



## **GENERAL MANAGER: PRODUCTION (FARMING)**

### **ORANGE RIVER REGION, NORTHERN CAPE**

Dole South Africa, a leading fruit exporter and producer is recruiting a General Manager: Production (Farming) to add to the groups' human resource talent pool. The Dole Food Company is an international producer and marketer of fresh fruit, vegetables, and value added products.

Based in the Northern Cape (Upington / Augrabies area), you will be the executive head of the Dole Farms in the Orange River Region which currently produces and packs mainly export table grapes, citrus and raisins. You will report directly to the Managing Director of Dole SA. Our farms consist of 6 production units which are geographically spread along the Orange River. The total production hectares of these owned and long-term leased farms are approximately 500 hectare.

#### **Minimum knowledge and experience required to perform this job competently:**

##### **Education and Minimum Experience:**

Relevant Tertiary qualification in Agriculture, accompanied by at least 10 – 15 years table grape experience at farm production, packing and management level. Exposure to the relevant fruit export industry will be beneficial. Proven experience in setting and realigning strategic, operational and commercial business goals and objectives across various production entities in support of the groups objectives is a requirement.

##### **Key Performance Areas (KPA's):**

The key performance areas of the job will include (but are not limited to) the following essential responsibilities:

- Manage the farms according to the Dole Food Company global standards and values
- Lead the farms to successfully implement their strategy
- Increase the value and profitability of the farms to the benefit of all stakeholders
- Develop, implement and manage a sustainable and cost effective tactical marketing plan for the fruit of the farms in conjunction with the Dole SA Marketing Team
- Ensure that the farms attract and maintain the best human capital talent in the industry, within an environment and culture that supports fair and reasonable labour practices
- Ensure that the farms assets are adequately protected and maintained to support sustainable production targets.
- Ensure that decision makers are provided with good management information pertaining to the production and packing and to ensure industry benchmarks are met and exceeded
- Maintain good relationships with stakeholders across multiple levels of the business, industry and community
- Good people management skills across multiple levels, backgrounds and cultures
- Represent the farms at Management level, Board of Directors meetings and Industry meetings
- Travel regularly between our Farms in the Northern Cape and at times internationally

##### **Attributes:**

- Strong persuasive, communication and presentation skills (written and verbal)
- An achievement driven individual with strong negotiating skills
- Good computer software skills
- Strong business skills – backed by sound financial knowledge
- Proactive in planning and problem solving scenarios
- Must have the ability to build high performance production teams from a diverse work force

**Please forward your application and expected remuneration via email to: [albert.van.zyl@dole.com](mailto:albert.van.zyl@dole.com).**

**NB: The appointment will be made in line with our Employment Equity Policy. We will only revert to candidates who have been shortlisted.**

**Closing date for applications: Friday, 16 November 2018 at 12h00.**