

CERTIFIED ELECTRICAL TECHNICIAN

Browns Plantation Rwanda Limited is an international agricultural company and part of Browns group with operations in Asia and Africa. In Rwanda we are Rainforest Alliance Certified with an 800ha tea estate which started growing teas in 2017 and kibeho Tea factory that process and export tea since 2024. In addition to owning our own estate, we also support more than 3000 small farmers in Nyaruguru. As a large agricultural operation, we employ an average of 2000 permanent and temporary employees and offer dynamic career experience. We take a long-term approach, investing in innovative and sustainable practices that deliver responsible growth, with keen focus on meeting the needs of our customers and consumers and protecting the environment, and making positive impact on people's lives. We invite expressions of interest candidates with relevant experience who are encouraged to apply for the following position.

JOB DESCRIPTION - CERTIFIED ELECTRICAL TECHNICIAN

RESPONSIBILITY SCOPE

- Responsible for safe operation in the electrical workshop and OHSE (Occupational Health, Safety and Environment) in all the sections.
- Ensure adherence to the Quality policy and factory HACCP. Responsible for Electrical shift operations in the Factory, ensuring that the set productions parameters and targets are achieved. Responsible for Electrical team, ensuring that the company policies, training, and discipline are observed all the time by the team.
- Responsible for proper use and care of assets in the electrical section and the factory.

FACTORY RESPONSIBILITIES

General Operations

- Ensure proper care of factory assets in the Electrical section through proper use and accountability as per the company policies and guidelines.
- Ensure safety, security and upkeep of all machinery, stocks and assets in the Electrical section.
- Oversee the day-to-day operations in the electrical section ensuring that productivity and efficiency are optimized
- Always ensure proper upward/downward communication.
- Report maintenance requirement to management for the factory machinery and buildings, including housing
- Keep abreast with all new technology covering hygienic tea processing, consumer and customer focus, maintenance and energy usage and make proposals for implementation where appropriate Document innovative ideas from the electrical team for the business development.
- Be conversant and train the electrical team on statutory requirements, union collective agreements and company policies

Production and planning

- Lead the Electrical team in accordance with the laid down quality standards to ensure that tea is manufactured in conformity to the prevailing market requirements
- Ensure uniform implementation of best operating practices in the electrical section
- Monitor and ensure that electrical Key Performance Indicators (KPIs) are achieved and discussed with the team.
- Ensure Electrical section data are accurate and updated.

Policies and company guidelines

- Lead implementation of all company policies in the electrical section and ensure employees comply and report any breaches of the policies to management immediately.
- Ensure that all protective clothing and safety equipment is fully serviceable and properly used for the health and safety of all electrical section employees.
- Ensure that TPM and RA standards are applied, and audit recommendations are implemented in the electrical section.
- Ensure good industrial relations in the electrical section by ensuring compliance to the COBP, CBA and all relevant labour laws and in consultation with the management, participate in disciplinary cases as may be required.

- Carry out specific projects and tasks in the electrical section, factory and the company as may be required by management.

Personnel and training

- Train electrical section team to the required level of proficiency in the electrical operations to meet the present and future needs of the business. (SHE, FQA, SOP, HACCP, GMP/GQR, RA TPM)
- Prepare and discuss work plan targets and standards with the electrical team ensuring that these are fully understood and reviewed annually.
- In consultation with management, plan and fulfil the training needs for the electrical team

QUALIFICATIONS (minimum for this post)

- Certificate in electronics, Electrical Engineering or their equivalent with 2-4 years' experience in tea processing.
- Certificate in Certified Electrical Engineering or Certified by RURA as Electrical technician in Class **B** and above
- Must have ability to pay attention to details in manufacturing with a bias for quality.
- Must have good communication and interpersonal skills.
- Must work with minimum supervision.

RELEVANT INFORMATION REGARDING THE JOB POSITION

Job Title: Certified Electrical Technician

Location: Nyaruguru, Rwanda

Reports To: Maintenance Manager

Number of Position: 1

SPECIFIC WORK INSTRUCTIONS

- Carry out the correct procedure for starting up the electrical devices, making sure that all the necessary checks are done as indicated on the Sop.
- Maintain electrical operation shift sheets/records for all the electrical devices that are in operation during the shift.
- Always ensure cleanliness and good housekeeping in the electrical workshop.
- **Equal Opportunity Statement:** We are an equal opportunity employer and value diversity in our company. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status.

Application Process

- Interesting candidates who meet above qualifications should send their application letter and CV to rwanda.hiring@brownsplantations.rw on or before **16th January 2026**
- In the subject of the email, quote the job title as per advertisement.
- No Manual Application shall be accepted
- Only short-listed candidates shall be contacted.

MUNEZERO Harriet
HR Business Partner


