



Job Description

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Job Title Senior Accountant & Finance Lead	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Manager	Industry Manufacturing
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Manufacturing: 5 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

Senior Accountant & Finance Lead is a hands-on leadership role for a finance professional who enjoys working within a manufacturing environment and wants to play an active role in improving business performance.

The successful candidate will have overall responsibility for the company's finance function, including accounting, financial reporting, taxation, manufacturing costing, inventory control, cashflow management, budgeting, forecasting and business analysis.

The position is based primarily at our manufacturing facility in Chang'ombe and requires close collaboration with the Directors, Production Team and Operations Team.

Responsibilities

Financial Management & Reporting

- Maintain accurate accounting records and financial systems.
- Prepare monthly management accounts, including Profit & Loss, Balance Sheet and Cash Flow reports.
- Complete monthly reconciliations for bank accounts, suppliers, customers and inventory.
- Lead month-end and year-end closing processes.
- Coordinate annual audits and preparation of statutory financial statements.
- Develop and maintain management reporting dashboards and performance reports.
- Ensure accurate and timely financial information is available for management decision-making.

Tax & Regulatory Compliance

- Prepare and submit all statutory returns on time.
- Ensure compliance with VAT, PAYE, SDL, NSSF, WCF, Withholding Tax and Corporate Income Tax requirements.
- Liaise with TRA, auditors, banks and other regulatory stakeholders.
- Maintain accurate tax reconciliations and supporting schedules.
- Ensure the company remains fully compliant with all applicable financial regulations.

Manufacturing Costing & Profitability Analysis

- Develop and maintain product costing models for all product lines.
- Monitor material costs, production costs, overhead allocations and manufacturing margins.
- Analyse profitability by product, customer and business segment.
- Support pricing decisions through accurate financial analysis.
- Identify opportunities to improve profitability and reduce operational costs.
- Prepare monthly manufacturing performance and profitability reports.

Inventory Control & Stock Management

- Maintain accurate inventory records and valuations.
- Conduct monthly inventory reconciliations.
- Coordinate periodic physical stock counts.
- Investigate and resolve stock variances.
- Monitor raw materials, work-in-progress, finished goods and packaging inventory.
- Strengthen inventory controls and reporting procedures.

Resin Consumption & Production Analysis

- Prepare monthly resin consumption and yield reports.
- Monitor material usage against production output.
- Analyse wastage, scrap levels and production variances.
- Investigate unusual consumption patterns and recommend corrective actions.
- Support production teams with efficiency and cost analysis.
- Develop systems to improve material accountability and reduce losses.

Cashflow, Treasury & Business Planning

- Prepare weekly cashflow forecasts and liquidity reports.
- Manage supplier payment schedules and working capital requirements.
- Monitor customer collections and outstanding balances.
- Support annual budgeting and quarterly forecasting processes.
- Prepare variance analysis and management recommendations.
- Assist Directors with financial planning and strategic decision-making.

Internal Controls & Continuous Improvement

- Develop and maintain robust internal financial controls.
- Improve accounting processes, systems and reporting procedures.
- Ensure compliance with company policies and delegated authority limits.
- Identify opportunities for process improvement, cost reduction and efficiency gains.
- Support implementation of best-practice financial management systems.

Education & Qualifications

- Bachelor's Degree in Accounting, Finance or a related field.
- CPA(T), ACCA, CIMA or equivalent professional qualification.

Requirements

- Minimum 5 years relevant accounting and finance experience.
- Minimum 2 years experience within manufacturing, industrial production, packaging, plastics, FMCG or a related production environment.
- Advanced Microsoft Excel skills.
- Strong knowledge of Tanzanian tax regulations and statutory compliance.
- Experience using QuickBooks, ERP systems or similar accounting software

- Strong analytical, problem-solving and financial modelling skills.
- Excellent written and verbal communication skills in English and Swahili

Characteristics

- Honest, ethical and highly trustworthy.
- Detail-oriented and analytical.
- Commercially minded and results-focused.
- Comfortable working independently with minimal supervision.
- Strong in systems, controls and process improvement.
- Able to communicate effectively with both management and factory teams.
- Proactive, accountable and solution-oriented.
- Willing to take ownership and drive results.

Reporting To

Directors

Driving Licence

Not Required

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