



Job Description

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Job Title Transport Manager	Job Location Dar es Salaam	Category Fleet Management
Job Type Full Time	Job level Senior Manager	Industry FMCG, Retail & Wholesale, Manufacturing
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry FMCG, Retail & Wholesale: 5 Years
Secondary Industry Manufacturing: 5 Years	Primary Category Fleet Management: 5 Years	Secondary Category -
Certificate -	Qualification Degree	

Summary

Responsible for delivering the Logistics Transport strategy and ensuring that the unit develops and implements global best practices to drive safety, cost and service level aspirations, whilst adhering to all DPO & VPO requirements. Owning all the transport KPI's and doing internal benchmarking and gap identification to improve productivity and develop internal best practices. Acting as the unit pillar owner for DPO (delivery, fleet) and responsible for developing and implementing all transport SOP's and policies

Responsibilities

Distribution Planning

- Ensure safety is priority in all operations
- Ensure that distribution planning systems are effectively implemented and used to ensure optimal distribution
- Set up and implement centralized planning for both countries in the region
- Maintain and improve service delivery levels to ensure targets are met
- Transporter contract management across the unit
- Drive VLC improvement across the unit
- Accountable for the fulfilment of key transport KPI's
- Customer and transporter master data management
- Own the LCP block

Fleet Management

- Ensure safety is priority in all fleet operations
- Fleet management across the unit (processes and costs, people and reporting)
- Develop and review annual unit Transport Capex Guidelines according to Zone and Global strategic priorities
- Manage the fleet Capex
- Drive VLC improvement across both fleets
- Improve delivery capacity
- Accountable for the fulfilment of key fleet KPI's for all fleets (trucks, forklifts, small vehicles)
- Fleet master data management

DPO & VPO Implementation

- DPO Fleet and Distribution pillar owner
- Develop and implement standardized SOP's and policies

- Full adherence to on site safety guidelines for all vehicle maintenance

Reporting

- Design technology strategy to improve quality of reporting, efficiencies and visibility
- Develop transport dashboards for the department
- Implementation of new automation projects in the unit

People Management

- Ensure that the Shop Floor are aligned in terms of goals and meeting routines to drive continuous improvement;
- Ensures that Monthly One on Ones are conducted in line with the target review process;
- Maintains a healthy industrial relations climate with key stakeholders through documented SLA Meetings;
- Communication channels are open to relevant stakeholders via Monthly All Employee meetings;
- Follow up on Engagement Survey results with clear actions to correct areas of concern;
- Recruitment of talent and building of pipeline;
- Perform 180 reviews and address poor performance where required by means of improvement plans and or disciplinary hearings

Education & Qualifications

- 3 Year relevant degree in Supply Chain/Logistics/Commerce

Requirements

- 3 to 5 years relevant experience
- Demonstrated prior experience in working/servicing a FMCG enterprise
- Understanding of end to end logistics/supply chain in a FMCG environment
- High level of computer literacy (MS Office, Syspro, Teams, Power BI)
- Syspro proficient

Characteristics

- Fluent in English and Swahili
- Strong analytical skills to convert data into business insights
- Strong numerical capabilities especially around budgeting and cost optimization initiatives
- Strong verbal and written communication skills with good interpersonal skills
- Ability to work under pressure
- Ability to adapt to change effectively
- Results oriented
- Excellent coaching capability

Reporting To

- **Logistics Director**

Driving Licence

Not Required

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