



## **About Us**

At Napas Agro Processors, is an agribusiness company that is dedicated to improve ugandas fruit industry through innovative agro-processing systems and value addition. Since our inception in 2021, we've partnered with over 200 farmers and processed thousands of tonnes of fruits into snap juice. Join us in our mission to transform agriculture and create lasting impact

### **1. Sales & Distribution Manager – Qualifications & Requirements**

Minimum Qualifications:

Bachelor's degree in Business Administration, Sales & Marketing, Logistics, Supply Chain Management, or a related field.

A Master's degree or professional certification in Sales, Marketing, or Supply Chain (e.g., CIM, CIPS) is an added advantage.

#### **Experience & Skills:**

- ✓ At least 5 years of experience in sales, distribution, or trade marketing, preferably in the FMCG or agribusiness sector.
- ✓ Proven track record of developing and executing sales strategies to drive revenue growth.
- ✓ Strong knowledge of distribution channels, market expansion, and territory management.
- ✓ Experience in managing sales teams, setting targets, and monitoring performance.
- ✓ Excellent negotiation, communication, and relationship management skills.

- ✓ Ability to analyze sales data, market trends, and competitor activity to make strategic decisions.
- ✓ Proficiency in Microsoft Office (Excel, Word, PowerPoint) and sales management software (e.g., CRM systems).

Additional Requirements:

- ✓ Must possess a valid driver's license and be willing to travel.
- ✓ Strong leadership, problem-solving, and decision-making abilities.
- ✓ Ability to work under pressure and meet deadlines in a fast-paced environment.
- ✓ Passion for sales, customer satisfaction, and business growth.

How to Apply:

Interested candidates should send their CVs to [info@napas.co.ug](mailto:info@napas.co.ug) by 25th Feb 2025

## **2. Human Resource Officer – Qualifications & Requirements**

Minimum Qualifications:

Bachelor's degree in Human Resource Management, Business Administration, Industrial Psychology, or a related field.

Postgraduate certification in HR (e.g., CIPD, CHRM) is an added advantage.

Experience & Skills:

- ✓ At least 2 years of experience in human resource management or a similar role.
- ✓ Strong knowledge of Uganda's labor laws and HR best practices.
- ✓ Experience in recruitment, employee relations, performance management, and training & development.
- ✓ Ability to maintain HR records, payroll administration, and compliance.
- ✓ Proficiency in HR software and Microsoft Office (Word, Excel, PowerPoint).
- ✓ Strong interpersonal and communication skills to engage with employees at all levels.
- ✓ Problem-solving ability and experience in handling workplace conflicts.

Additional Requirements:

- ✓ High level of confidentiality and integrity.
- ✓ Ability to work independently and as part of a team.
- ✓ Strong organizational and multitasking skills.

Send your CV and cover letter to [info@napas.co.ug](mailto:info@napas.co.ug) with the subject line “Human Resource Manager Application” by 15th February 2025.

### **3. Quality Control Assistant – Qualifications & Requirements**

Minimum Qualifications:

Bachelor’s degree in Food Science & Technology, Industrial Chemistry, Microbiology, or a related field.

Experience & Skills:

- ✓ At least 1 year of experience in quality control, food processing, or a related field (fresh graduates with relevant training may be considered).
- ✓ Knowledge of food safety standards (HACCP, GMP, ISO 22000, US EAS 77, US EAS 12:2014) and quality assurance procedures.
- ✓ Ability to conduct quality tests and inspections throughout the production process.
- ✓ Strong attention to detail and problem-solving skills.
- ✓ Familiarity with lab equipment and testing methods for food and beverages.
- ✓ Good communication skills and the ability to work in a team.
- ✓ Proficiency in Microsoft Office (Excel, Word) for report writing and data entry.

Additional Requirements:

- ✓ Passion for quality and food safety.
- ✓ Ability to work in a fast-paced production environment.
- ✓ Willingness to learn and adapt to new technologies and processes.

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#### **4. Sales Representative – Qualifications & Requirements**

Minimum Qualifications:

Diploma or Bachelor's degree in Business, Marketing, Sales, or a related field.

Experience & Skills:

- ✓ At least 2 years of experience in sales, preferably in FMCG, beverages.
- ✓ Proven ability to meet and exceed sales targets.
- ✓ Strong negotiation and communication skills.
- ✓ Ability to build and maintain relationships with clients, distributors, and retailers.
- ✓ Familiarity with sales reporting, market analysis, and customer service.
- ✓ Proficiency in Microsoft Office (Excel, Word) and sales tracking tools.

Additional Requirements:

- ✓ Must possess a valid driver's license and be able to drive.
- ✓ Willingness to travel within assigned regions for sales and client visits.
- ✓ Self-motivated, goal-oriented, and able to work under minimal supervision.

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## 5. Machine Operator – Qualifications & Requirements

### Minimum Qualifications:

Diploma or Certificate in Mechanical Engineering, Electrical Engineering, Industrial Technology, or a related field.

### Experience & Skills:

- ✓ At least 1 year of experience operating machines in a manufacturing or food processing environment.
- ✓ Ability to operate, monitor, and maintain production machines to ensure efficiency and safety.
- ✓ Basic knowledge of machine troubleshooting and minor repairs.
- ✓ Understanding of workplace safety protocols and equipment maintenance.
- ✓ Strong attention to detail and ability to follow standard operating procedures.

### Additional Advantage:

- Knowledge and experience in handling boilers.
- Experience operating bottle blowing machines.

### Additional Requirements:

- ✓ Willingness to work in a fast-paced production environment.
- ✓ Physically fit and able to work on shift schedules if required.
- ✓ Ability to work as part of a team with minimal supervision.

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