

General Manager at HCS Africa

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Company: JobWebKenya

Location: Kenya

Category: other-general

Job Description

The name HCS Africa is derived from carefully selected words: 'Human', referring to our people-oriented approach, 'Capital', referring to our commitment of increase in profit, and 'Synergies', referring to the collaborative nature of our organization. Therefore our service provisions and methodologies are wholly centered on adding value to your most important source of profit – Human Resource – and anything else in line with your business priorities which require the synergy of our partnering stakeholders.

Summary

Our Client, in the manufacturing industry seeks to recruit a dynamic and ambitious General Manager to help spearhead the design and implementation of company strategy, business plan and sales strategy. She/he will also be responsible for the company's budget and implement cost containment measures.

Reports to: Managing Director

Job Location : Mlolongo, Mombasa Road

Duties and Responsibilities

Strategic Leadership

Provide leadership and vision by assisting the Managing Director and staff with the development of long-term and annual plans, and with the evaluation and reporting of progress on strategies

Monitor industry legislative developments, and develop and implement strategic changes in order to maintain compliance and maximize business performance;

Spearhead the development, implementation, and maintaining budgetary and resource allocation plans

Spearheaded development, communication and implementation of a company strategic plan designed to grow the business.

Ensure that the organization has the required resources necessary to fulfill its mission and achieve key objectives

Provide the MD with a clear and logical understanding of business & people performance.

Ensure that annual budgets are prepared, complete risk analysis on potential investments, and advise the Directors with regard to investment risk and return

Oversee quality control throughout the company, establishing goals for each department in partnership with the department heads

Ensure all business activities are appropriately managed whilst maintaining key objectives and focus and mitigating adverse outcomes

Ensure that the company is well-regarded by its key stakeholders due to its professionalism, effectiveness, leadership and achievements

Performance Management & Process efficiency

Provide leadership and ensure the overall efficiency and effectiveness of the organization

Set and achieve key performance targets for sales, delivery, cost, expenses and other measurements of operational performance;

Spearheaded highly efficient systems to formulate performance measures, parameters and targets, in line with the business objectives and agreed every year on performance review, with targets set for the subsequent year.

Enforcing all policies, procedures, standards, specifications, guidelines, training programs, and cultural values

Ensure efficient and effective processes are followed throughout the company

Business Development & Management

Spearhead the development and implementation of the annual sales and marketing strategic plan

Identify, create, and develop new market opportunities, taking the lead on constructing a robust and successful business proposal that secure new deals, contracts and long-term relationships

Timely update and present competitors' activities and provide market feed-back on new products, price changes, new launches, etc. to the top management;

Communicate operational/sales results, activities, etc. to Executive Management and provide recommendations and plans for ongoing improvement.

Ensure that appropriate and effective marketing techniques, technologies and support services are developed and integrated into marketing plans and programs.

Support and lead company products sales, growth and continuous cost & quality improvements in the business

Develop and maintain an excellent rapport with key stakeholders such as clients, suppliers, community organizations, regulatory bodies etc.

Manage, negotiate and renew any partnership agreements with external vendors and suppliers and keep the MD informed on the progress and outcome.

Talent Management

Ensure recruitment, onboarding, and training of high-performing employees to achieve sales, profitability, market share, and business plan objectives.

Coordinate the development of key performance goals for functions and direct reports.

Ensure areas of responsibility are delivered in a way that is consistent with the company's goals and financial-cost improvement plans

Onboard and grow best talents and ensure they are well trained

KPIs

Full Implementation of the company strategy, business plan and sales strategy

Full implementation of the budget provisions cost containment initiatives

Business profitability, business growth through achieved targets and increased market share

Highly productive and motivated teams. Staff retention

Full implementation of ISO and efficient business system

Full business compliance

Timely submission of daily, weekly & Monthly reports

Essential Skills, knowledge & Experience

Bachelor's degree in business or related field.

Master's degree is an added advantage.

At least 10 years of experience with 4 years in senior management in a similar role
(manufacturing environment)

Tenacious, forward-thinking and aggressive in identifying new business opportunities.

Confident with a high level of initiative and good interpersonal skills

Highly motivated

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