



JOB DESCRIPTION

A IDENTIFICATION INFORMATION

- A1 Job title:** Superintendent -Harvesting
- A2 Department/Programme:** Agriculture
- A3 Section/Project:** Kayunga Sugar Project
- A4 Reports to (position):** Estate Manager
- A5 Supervises (Name of Positions)** Supervisor Harvesting,

B JOB DESCRIPTION

B1 Overall purpose of the job.

To program, control, co-ordinate and supervise all agricultural management requirements for sugarcane cultivation, upkeep and harvesting in your division on the Nucleus Estate and maintain the division's sugarcane production, quality and yields that meet the set targets within the budgeted costs.

Key Responsibilities

1.Management and maintenance of agricultural practices

- Manage sugarcane harvesting activities of quality cutting and removal of trash and maintain prompt delivery of clean cane to the factory ready for crushing.
- Oversee quality cane Harvesting of sugarcane using appropriate agronomic applications.
- Maintain a constant vigilance within the Estate for any preventable risks like fire hazards, cattle grazing or disease infestations to the plantation and take necessary preventive remedial action.
- Carryout routine visits to the worker's labour villages in liaison with labour Office to get acquainted with actual activities, Worker's welfare and challenges happening in the Estate.
- Co-ordinate with other Superintendents of the Department to achieve enhanced and cost-effective working relations
- Manage land preparation, planting and upkeep of sugarcane cultivation within your Estate and achieve the targeted production within the budgeted costs.

4.Training

- Carry out on-the –job training for subordinate staff and ensure their motivation

5.Report writing and updating records

- Prepare and submit routine and adhoc reports, statistics and their relevant information concerning the performance of the Division.
- Scrutinize all overtime claims, production reports and returns.

6.Enforcement of safety and health

- Enforce the safety, health and environment policies of the company to subordinates.

7. Other duties



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Perform any other duties as maybe assigned by the Estate Manager/ Management from time to

C Knowledge, qualifications & Experience

C1.1 Education:

A BSc. Degree in Agriculture preferably with a postgraduate qualification in Agronomy, Sugarcane Production, Agricultural Engineering or Economics.

C1.2 Experience, Skills and Competences:

A minimum of at least eight (5) years in Agriculture on medium estate, three (3) years of which should be in Sugarcane cultivation.

SPECIFIC KNOWLEDGE/SKILLS:

Growing & Harvesting of sugarcane and its Agronomy, management and use of agricultural machinery, management of labour-intensive operations, monitoring and co-ordination of diverse activities, elementary cost accounting, good communication skills and Computer Knowledge.

Driving: Basic Defensive driving Skills

Ms Office: A candidate for this position must be proficient in the use of Ms Word, Ms Excel, and PowerPoint, all necessary for the creation of not only visually but verbally engaging materials, reports, presentations, and proposals for Sectional heads and management.