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At Bayer we're visionaries, driven to solve the world's toughest challenges and striving for a world where 'Health for all, Hunger for none' is no longer a dream, but a real possibility. We're doing it with energy, curiosity, and sheer dedication, always learning from unique perspectives of those around us, expanding our thinking, growing our capabilities, and redefining 'impossible'. There are so many reasons to join us. But if you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.

## Crop Science - Warehouse Manager, Zambia (JO-2301-632)

### Role Purpose

This role is responsible for coordination of warehousing and distribution activities for finished goods i.e. seed and crop protection (CP) products in Zambia, to ensure timely and cost efficient delivery of products to customers. The responsibilities of the role also include resource planning, budgeting, people management, building collaboration with affiliate functions, driving safety standards, implementing controls, regulatory and policy compliance, and vendor management.

### Key Responsibilities and Tasks

// Responsible for the warehousing and distribution of seed to Sub Saharan Africa markets, as well as the management of warehousing and distribution activities for seed and crop protection products for the local market in Zambia.

// Responsible for the execution of the daily warehouse and distribution plan including ensuring operational availability of all equipment, planning of daily tasks, co-ordination of inbound and outbound goods, and management of storage.

// Contribute to the development of strategies for distribution and warehousing, inventory management, transport and HSE, as well as challenging systems and procedures to continually improve distribution and warehousing processes.

// Maintaining proper stock control, reducing stock write offs due to stock redundancies/damages through proper stock rotation (First Expiry First Out), and ensuring proper stock handling and storage practices to prevent deterioration of stock quality.

// Ensure a safe working environment by enforcing all HSE requirements and standards including in storage of hazardous materials, maintenance of good

housekeeping standards, safe practices in operation of equipment and machinery, appropriate use of PPEs, compliance with HSE training programs and certifications, and incident reporting and resolution.

// Complete monthly inventory control and cycle counts, ensure yearly sampling procedures are carried out as per SOP, and oversee fumigation preparation and restacking activities.

// Coordinate and execute auxiliary warehouse activities regarding D&O /expired stocks handling, exceptional labelling, re-labelling postproduction, complaints and returns handling, waste management in line with country-specific regulations and in collaboration customer interaction and marketing teams.

// Contribute to preparation of yearly budget for relevant cost centers, control expenses and ensure cost optimization in all distribution and warehouse activities.

// Tracking and report operational performance measurements (KPI's) monthly in order to optimize order and logistics fulfillment and drive operational excellence within the warehouse and distribution function.

// Manage all carrier activities including carrier agreements, tariffs and queries, and contract delivery.

// Lead, develop, steer performance of warehouse team as well as temporary labour.

// Support ad hoc operational activities

### Qualifications, Skills and Competencies

// A minimum of a university undergraduate degree in business or logistics.

// A minimum of 7 years of experience in warehousing and logistics, environment with at least 3 years of team management experience. Experience in the agriculture sector is an added advantage.

// Excellent planning and organization skills  
// Strong judgement and decision-making skills  
// Networking and relationship management skills  
// Results orientation  
// Available to travel monthly to Mkushi

// Strong people management skills

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**Application period:**

17 January 2023 - 1 February 2023

**Position grade :**

VS1.1

**Employment type:**

Permanent

**Location :**

Lusaka, Zambia.

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**Contact us**

Telephone +27 11 921 5700

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