:** Operations Manager

### **Responsibilities:**

- Operate Challenger tractors and equipment in a safe and efficient manner.
- Operate heavy-duty tillage equipment using GPS guidance technology.
- Operate in-cabin terminals to check tractor status and set GPS guidance/control parameters.
- Perform routine inspections and basic maintenance of machinery.
- Adhere to company safety protocols and standard operating procedures.
- Assist with land clearing, haulage, and other site preparation tasks.
- Complete operational logs and equipment checklists accurately.

### **Requirements:**

- Proven experience operating Challenger equipment or similar heavy-duty tractors.
- Valid equipment operation certification or license.
- Minimum of 3 years' experience in a mining, agricultural, or construction setting.
- Strong understanding of mechanical systems and troubleshooting basics.

- Physically fit and willing to work in remote areas under minimal supervision.

## **17. Tractor Operators (20 Positions)**

**Reporting to:** Operations Manager

**Responsibilities:**

- Drive and carry out regular maintenance and repairs of tractors.
- Operate tractors safely and efficiently.
- Perform inspections of tractors and implements like bed formers, drip insertion implements, mechanical sugarcane planters, etc., and ensure they are well-lubricated.
- Use tractors to transport materials and pull or push agricultural equipment.
- Report any faults or concerns to the relevant supervisor and other relevant stakeholders.
- Remain alert while driving and servicing the tractor, and always maintain the appropriate speed limit.
- Complete minor repairs on tractors and farm equipment.

**Requirements:**

- Valid driving license with a Class G (for tractors) endorsement.
- At least 2 years of experience operating agricultural machinery.
- Basic mechanical knowledge is an added advantage.

- Physically fit and able to work in rural or remote environments.
- Good communication and teamwork skills.

## **18. Drone Pilots (2 Positions)**

**Reporting to:** Operations Manager

**Responsibilities:**

- Pilot unmanned aerial systems including the DJI Agras T40 crop spraying drone, DJI Mavic 3 Multispectral drone, and DJI Matrice M350 LiDAR surveying drone.
- Operate drones safely and effectively for spraying, mapping, surveying, inspections, photography, or deliveries.
- Conduct routine maintenance and safety checks on drone equipment.
- Plan and execute flight missions in compliance with regulatory standards.
- Collect and analyze aerial data using specialized software.
- Maintain flight logs and technical documentation.
- Effectively clean equipment after every use.

**Requirements:**

- Valid drone pilot license (recognized by TCAA or relevant body).
- BVLOS rating would be an added advantage.
- Minimum of two (2) years of relevant experience; experience with crop spraying would be an advantage.

- Knowledge of Occupational Health and Safety will be an added advantage.
- Strong communication skills.
- Ability to work independently and seek help or assistance as needed.
- Self-motivated and highly organized.
- Distinctly dependable and trustworthy, with a strong and proven work ethic.

#### **19. Sugar Harvester Operator (2 Positions)**

**Reporting to:** Operations Manager

**Responsibilities:**

- Operate sugarcane harvesting machinery (mechanical harvester) efficiently and safely.
- Operate GPS guidance technology.
- Conduct pre-operational checks and regular maintenance of harvesting equipment.
- Follow harvesting schedules and field maps as instructed by supervisors.
- Ensure accurate and clean harvesting to minimize losses and maintain quality.
- Record daily operational data (e.g., area covered, fuel usage).
- Identify mechanical faults and report or assist with basic repairs.

- Work closely with team members and supervisors to achieve harvesting targets.
- Adhere to all safety and environmental standards.
- Clean and disinfect equipment daily after use to prevent the spread of crop diseases.

### **Requirements:**

- Minimum Form IV education (Certificate of Secondary Education).
- Vocational training or certification in agricultural machinery operation is an advantage.
- At least 2 years of experience operating agricultural harvesting machinery.
- Familiarity with mechanical sugarcane harvesters (e.g., Case IH, John Deere).
- Basic knowledge of machine maintenance and repair.
- Ability to work long hours in field conditions.
- Team player with good communication skills.

### **Application Process**

Interested candidates who meet the above requirements should send their application letters together with detailed and updated Curriculum Vitae and copies of certificates with three traceable referees to [jobs@festzn.com](mailto:jobs@festzn.com).

The closing date for applications is **19th May 2025**.