

MKULAZI HOLDING COMPANY LIMITED



VACANCY ANNOUNCEMENT - DATE: 30TH JUNE, 2025

INTRODUCTION:

Mkulazi Holding Company Ltd (MHCL) is a joint venture company currently owned by National Social Security Fund (NSSF) and Tanzania Prisons Service. The principal activity of the company is to produce quality sugar and related downstream products such as bio-ethanol, particle boards, pulp. The Company is implementing sugar project at Mbigiri Estate located in Kilosa District Morogoro Region targeting to produce 50,000MT of sugar per annum once full operational.

The company wishes to invite competent, qualified, experienced and dedicated Tanzanians to fill in the vacancy positions currently available in the company as follows:

- 1. Chief Mechanical Engineer: - 1 Post:** He / She will be reporting to Chief Factory Operations Manager.

Duties and responsibilities:

- a) Plan, lead, and supervise all mechanical maintenance activities within the factory, workshops, and associated facilities;
- b) Develop and implement preventive, predictive, and corrective maintenance programs for mechanical equipment and machinery;
- c) Manage the mechanical maintenance budget, control costs, and ensure optimal use of resources;
- d) Supervise installation, testing, commissioning, and repair of mechanical systems and plant equipment;
- e) Ensure operational efficiency of critical equipment such as mills, boilers, turbines, conveyors, gearboxes, pumps, and sugar processing machinery;
- f) Lead troubleshooting and root cause analysis of equipment breakdowns to prevent recurrence;
- g) Develop and enforce mechanical engineering policies, procedures, and safety standards;

- h) Monitor plant mechanical performance indicators and initiate continuous improvement initiatives;
- i) Coordinate with procurement and stores for availability of critical spares, tools, and consumables;
- j) Prepare maintenance schedules and shutdown plans to minimize production disruptions;
- k) Ensure compliance with occupational health and safety regulations in all maintenance operations;
- l) Supervise and provide technical guidance to mechanical maintenance teams and contractors;
- m) Train, mentor, and evaluate the performance of the mechanical engineering team.
- n) Liaise with other departments (Production, Electrical, Stores, Projects) for smooth coordination of activities;
- o) Ensure documentation of maintenance records, service reports, equipment history, and compliance reports;
- p) Oversee the calibration and certification of mechanical equipment where applicable;
- q) Participate in the planning and execution of factory expansion or modernization projects;
- r) Ensure adherence to environmental protection standards in maintenance practices;
- s) Conduct risk assessments on critical mechanical systems and implement control measures;
- t) Coordinate emergency response plans related to mechanical failures or accidents;
- u) Manage third-party service providers and contractors in mechanical-related works;
- v) Recommend upgrades or replacement of obsolete equipment to Management;
- w) Participate in budgeting, capital expenditure planning, and resource allocation;
- x) Ensure the proper housekeeping of workshops, mechanical areas, and storage of equipment;
- y) Prepare technical and management reports on mechanical operations and present to Management;
- z) Perform any other lawful duties as may be assigned by the supervisor.

Academic qualifications and experience:

Bachelor's Degree in Mechanical Engineering, Electro-Mechanical or related field from a reputable institution. Must be a registered professional engineer by the engineering board. Must have Six (6) years of practical working experience in mechanical engineering roles from reputable organization, experience in sugar industry will be an added advantage, of which at least three (3) years in a supervisory/senior role

2. Electrical Technician - 01 Post: He/She will be reporting to Electrical Engineer.

Job Descriptions and Responsibilities:

- a) Provides essential spares and tools;
- b) Ensure smooth power generation and synchronization with TANESCO, and distributing power to the factory and colony;
- c) Assemble, install, test, and maintain electrical or electronic wiring, equipment, apparatus and fixtures;
- d) Repair and replace defective components such as, transformer, motors, generators, controllers, storage batteries, switchboards, conductors, switches and switchyard components;
- e) Trouble shooting malfunctioning systems, apparatus and components using test equipment and hand tools to locate the cause of a breakdown and correct the problem;
- f) Test electrical system and continuity of circuits in electrical wiring, equipment, and fixtures, using testing devices to ensure compatibility and safety of the system;
- g) Read and interpret electrical schematics;
- h) Conduct preventive maintenance schedule;
- i) Adhere to LOTO (Lock Out Tag Out) procedure; and
- j) Perform any other lawful duties as assigned by supervisor.

Academic Qualifications and Experiences:

Holder of Form IV and Full Technician Certificate/Diploma in Electrical Engineering or equivalent qualification coupled with three (3) years working experience in heavy industry.

3. Evaporator Operator - DCS: - 1 Post: He / She will be reporting to Manufacturing Chemist.

Duties and responsibilities:

- a) Monitor computer screen to maintain parameter control for evaporator;
- b) Adjust controllers to maintain a proper flow of clear juice;
- c) Observe temperature, pressure and vacuum gauge readings and adjust pumps to conform specifications;
- d) Records hourly operating parameters from controllers;
- e) Maintain good housekeeping, safety and health at work place;
- f) Take an active part in a loss control;
- g) Ensure visual management boards are updated accordingly;
- h) Troubleshooting and solving technical problems;
- i) Monitors safety of people and machines;
- j) Perform an emergency equipment shutdown per safety standards;
- k) Supervises chemical preparation and evaporator cleaning; and
- l) Performs any other lawful duties as assigned by supervisor.

Academic qualifications and experience:

Holder of Form IV Certificate, NTA level II with at least two (2) years Experience. Knowledge in refinery will be added advantage.

4. Laboratory Analyst - 07 Posts: He/She will be reporting to Laboratory Technician.**Job Descriptions and Responsibilities:**

- a) Analyzing raw material, intermediate product and final products such as
 - i. Cane Brix;
 - ii. Pol;
 - iii. Moisture;
 - iv. Bagasse;
 - v. Masecute;
 - vi. Mixed Juice;
 - vii. Sugar;
 - viii. Final Molasses;
 - ix. Filter cake and Syrup; and
- b) Performs any other lawful duties as assigned by supervisors.

Academic Qualifications and Working Experiences:

Holder of Diploma in Laboratory Technology or equivalent Plus two (2) years working experience.

5. Supervisor - Centrifugal: - 04 Posts: He / She will be reporting to Manufacturing Chemist.**Duties and responsibilities:**

- a) Operates A-centrifugal machine;
- b) Check wash water temperature, Compressed air pressure;
- c) Check molasses purity rise not exceeding two units;
- d) Check quality of B/C magma;
- e) Check the final molasses purity;
- f) Ensure all pumps are running smoothly;
- g) Must check the screen condition regular and must ensure all sugar in the basket is ploughed to the hopper;
- h) Check the temperature of mono vertical crystallizer not exceeding 65 °C.
- i) Ensure sugar discharge from the dryer is at the correct specification; and
- j) Performs any other lawful duties as assigned by supervisor.

Academic qualifications and experience:

Holder of Form IV Certificate coupled with at least three (3) years working experience.

6. Turbine Operator - 01 Post: He/She will be reporting to Technician -High Speed Machines.

Job Descriptions and Responsibilities:

- a) Monitor lubrications and control oil pressure across the turbo alternator set;
- b) Observe and maintain turbo alternator set operating parameters including
- c) Vibrations and Output voltages;
- d) Maintain required vacuum and water level in the condenser;
- e) Manage lubricant oil and cooling water system;
- f) Check on various gauges and flow meters;
- g) Recording in the Log sheet all critical turbo alternator set operating parameters;
- h) Ensure turbo alternator set operate safely and efficiently;
- i) Maintain and monitor plant compressed air systems;
- j) Troubleshooting of any fault on turbo alternator set;
- k) Performing maintenance on turbo alternator set during scheduled stops; and
- l) Perform any other lawful duties as assigned by supervisor.

Academic qualifications and experience:

Holder of Full Technician Certificate or Diploma in Engineering or equivalent qualification.

7. Maintenance Worker - Instrumentation -02 Posts: He/She will be reporting to Technician - Instrumentation.

Job Descriptions and Responsibilities:

- a) Ensures proper operation of factory instruments;
- b) Troubleshoot, maintain, and repair PLCs, network gateways, electrical drives, backup systems including batteries and universal power supplies;
- c) Cleans field instruments;
- d) Performs services and calibration of laboratory instruments;
- e) Checks and services the weighing scale;
- f) Maintains a variety of electronically controlled equipment such as control loops, safety circuits, programmable sequences and operator control panels;
- g) Assemble and install new or replacement of instruments;

- h) Performs routine maintenance on instruments, equipment; and systems;
- i) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences:

Holder of Form IV certificate with Electronics Certificate NTA Level III or equivalent qualification coupled with at least three (3) years working experience in sugar Industry.

8. Maintenance Worker - Electrical - 01 Post: He/She will be reporting to Electrical Technician.

Job Descriptions and Working Experiences:

- a) Undertake maintenance on all electrical equipment, components and installations;
- b) Provide prompt response to inquiries whenever there is a breakdown;
- c) Fix and maintain lighting fixtures and fittings;
- d) Traces electrical faults;
- e) Control safety;
- f) Performs electrical installations;
- g) Take various electrical measurements; and
- h) Performs any other duties lawful assigned by supervisor.

Academic Qualifications and Working Experiences:

Holder of Form IV certificate and Certificate in domestic and industrial electrical installation NTA Level III or equivalent qualification. At least three (3) years working experience as electrician in a factory.

9. Assistant Pan Boiler - 01 Post: He/She will be reporting to Pan Boiler.

Job Descriptions and Responsibilities:

- a) Adjust valves to obtain specified temperature and pressure and obtain super saturated solution without caramelizing sugar;
- b) Turns valves to stop boiling and to break vacuum seal on pan;
- c) Washes and steams pan after striking to remove sugar remaining on pan body;
- d) Make sure all strike samples are checked under microscope;
- e) Strike all Massecuities at required brix;
- f) Boil and strike the Pan at the marked striking level;
- g) Ensure there is no force grain in the Massecuite; and
- h) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences:

Holder of Form IV certificate coupled with at least three (3) years working experience in Pan Boiling.

10. Operator Vacuum Filter - 01 Post: He/She will be reporting to Supervisor-Clarification.

Job Descriptions and Responsibilities:

- a) Adjust controllers to maintain a proper flow of muds, wash water and bagacillo;
- b) Observe wash water temperature, mud temperature and vacuum gauge readings and adjust to conform specifications;
- c) Records hourly operating parameters including filter cake pol and mud temperature;
- d) Maintain good housekeeping, safety and health at work place;
- e) Maintaining required filter cake pol less than 2.0;
- f) Take an active part in a loss control;
- g) Ensure visual management boards are updated accordingly;
- h) Troubleshooting and solving technical problems; and
- i) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences

Holder of Form IV certificate, coupled with at least two (2) years working experience in relevant field. Certificate in sugar technology courses from any recognized institutions will be an added advantage

11. Operator - B & C Centrifugal: - 01 Post: He / She will be reporting to manufacturing chemist.

Job Descriptions and Responsibilities:

- a) Operates B & C-centrifugal machine;
- b) Control wash water temperature;
- c) Control molasses purity rise across centrifugal machine not to exceed two units;
- d) Check the molasses under microscope for excessive crystals;
- e) Regulate water quantity added into machine in order to reduce the final molasses purity;
- f) Check working and backing screen if are in good conditions;
- g) Regular use of stroboscope to establish where the separations, the brown ring takes places;
- h) Ensure all steaming lines are working properly; and
- i) Performs any other lawful duties as assigned by supervisor.

Academic qualifications and experience:

Holder of Form IV Certificate coupled with at least two (2) years working experience.

12. Refinery and Packing Engineer - 01 Post: He/She will be reporting to Senior Processing Engineer.

Job Descriptions and Responsibilities:

- a) Performs centrifugal station planning and sugar melting;
- b) Oversees Melt clarification & Decolorization performance;
- c) Performs refinery boiling house planning;
- d) Ensures good quality massecuites are produced
- e) Makes good use of steam;
- f) Communicates on all incidents;
- g) Ensures efficient operations in the refinery boiling house;
- h) Plans and coordinate all activities in the refinery during scheduled stops and offcrops.
- i) Plan and coordinate packing station activities; and
- j) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences

Bachelor of Science in chemical and process Engineering, Food Production or equivalent qualifications. Must be registered with a professional body. At least Four (4) years working experience in food processing

13. Pan Boiler - 3 Posts: He/She will be reporting to Pan in-charge.

Job Descriptions and Responsibilities:

- a) Adjust valves to obtain specified temperature and pressure and obtain super saturated solution without caramelizing sugar;
- b) Washes and steams pan after striking to remove sugar remaining on pan body;
- c) Make sure all strike samples are checked under microscope;
- d) Strike all Massecuite at required brix;
- e) Boil and strike the Pan at the marked striking level;
- f) Ensure there is no force grain in the Massecuites;
- g) Participate on scheduled maintenance as an Artisan - Boiling House; and
- h) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences:

Holder of Form IV certificate coupled with three (3) years working experience in relevant field. Certificate in sugar technology courses from any recognized institutions will be an added advantage..

14. Operator Melt Clarification - 03 Posts: He/She will be reporting to Supervisor-Refinery.

Job Descriptions and Responsibilities:

- a) Make sure affinated sugar has color of less than 1000 ICUMSA;
- b) Control temperature of melt to attain required brix;
- c) Control operation of milk of lime and phosphate dosing system;

- d) Records hourly operating parameters for the melter and clarification;
- e) Maintain good housekeeping, safety and health at work place;
- f) Troubleshooting and solving technical problems; and
- g) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences

Holder of Form IV certificate. Knowledge in sugar processing and certificate in sugar technology courses from any recognized institutions will be an added advantage.

15. Operator-Decolorization - 03 Posts: He/She will be reporting to Supervisor-Refinery.

Job Descriptions and Responsibilities:

- a) Make sure fine liquor has colour of less than 400 ICUMSA.
- b) Control brix of fine liquor
- c) Control operation of floth clarifier
- d) Perform regeneration of resin
- e) Control operation of Ion-exchange and brine recovery
- f) Records hourly operating parameters for the melter and clarification.
- g) Maintain good housekeeping, safety and health at work place
- h) Troubleshooting and solving technical problems; and
- i) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences

Holder of Form IV certificate. Knowledge in sugar processing and certificate in sugar technology courses from any recognized institutions will be an added advantage

16. Supervisor-Refinery - 03 Posts: He/She will be reporting to Manufacturing Chemist.

Job Descriptions and Responsibilities:

- a) Coordinating and supervising all the operation connected with refined sugar making from raw sugar;
- b) Ensuring correct maintenance of all records;
- c) Ensuring the refinery operating parameters are within the specified ranges;
- d) Conduct visual inspection of refinery plant for checking leaks, spillage and overflow;
- e) Supervising good housekeeping, safety and health at work place;
- f) Ensure that operators are sending samples to Laboratory for analysis;
- g) Ensure visual management boards are updated accordingly;
- h) Participate in troubleshooting and solving technical problems;
- i) Supervises both operation and maintenance activities;
- j) Monitors safety of people and machines;
- k) Perform an emergency equipment shutdown per safety permits; and
- l) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences

Holder of at least Form IV certificate. Knowledge in sugar processing coupled with at least three (3) years working experience in relevant field will be added advantage.

17. Attendant-Brine Recovery - 03 Posts: He/She will be reporting to Supervisor-Refinery.

Job Descriptions and Responsibilities:

- a) Participate in regeneration of resin;
- b) Participate in preparation of refinery floc;
- c) Start and stop all pumps as instructed by his/her operator
- d) Maintain good housekeeping, safety and health at work place; and
- e) Performs any other lawful duties as assigned by supervisor

Academic Qualifications and Working Experiences

Holder of Form IV certificate. Knowledge sugar processing and certificate in sugar technology courses from any recognized institutions will be an added advantage.

18. Operator Melt Concentrator - 03 Posts: He/She will be reporting to Supervisor-Refinery.

Job Descriptions and Responsibilities:

- a) Assist on operating all pumps on melt concentrator station;
- b) Ensures smooth running of the condensate pumps;
- c) Ensure all parameters are archived include melt brix;
- d) Assist to Communicates with DCS station;
- e) To perform chemical boiling and tube cleaning operation;
- f) Maintain good housekeeping, safety and health at work place;
- g) Take an active part in a loss control including condensate loss;
- h) Assist on troubleshooting and solving technical problems;
- i) Record and control all parameters; and
- j) Performs any other lawful duties as assigned by his/her supervisor.

Academic Qualifications and Working Experiences

Holder of Form IV certificate. Knowledge sugar processing and certificate in sugar technology courses from any recognized institutions will be an added advantage.

19. Microbiologist - 01 Post: He/She will be reporting to Laboratory Superintendent.

Job Descriptions and Responsibilities:

- a) Perform microbiology laboratory tests and chemical analysis on sugar processing materials, including final sugar products.
- b) Ensure proper sample collection, handling, and storage procedures are followed to maintain sample integrity.
- c) Prepare chemical reagents and solutions for microbiology laboratory tests according to specified procedures.

- d) Analyse and interpret microbiology laboratory test results and report findings to Laboratory Superintendent for process control actions.
- e) Participate in monitoring critical quality parameters throughout sugar production process.
- f) Ensure water samples for microbiology analysis from recommended points are taken accordingly.
- g) Ensure that section activities are carried out in a safe and efficient manner
- h) Maintain record concerning operations and programs; prepare reports on operation and activities.
- i) Maintain laboratory records, data sheets, and reports accurately and in a timely manner.
- j) Perform daily and weekly calibration of microbiology instrument;
- k) Perform stock taking on refined sugar by product; and
- l) Performs any other lawful duties as assigned by supervisor.

Academic Qualifications and Working Experiences

Holder of Bachelor Degree in Microbiology / food and Biotechnology/ Biochemistry coupled with least Four (4) years working experience in food processing.

20. Lab Technician - Microbiology - 03 Posts: He/She will be reporting to Microbiologist

Job Descriptions and Responsibilities:

- a) Analyses raw wet sugar and melt (Brix, colour, and conductivity ash)-Hourly;
- b) Analyses raw wet sugar and melt (Brix, colour, and conductivity ash)-Hourly;
- c) Analyses decolorized melt, fine liquor and sweet water (colour, brix, pH, turbidity and conductivity ash);
- d) Performs analysis of scum Brix and pol-Hourly’;
- e) Performs analysis of chemical residue (Phosphoric acid ppm);
- f) Performs analysis of R1&R2 massecuite (Brix, pol and purity) after every strike;
- g) Performs analysis of condensed and returned molasses (Brix, pol, purity) after every 2-Hours;
- h) Performs condensate analysis, injection water (sugar trace-ppm and pH);
- i) Performs analysis of regeneration chemicals residue at brine recovery system;
- j) Performs analysis of refined sugar physical parameters (colour, pol, moisture, grain size and conductivity ash);
- k) Performs analysis of Sulphur dioxide in both refinery and brown sugar; and
- l) Performs any other lawful duties as assigned by supervisors.

Academic Qualifications and Working Experiences

Holder of Diploma in Biotechnology/Microbiology, coupled with at least three (03) years working experience in microbiology laboratory operations in the sugar industry or related processing industries will be an added advantage.

21. Attendant Lab sampler - 03 Posts: He/She will be reporting to Microbiology Laboratory Analyst.

Job Descriptions and Responsibilities:

- a) Collect microbiology intermediate and final product sample;
- b) Collect raw melt, decolorized melt, clarified melt and fine liquor sample-Hourly;
- c) Collect condensate water samples;
- d) Measure and record lead acetate waste;
- e) Collect all run off and condensed Molasses samples;
- f) Collect R1 and R2 Massecuite samples on each strike;
- g) Collect both brown and refined sugar sample (Final products);
- h) Check phosphoric dosing tank level and add as per laboratory technician instructions;
- i) Cleans the laboratory and glassware;
- j) Collaborate with Laboratory analyst in execution of laboratory activities; and
- k) Perform any other lawful duties assigned by supervisor.

Academic Qualifications and Working Experiences

Holder of Form IV Certificate.

22. Operator DCS Refinery - 03 Posts: He/She will be reporting to Supervisor-Refinery.

Job Descriptions and Responsibilities:

- a) Assist on Monitor computer screen to maintain parameter control for evaporator;
- b) Assist on Adjust controllers to maintain a proper flow clear melt;
- c) Assist to Observe temperature, pressure and vacuum gauge readings and adjust pumps to conform specifications;
- d) Assist on records hourly operating parameters from controllers;
- e) Maintains good housekeeping, safety and health at work place;
- f) Take an active part in a loss control;
- g) Ensure visual management boards are updated accordingly;
- h) Assist on troubleshooting and solving technical problems;
- i) Monitors safety of people and machines;
- j) Performs an emergency equipment shutdown per safety permits;
- k) Performs chemical boiling and tube cleaning operation; and
- l) Performs any other lawful duties as assigned by his/her supervisor.

Academic Qualifications and Working Experiences

Holder of Form IV certificate with NTA level II, coupled with at least two (2) years working experience. Knowledge in sugar refinery, computer science and certificate in sugar technology courses from any recognized institutions will be an added advantage.

Salaries and other fringe benefits for the above vacancies will be paid in accordance with the Company's Salary Structure and other related manuals.

MODE OF APPLICATION:

Candidates meeting the requisite qualifications should submit their written applications and detailed CV to the address below WITH THE POSITION APPLIED WRITTEN ON THE TOP OF THE ENVELOPE, describing how they see themselves qualifying for the applied position. They should also send copies of Academic Certificates, three referees, daytime telephone numbers and e-mail address. The closing deadline for all applications is **07** days after the advertisement. Only shortlisted candidates will be contacted.

CHIEF EXECUTIVE OFFICER,
MKULAZI HOLDING COMPANY LIMITED,
P.O BOX 1079, MOROGORO.