Title: Plantation Manager Function: SARO   
Reports to: Agricultural Director Date: Jan 2022

**PURPOSE**

Assist the Agricultural Director in delivering the budgeted fresh fruit bunches (FFB) to the mill at an agreed cost. Support the delivery of the planting programme and mature upkeep programme according to company and international standards. Develop and implement new plantation agricultural skills and practices to local staff in Nigeria.

**PRINCIPAL ACCOUNTABILITIES**

Actively manage the divisional managers in achieving their targets which are summarized here below:

* Support the achievement of plantation FFB targets within the agreed budget.
* Assist the delivery replanting programme according to best practice international standards.
* Maintain the plantation at the best upkeep level.
* Organize and supervise agricultural workforce to improve outturn and workers productivity.
* Contribute to improve oil extraction rate (OER) by delivering 100% ripe bunches to the mill and arranging for all lose fruit to be delivered within 24 hours of harvest.
* Support the maximisation yields and average bunch weight through appropriate fertilizer application through the perfect adherence to the fertilizer program provided by the Agric Director.
* Respect first in first out management of all plantation stores items.
* Assist with the installation and management of nurseries where and when required.
* Support the execution the planting programme to allow at least 4 months rainfall for seedlings before the dry season starts.
* Control the budget allocated for each operation and ensure expenses are within budget.
* Assist in the training and upskilling of divisional managers to best management practices of oil palm plantation developing skills and capability.
* Support and assist Agricultural Director and ESG teams in the implementation of all environmental and health and safety initiatives.

**KEY MEASURES & TARGETS (Performance Indicators)**

* FFB delivered vs budget
* FFB cost/ton
* Oil Extraction Rate
* Average bunch weight
* Yields per year of planting
* Hectares of palms replanted
* Hectares covered with cover crop (pueraria, calopogonium, mucuna)
* Labour outturn (%)
* Tons/harvester

**KEY RELATIONSHIPS (Internal & External)**

* Area Agricultural Director
* General Manager
* Factory Manager
* Divisional manager
* Nursery chief
* ESG Teams (H&S, Environment, Social, Security)
* External contractors and suppliers
* External consultants and advisors

**DIMENSIONS**

* Area responsibility
* Planted Area: 5000 - 10,000 hectares
* Number of workers per areas: 1500 – 5000
* Operational roads: 400km – 800km
* Direct reports: 3-6

**KNOWLEDGE & SKILLS**

* Degree in agronomy or bio-engineering or equivalent subject.
* Relevant professional experience in a similar role and environment.
* Knowledge and experience of agricultural operations, imperatively in the plantation sector, in Africa.
* Management/ supervisory skills and experience of managing agricultural teams an advantage.
* English language essential.
* Results focussed with the resilience to deliver in a challenging environment.
* Strong communication and interpersonal skills and the ability to work in cross cultural environment.
* Good IT skills.
* Knowledge of local languages an advantage.