



<https://jobs.eagmark.net/job/senior-operations-manager/>

### Description

Victory Farms aims to be the most sustainable fish farm on the planet whilst it scales to feed 2 billion Africans in the coming 2 decades. Currently, VF is sub-Saharan Africa's fastest-growing fish farm and the largest Fish Farm in East Africa. We have operations on the Kenyan side of Lake Victoria and distribution capacity throughout Kenya. The Company has the highest standards for performance, execution, culture, and integrity, with best-in-class talent from across the globe.

### OPEN POSITION:

#### Senior Operations Manager (located in Homabay)

In this role, you will be a senior member within Victory Farms' Farm Operations team. You will report to our Farm Operations Director. Your core responsibility will be to support the Farm Operations Director and oversee key operational and logistics aspects of our Farm Operations. You'll ensure your departments are run effectively and efficiently. You will set departmental targets, track versus them, and ensure the necessary resources are deployed. As Senior Operations Manager, you will oversee our Processing, Lake Logistics, Farm Warehousing, and Environment & Safety functions.

As you run the day-to-day, you will also drive process transformation to support efficiency and our very aggressive growth targets.

### Responsibilities

#### PROCESSING OPERATIONS

Oversee our day-to-day processing operations, ensuring that processing operations are running efficiently and effectively. This includes managing the processing department staff and resources and ensuring that processing targets are met.

Work hand-in-hand with the Quality Control team to ensure all QMS processes and SOPs are tracked to ensure the highest standard of fish is delivered to our branch network

Develop and implement strategies to improve operational efficiency and productivity by developing new processes or procedures, identifying, and resolving operational issues, and implementing quality control measures to ensure processing output meets the required standards.

Set and monitor processing KPIs, and making necessary adjustments to ensure that these KPIs are met or exceeded. You will also work with other departments such as LCs and Sales to ensure the processing operations are aligned with overall organizational goals and objectives.

#### FARM LOGISTICS PLANNING AND MANAGEMENT

- Oversee day-to-day Lake Logistics Operations, by working closely with the Lake Logistics Manager to ensure key targets are met or exceeded.

## Senior Operations Manager

### Hiring organization

Victory Farms Ltd

### Employment Type

Full-time

### Industry

Agriculture

### Job Location

Homa Bay, Nyanza, Kenya

- Work closely with the Lake Logistics Manager to develop and implement strategies to optimize the use of resources, minimize costs, and maximize efficiency. You will also collaborate with other departments such as production to ensure logistics operations are aligned with the overall goals and objectives of the organization.
- Oversee the management of logistics resources such as boats and other equipment and be responsible for developing and implementing safety policies and procedures, ensuring compliance with regulatory requirements, and monitoring key KPIs related to logistics operations.
- Identify opportunities for improvement and innovation to enhance logistics operations.

## **WAREHOUSING MANAGEMENT**

- Develop and implement strategies to optimize warehouse operations, improve inventory management, and minimize costs. You will be responsible for overseeing the receipt, storage, and distribution of items within the warehouse and ensuring they meet the required standards.
- Specifically oversee the management of resources such as staff, equipment, and space within the warehouse. You will develop and guide the implementation of safety policies and procedures, ensuring compliance with regulatory requirements, and monitoring KPIs related to warehouse operations.
- Optimizing processes including deployment of automated tools to simplify the inventory management process.
- Make informed decisions regarding inventory management, order fulfillment, and distribution/issuance strategies.

## **ENVIRONMENT AND SAFETY MANAGEMENT**

- Develop and implement strategies to improve EHS standards, minimize risks, and ensure compliance with regulations; while collaborating with other departments such as Corporate Affairs and Human Resources to ensure that EHS policies and procedures are aligned with overall organizational goals and practices.
- Oversee development and implementation of EHS policies and procedures including risk assessments, incident reporting, and emergency response plans.
- Work closely with the EHS Supervisor in developing training programs on EHS policies and procedures for employees and that they are aware of their responsibilities about maintaining a safe workplace.

## **Qualifications**

- 10+ years of experience in managing operations, logistics, and supply chain functions within an organization.
- Capacity to understand complex operations and challenges, and break them down into problems that can then be tackled and resolved them.
- Attention to detail and data-driven approach to constantly improve operations and

ensure consistency in delivering value to other parts of the business, day in, day out.

- Experience in managing multiple teams across different functions.
- Ability to thrive working collaboratively with both senior colleagues and more junior ones, solving problems independently, and in a fast-paced environment.
- A successful candidate will possess a strong work ethic, the ability to work in teams, intellectual curiosity, and the ability to structure and solve problems.
- Master's degree in operations management, Supply chain, Logistics, or any relevant engineering degree.

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