



Request for Expression of Interest to Conduct Functional Review

 Salima Sugar Company

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 Open until 2023-11-17 (1 year ago)

BACKGROUND OF SALIMA SUGAR COMPANY LIMITED

Salima Sugar Company Limited (SSCL) is a limited liability Company incorporated in Malawi under the Companies Act with postal address P.O. Box 200, Lilongwe whose Head Office is situated at Plot 588, Area 3, Lilongwe.

SSCL is a joint venture between Greenbelt Holdings Limited and AUM Sugar and Allied Limited (AUM SAL). The company's business is the development of sugar plantations and the production of sugar and byproducts for the Malawi and export markets.

THE TASK

Salima Sugar Company invites qualified registered Organizational Development Expert Companies to undertake a functional review that will lead the Company to successfully achieve its efficiency and effectiveness and ultimately attain its potential.

SCOPE OF THE WORK

The consultant will specifically carry out the following:

- Perform a critical analysis of the operations of the company and recommend an optimal functional organization structure to optimally execute its operations
- Recommend relevant departments critically assessing and mapping their responsibilities and relationships between departments
- Develop job profiles for all the recommended positions
- Assess qualifications and experience of existing staff and make recommendations for placements.
- Propose a pay structure that optimizes the value for money for the Company
- Mapping the skills requirements for the departments and assessing the gaps therein
- Developing a skills gap resolving strategy as well as recommending a skills transfer policy in consultation with relevant government departments
- Identify responsibility and accountability for compliance with policies and recommendations of the forensic audit
- Develop all relevant policies for the efficient and effecting running of the company
- Recommend optimal corporate governance policies and structure for the Board.

QUALIFICATIONS AND EXPERIENCE OF THE CONSULTANTS

The team leader should have a Master's Degree in Human Resources Development or a related field with more than 10 years of experience handling assignments of a similar nature

One member of the team with an MBA with experience in developing and successfully implementing turnaround strategies

Ability to work under pressure with tight timelines

Those with exposure to managing multi-racial working environments will have an added advantage.

SUBMISSION

Detailed proposals should be submitted **by close of business on 17th November 2023** in sealed envelopes to the following:

**The Executive Chairman,
Salima Sugar Company,
P.O. Box 200,
Lilongwe**