

# We're Hiring!

Ubombo Sugar Limited is a subsidiary of ABF Sugar, a division of Associated British Foods Plc (ABF), diversified international food, ingredients and retail group operating in 52 countries. Ubombo is a leading Sugar and Energy business employing over 3500 people.

## The Job

Applications are invited from suitably qualified and experienced candidates for appointment to the above position that has arisen in the Business Improvement Function, reporting to the Managing Director.

The main purpose of the job is to act as overall Programme lead for the Delivery of the business strategy change programme – The Must Win Battles and consolidate, prioritize, set up and structure all initiatives, including the integration of the Capital programme driving long-term company performance to full potential.

## Key Performance Areas

- Facilitate the development of the business strategy as an input into the overall business plan
- Actively facilitate 'thought leadership' by working with the Managing Director and Executive to continually challenge the development, prioritisation and execution of the business strategy
- Lead the definition and management of the integrated 5YR strategic planning process and input into the 5yr business plan
- Develop the overall programme vision
- Make day to day decisions as needed and escalate substantial decisions to the Managing Director
- Ensure interdependencies are identified and co-ordinated
- Ensure the organisation is clear on priorities and it has the appropriate number of workstreams on the go at any one time
- Align the business culture to focus on delivery and hold functions to account
- Deploy resources to deliver most value cross functionally
- Ensure initiative owners are empowered
- Promote, role model and coach change management across the business
- Provide a consistent and single view of the progress with timely reporting to key stakeholders
- Help the teams frame issues, develop business cases, define success factors, KPI's, key milestones and generate roadmaps
- Identify and resolve issues
- Change culture from silo mentality to cross functional working
- Challenge workstreams on milestones/ timelines and results - Be a critical friend to the business
- Deliver good return on investment (return on capital employed) for all capital projects
- Ensure business compliance
- Invest best value for reliability
- Make decisions on most appropriate strategic projects aligned to Must Win Battles
- Promote and adhere to ABF Sugar's procedures, policies, and guidelines, including, without limitation, those relating to SHERQ, Competition Law and Anti-Bribery and Corruption
- (ABC).

## Business Improvement Head (Executive Role)

## Job Requirements

- BSc in Engineering (Industrial or Mechanical) or related field
- Master's degree (MBA, MBL, etc)
- Relevant professional certification in continuous improvement (Project Management, Lean Six Sigma, etc)
- 8-10 years experience in senior executive roles and similar environment
- Extensive knowledge of performance improvement programmes including identification of opportunities and risks.
- Proven experience of change management and its application within project management.
- A proven track record of successfully implementing business transformation initiatives and driving change
- Ability to establish pragmatic value adding governance programmes.
- Ability to influence at the most senior levels as well as work across a range of cultures & work levels.
- Business focus and understanding, as well as operational credibility.
- Ability to build relationships, partner with our businesses and have a track record in delivery.
- Project management capability expert.

## The Rewards

The position offers a competitive package, commensurate with qualifications, experience and value – add.

## How To Apply

Applications with detailed C.V, copies of qualifications, and names of two referees, marked "**Business Improvement Head**", must be forwarded to the Human Resources Head or emailed to [Recruitment@illovo.co.za](mailto:Recruitment@illovo.co.za) on or before **15 January 2026**.

If you do not receive correspondence after 21 working days from the closing date, please consider your application to have been unsuccessful.