



EXCITING CAREER OPPORTUNITIES

HACO Industries is one of the region's leading FMCG manufacturers, supplying a wide range of products to the entire East African and COMESA Markets. As an established Pan African player in the manufacturing sector, we take pride in our Kenyan origins. This has enabled us better to understand the African market and therefore develop, manufacture, and distribute quality personal and home care brands that include **MIADI, AMARA, SO-SOFT, SPARKLE, ACE, Haco pegs** and **rulers**. We are also the only licensed distributor of Palmer's in Kenya. Our desire is to be able to add value to the everyday life of our customers across Africa.

We are looking for talented individuals to fill the following positions in our company.

1. ACCOUNTANT- COSTING & ANALYSIS

This role reports to the Finance Manager – Reporting & Analysis and is based in Nairobi. This is an exciting opportunity for an energetic, talented and qualified accountant who has passion in costing and analysis. The role holder will collect, analyze and report on cost accounting data and conduct financial analysis to support business decision making.

Duties and Responsibilities

- Monitor and analyse unit cost variance and purchase price variances and make recommendations for remedial actions.
- Prepare monthly profit and loss reports for all markets and market segments as required.
- Oversee inventories count process, prepare monthly inventory movement and valuation reports, audit and adjust inventory variances and share the stock take reports with management.
- Develop and recommend pricing strategies to optimize profit margins while staying competitive.
- Proactively monitor market prices and cost movements and recommend products price reviews.
- Make accurate budgets and estimates while accounting for upcoming financial needs and trends that may have an impact on expenditure.
- Collaborate with other teams to develop and implement cost management initiatives that complement the objectives of the business.
- Maintain system price lists/ generate price lists & costing for all products.

- Spearhead the conception and implementation of continual improvement initiatives to increase cash flow to the business i.e. through the review of policies and procedures.
- Analyze costs of raw materials and other supplies and create cost-benefit analyses to aid the management in decision making.
- Develop financial models to forecast future expenses based on trends and operational changes.
- Assist in the preparation of business cases for acquisition of equipment and track and report the outcomes against the business case.
- Evaluate and recommend changes to the company's processes and policies to reduce costs and maximize profit.

Role requirements

- Bachelor's degree in finance, accounting or a Business-related field from a recognized University.
- Recognized professional certificate in accounting such as CPA (K), ACCA or CIMA equivalents.
- A minimum of 5 years' experience in a similar role in FMCG or experience in a reputable audit firm.
- Member of The Institute of Certified Public Accountants of Kenya (ICPAK).
- Proven track record in conducting cost analysis, budgeting, and financial modelling.
- Outstanding business acumen, knowledge of accounting processes and attention to detail to ensure the integrity of financial reports and analysis.
- Excellent data analysis and reporting skills.

2. ASSISTANT OPERATIONS MANAGER - MAINTENANCE

This role reports to the Manufacturing Operations Manager and is based in Nairobi. The role holder leads the maintenance function in providing predictive, reactive and proactive maintenance services on all operational equipment through TPM, planned scheduling and overseeing the adherence and timely completion of work carried out.

Duties and Responsibilities

- Spearhead the development and implementation of best practice Maintenance vision, strategy policies, processes and procedures to aid and improve operational performance.
- Develop a Total Preventive Maintenance (TPM) schedule, ensure full preventive maintenance is carried out, plan in missed maintenance activities, and lead the team to deliver effectively.
- Optimize equipment according to standard procedure, enhance performance and product quality, ensuring the achievement of all Key Performance Indicators (KPIs).

- Manage, coach and develop a highly performing Maintenance team that meets agreed objectives, and which delivers best practice results, added value and continuous improvements to the business.
- Provide technical support to production teams to ensure smooth and uninterrupted operations.
- Investigate and troubleshoot process and equipment failures and implement corrective actions.
- Prepare the annual Maintenance budget and forecasts and all Capital Expenditure proposals as well as ensuring compliance with legal standards.
- Enforce all Safety rules by ensuring maintenance technicians in their sections are adequately instructed on safety procedures and hazard communications, lockout/tag out, emergency evacuation and on personal protective equipment use.
- Lead the section to comply with Health & Safety regulations, Quality and Environmental standards, and all other Company policies and procedures.
- Develop and timely share accurate monthly maintenance reports to the management for review and decision making.
- Adhere to daily and weekly checks to ensure smooth operation of site and equipment (molds and machines).
- Supervise the service contracts implementation for the function's utilities and ensure the records of each service are kept and shared with the management as well as follow up on the timely renewals of the contracts.
- Setting, Monitoring, Controlling and Adherence to Maintenance Key Performance indicators by Quickly solving any situation that requires corrective work to avoid downtime that minimizes productivity.
- Perform project assemblies for new equipment implementation or plant improvements. Advise the management on new projects, new machines, installations or premises improvement in the Company.
- Exchange ideas and enhance operations by suggesting, encouraging, and putting into practice continuous improvement initiatives as well as process and procedure enhancements to maximize outcomes and raise delivery quality to meet company and customer requirements.
- Stay current and up to date on any changes that may affect the supply and demand of needed products and materials and advise the business of any impact

Role requirements

- Minimum of a Degree in Electrical or Mechanical Engineering.
- Minimum of 5 years' experience in maintenance of injection and blow moulding machines.
- Must be a registered and active member of the Engineers Board of Kenya.
- Experience on Lean Manufacturing practices e.g. Kaizen, Lean Six sigma etc
- Experience in automation of PLC SCADA ,strong PLC programming skills i.e Siemens, ABB and Allen Bradley is an added advantage.
- Experience developing/implementing preventive and predictive maintenance processes is highly desirable
- Excellent analytical and problem-solving skills.

- Strong communication and interpersonal skills.

How to Apply

Interested applicants should fill in a pre-screening form on the links provided below and forward copies of their application letters, academic and professional certificates, testimonials and up-to-date curriculum vitae to jobs@haco.co.ke. Applications should reach us not later than January 25, 2024.

All applicants should state their expected remuneration and indicate their contact details.

Accountant – Costing & Analysis - <https://forms.office.com/r/FvTeqAyqz4>

Assistant Operations Manager - Maintenance - <https://forms.office.com/r/t6RUsgmJbc>