

## Factory manager at a Veris company

### Our vision and companies

Veris' portfolio consists of companies producing high-quality, consumer food products with the greatest care. We have a proven track-record in building successful companies by providing long-term capital and hands-on support. Our mission is to make a positive impact on food security in Sub-Saharan Africa through developing a strong and competitive private food sector.

Our companies produce food from locally sourced products, which are processed according to the highest standards. We are looking for an experienced, hands-on Factory Manager to lead the processing facility at one of our companies in Sub-Saharan Africa.

### Factory Manager

The Factory Manager will have full responsibility for operations, people, and assets, with a strong focus on product quality, process reliability, and machine- and facility management. This role requires a leader who combines **operational discipline** and **a strong sense of entrepreneurship**, with skills in hands-on factory leadership, team development, quality improvement, and planning.

- Manage and develop the factory management team and workforce
- Actively troubleshoot and resolve operational issues, taking hands-on responsibility for product quality and process reliability
- Analyze, standardize, and continuously improve manufacturing processes to increase capacity, efficiency, reliability, and yield.
- Lead and execute the operational roadmap to sustainably scale processing volumes while safeguarding product quality, food safety, and cost efficiency.
- Ensure the highest standards of product quality, food safety, and HSSE (Health, Safety, Security & Environment) across all factory operations, incl. monitoring and enforcing quality control procedures.
- Lead CAPEX and technology upgrade projects for processing, from cost-benefit analysis and equipment selection to FAT, commissioning, and handover.
- Control budgets, reduce costs, and coordinate raw material supply, logistics, and stock management.

### Qualifications

- An ambitious and resilient professional, ready to take on significant responsibility and a career-defining experience.
- At least 5 years of relevant prior experience and educational background, for example as a factory manager, maintenance manager, or site/production manager.
- Leadership experience (e.g. team lead or supervisor in a production or manufacturing environment).
- Strong interest in working in a rapidly developing country, where not everything is yet fully structured (experience is not required, but affinity is essential).
- A fast learner who embraces new challenges with enthusiasm, while being able to distinguish priorities.



- Excellent communication skills, both written and verbal, in English and Dutch.
- Highly structured, detail-oriented, and results-driven.
- A stable and confident personality, comfortable with change and ambiguity.
- Strategic thinker with a proactive, hands-on mindset.
- Willing to commit for the longer term.

### **We offer**

- A competitive salary and other benefits
- Working closely with an ambitious and committed team
- A career-accelerating role with steep learning and growth opportunities
- High level of ownership and autonomy in running the factory
- A dynamic role in a rapidly developing context where no two days are the same

Interested? Please send your CV to [vacatures@verisinvestments.com](mailto:vacatures@verisinvestments.com)