

# Holland Farming Sierra Leone Ltd

**Job Title:        Agricultural Operations Manager:  
                         Commercial Farming and Sales of Agricultural inputs**

We are looking for an experienced, enthusiastic and results-driven professional to lead our operations in Sierra Leone and to supervise the development of large-scale commercial agricultural projects in the country. As a representative, you will be directly responsible for reporting to the board in The Netherlands. The role will involve managing the team of sales and contracted staff, supervising the commercial cultivation of various crops such as vegetables, tree crop and nursery etc along with the installation of all supporting infrastructure, and managing and negotiating all commercial, financial and regulatory relationships.

The most important dimension of this project is its dynamic nature, and if not the direct experience, the candidate needs to have the characteristics that will provide for success in a remote area with limited supporting infrastructure. A passion for rural agricultural life is essential.

## **Essential requirements**

- Integrity;
- Qualified to at least first degree level, with a minimum of five years of relevant experience;
- A high level of energy, motivation and enthusiasm for development objectives;
- Commercial acumen and an ability to identify and prioritise key business drivers across all areas of the business;
- Experience with managing a growing organisation, and proven skills managing complex people relationships;
- Proven, outstanding leadership and management skills with an ability to assemble and develop a strong team of motivated professionals;
- Outstanding communication and people management skills;
- A high level of initiative;
- Good 'financial literacy'.

## **Desirable**

- Experience with similar operations in a large scale agricultural project and/or NGO related field.
- Preferably experience with the Ministry of Agriculture and Forestry and commercial oriented crop operations, ideally with vegetables and tree crops.

## **Key objectives**

- To deliver on planned and contracted roll-out targets over development phase;
- To optimise productivity and profitability;
- To crystallise opportunities arising from affiliated and supply related business;
- To establish a sound organisational platform for the long term performance, durability and further development of the business.

## **Key areas of responsibility**

- Mentoring, nurturing and building team members to be successful team players in their area of operations
- Providing leadership and guidance to the project team, establishing targets and goals and monitoring performance
- Negotiating and optimising costs and delivery in all areas of supporting and contracted services
- Project management process and managing delivery and project roll-out against plan with emphasis on critical paths
- Establishing and maintaining a robust and effective logistical support function
- Developing and managing appropriate performance measurement and management development systems
- Managing relationships with all the key partners, government, financial institutions and other

stakeholders in the project

- Leading all key high level negotiations relating to for example, port cargo clearance, marketing agreements with key clients, procurements on local markets where necessary etc.
- Maintaining up to date and appropriate succession plans
- Relevant reporting to the directors, investors and business partners

### **About Holland Farming Sierra Leone Ltd**

Holland Farming Sierra Leone Ltd is a privately owned company, owned by Sierra Leonean and Dutch partners. Established in 2007, Holland Farming Sierra Leone is a commercial input supplier for inputs such as NPK fertilizer, Urea, liquid sprayers and a wide variety of vegetable seeds, which are sold throughout the country at fair and competitive market prices.

The company was also set up to support The Ministry of Agriculture Forestry and Food Security (MAFFS) in fulfilling its mandate to improve and support the agricultural sector in Sierra Leone. Holland Farming supports the following business objectives

- Sustainable and affordable supply of agricultural inputs.
- Diversity of its product range
- Affordability of its products through innovative packaging solutions to meet different customer demands and affordability.

### **Employment conditions**

A market conform salary package with a profit-sharing scheme and a company phone. Depending on the area of operation, a motorbike and/or a company vehicle can be made available. There are opportunities for conferences and training possibilities abroad.

### **Interested?**

Please send one A4 motivation letter with a copy of your CV to  
The Managing Partner, Holland Farming Sierra Leone Ltd email: [info@hollandfarmingsl.com](mailto:info@hollandfarmingsl.com)  
Please indicate your present salary range and expected salary. Only shortlisted candidate will be contacted.