

# Pare Excellence

Personnel Practitioners:  
Food, Beverage, Packaging,  
and Agriculture

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**We guide, recruit, and select professional, technical and managerial experts for the Food, Beverage, Packaging and Agricultural industries country wide, into Africa, and the Middle East, and will understand your specialised needs.**

**Positions become vacant on a daily basis and are updated daily on our website. For a wider selection, consult our website [www.parexcellancehr.co.za](http://www.parexcellancehr.co.za)  
Mariana Wait du Plessis (011) 888-3433**

**'info@agriworldsa.com'**

## **A – LABORATORY**

### **SENIOR VETERINARY TECHNOLOGIST**

R200-240 000 ctc

N.D.Vet.Tech/Biotech.;MS Office; 2+ yrs' experience on cell culture & vaccines/advanced cell culture techniques/registered and autogenous vaccine/medicine production for animals/propagation & cultivation of viruses in Mammalian Cell Lines/ quality mngt/SOP/knowledge of Bioreactors advantageous.Assist in compilation/adherence to monthly/annual dept. budgets/plan/maintain raw materials/consumables/plan/manufacture viral antigen on mammalian cell culture as per SOP/quality specs/ volumes/maintain minimum stock levels as per schedule/performscale-up studies/troubleshooting for CI titre yield/antigen volumes/reduced production costs.Cntl plant cleaning/hygiene/waste mngt as per principles/ maintain QMS/ISO 9000/biosafety/ensure own practices are compliant with OHSA/complete spreadsheets/analyse data to CI processes/take proactive actions/investigate antigen out of spec/review SOP/investigate/report on deviations, monitor/prepare/ensure service/preventative maintenance of equipment/assist in planning/design/construction / commissioning of new equipment/process trends as required by QA and Production/assist CAPEX application.Mngt staff/training/discipline/solve problems/overtime/evaluate performance/development for improved performance.  
Gauteng D0314 MARIANA 011 7828217

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### **Q.A. MNGR PHARMACEUTICAL/VETERINARY PRODUCTION**

R400-630 000 tctc

BPharm/BSc Vet/Food Sc; BTech.Quality Mngt/Dip TQM;ISO 9001 Lead Auditor; MS Office; 10+ yrs QC/QA/ Lab Mngt pharm./vet/cosmetic/food mnfc. 3-5 Yrs Q.A. mngt/tasks performance/discipline/projects/implement & validation ISO 14 000/ISO 18000/OHS Act/SPC analysis/ISO 9001 implementation & certification/GMP audit/documentation systems/laboratory equipment calibration/validation/maintenance, mngt/cntl budget Quality Dept /QMS/ SOP/docs/ methods/compliance ISO 9001/GMP, neg./dev./signoff Technical Quality Agreements, maint/ mngt TQM/investigate complaints/NCR with line mngt/RCA/CAR/ PAR/closure/adherence, assess quality risks/ complete risk mngt plan/annual QMS reviews, update/implement/improve SOP Q.A. processes/review co. policies/ BOP for compliance/ establish Master Validation plan/compile validation methods all critical mnfc processes/ maintain Site Master File/Quality Manual. Staff mngt/discipline/train in all areas to maintain quality standards/ staff competency/Training Master Files. Collaborate/advise mngt to identify/select SOP/projects inclusion in CI/ quality/safety strategy initiatives/report status of compliance to regulations/standards of studies/operations/ facilities to Snr Mngt. Gauteng D0315 MARIANA 011 7828217

## **B - QUALITY CONTROL/ASSURANCE (Q.C./Q.A.)**

## **QUALITY AND FOOD SAFETY MNGR, WESTERN CAPE**

R300 – 360 000 tctc

N.D./Adv.Dip./B.Tech./B.Sc.Food Sc;FSSC 22 000 v5;Comp.Lit; 3-5 years' vegan produce experience QA Mngt of sensory evaluation/QMS/FSMS/BRC/SHE/GAP/SQA of nutritional food/beverages for the local and export market.To implement/train/maintain/documentation cntl/auditing/ continuous improvement FSSC 22 000 v5/QMS/SHE/pest cntl/CMS/RMS/SOP/food laws, liaison suppliers/supermkts/export mkt/complaints/NCR/RCA/CAPA/BOM/recommendations of raw materials/food ingredients/packaging materials/extensions/NPD of processed produce.Mid.Jan.'22. Western Cape country.C1201 MARIANA 011 782-8217

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## **FOOD SAFETY CONTROLLER**

R84-104 000 tctc p.a.

English Sc.Gr.12/N.D.Food Tech/Cons Sc Food & Nutr/Biotech;Comp.Lit/Meat Matrix;1-3 yrs' QC/ food safety on perishable food/meat as per legislation;ensure promotion of FSMS and QMS of raw material/WIP/finished product/ labelling/packing/maintenance/dispatch/staff maint.housekeeping/cleaning/sanitation/highest hygiene standards in workplace/manufacturing/storage,train staff on SOP policies/assist supplier visits/audits,part HACCP team/ensure GMP/HMS/daily organoleptic eval./check water temp./chlorination/truck temp./cleanliness/loading/off loading/ traceability/batch no.of loads/sampling raw material,pro-active reaction/response to problems/corrective action,ensure highest quality products/customer specs/check temp.chillers/freezers daily/no unwanted items/stock dates spacing/ rotation FIFO,ensure all forms/docs on factory floor/HSM docs completed correctly/up to date/checked/signed by dept.heads/HACCP office,report any problem with product/temp./machines/ incorrect handling/storage to mngt of meat processing/packing plant.Eastern Cape country. D0407 MARIANA 011 782-8217

## **C - RESEARCH & DEVELOPMENT (R & D)**

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### **BAKING R&D SPECIALIST**

R480-780 000 tctc

BTech/BSc.Food Sc.;Continental Master Baker/AIB Baking Sc.; 6 + years solid baking plant exp research/NPD/line extensions/CI industrial value-added baking/bread/pizza/ flatbreads/laminated dough/ frozen dough with proven recipe/prototype/ product/process/packaging design/development/ commercialisation, Speed to Market/verbal/written/presentation skills. Set up/operate/maint pilot lab./research lab. equip, ensure R & D team/clients understand business strategies/plans/keep abreast with trends/new packaging systems/methods/baking ingredients/processes, conduct multiple research/development/shelf life/storage/problem solving projects/analyse measurements/ statistical analysis/research findings/keep detailed records/be aware of product/process patentability/report to R & D team/GM R&D/stick to plans/budgets/ time lines/equipment/quality/ sanitation/safety/integrity, provide technical support/ lead inter-disciplinary project team/train/ supervise/implement innovative/practical/ modified ingredients/formulations/processes/ commercialisation/ensure client satisfaction. Gauteng C0601 MARIANA 011 7828217

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## **D- TECHNICAL/SCIENTIFIC (A & B & C)**

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## **E – AGRICULTURE**

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## **F - SPECIALIST FOOD/BEVERAGE PRODUCTION**

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### **CONTRACT PRODUCTION/G.M. BEVERAGES**

R470-675 000 tctc

ND/BTech./BSc. Food Sc.;Comp.Lit; 10 years' beverages experience plan/control formulations/production/packing/maintenance beverage plant; prepare budgets/forecasts/plan/report on PLC production & packing/ingredients/packaging material/maintenance/staff,maintain/docs cntl/ CI of QMS/EMS/ FSMS/SHERQ/OEE/pest cntl/deep cleaning/effluent,liaison clients/R & D/ formulations/recipe/process development/writing up specs/parameters, recruit/select/train/delegate/ discipline/performance evaluation of (semi-)skilled staff, complaints/NCR/RCA/CAPA/raise concerns. Liaise M.D..Produce energy drinks/flavoured water/carbonated drinks in plastic bottles and cans.5 Day week. Subsidised housing. Start Nov.'21. Neighbouring country. Passport C0903 MARIANA +2711 8883755

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### **WHEAT MILL MNGR EAST AFRICA**

R905 000 tctc Tax Free

Adv Grain Milling Tech & N6/N.D./BSc Elec./Mech.Eng;Wheat Miller(W-A);MS Office/ERP;10-15 yrs' hands-on exp. Wheat Mill Tech/Mngr,incl exp on Buhler equip & Millwright/Electron/baking in commercial mill, plan supplies/grain silos/stock levels/batching formulations, plan/cntl/eval. grain cleaning/conditioning/ops of mill/settings/extraction/ packing, cost cntl,plan/cntl/eval/record PM/ repairs/critical spares to ensure availability/minimise down time/efficient usage/buildings/grounds, eval.implement/audit/docs cntl quality/hygiene/ sanitation/ISO/HACCP/OSHA 18000/GMP/SOP standards,plan/train/delegate/discipline/eval.staff.24/7 plant.Tax free/house all/car/medical/air tickets. No overtime paid. 2 yr contract renewable. East Africa.C1014 011 888-3755 MARIANA

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### **(SHIFT) WHEAT MILLER**

R330-410 000t ctc

Gr12(Afrikaans);Wheat Milling Tech (W-A); Fumigation; Comp.Lit;5 yrs' exp of which 2 yrs' exp as Apprentice Wheat Miller/ laboratory analysis. Support Production Mngr/implement production plan/ achieve set targets/work with/manage people in production/ensure work instructions carried out/excecute/supervise milling activities/optimal utilisation resources to deliver a constant high-quality product. Ensure mill operate within quality/extraction parametres/cntl & optimise people/manage downtime/efficiency/ maintenance mill/machinery/equipment. Effective mngt mill/input quality raw material/ production/mix back/extraction/mill gains/down time/house keeping/admin part of FSMS/ safety team/ensure safety/health/hygiene/pest mngt/conduct laboratory tests/analysis/record mill data/plan hygiene/fumigation. Shifts when required. Drivers' Lic./own car. Free State D0304 MARIANA 011 8883755

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## **G - FOOD, FEED & BEVERAGE PRODUCTION**

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### **PRODUCTION MNGR MEAT**

R600-800 000 tctc

Dip/B.Sc./BCom. Production Mngt/Ind Eng./Operations Mngt;MS Office/Excel/PowerPoint/Matrix, AX;HACCP; Proj. Mngt; strong English; 10 years' meat plant processing exp planning/packing/QA/FSMS/ GMP/statistical & analytical report writing on production/KPI of perishable food/primal meat cuts/value-added/ cooked/processed meat & packing. Neg./mngt/plan annual production/ oversee budgets/new product costing models/product cost mngt/mngt accurate

production numbers/timescales with clients/production lines/management/shifts, dev./manage SOP/ quality of production/minimise/eliminate waste, create/implement organisational/production changes on operative level/grow business/revenue by making changes to products/ production lines to enter new markets/grow existing territories, manage suppliers/ensure quality/availability/order raw materials/manage stock movements/handle logistics/warehousing/materials used in production, organise/control repair/planned maintenance of production equipment/assess projects/resources requirements, ensure good housekeeping/ everything in place/Health & Safety regulations/QC standards on products developed/ support SHEQ initiatives/objectives, organise training sessions/mngt production teams - contracts/leave/pay in your department, manage all stakeholders/deliver results/meet customer expectations/ensure excellent client experience/reorders. D0203 KwaZulu Natal MARIANA 011 8883755

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### **UNIT MANAGER PASTA**

R400-800 000tctc

B.Tech/B.Sc Food Sc/Eng./B.Com.Bus.Mngt;1-10yrs' exp.pasta machine operator/pasta making/GMP food manufacturing.Prepare/control budgets for production/transport/maintenance,set/review performance targets/KPI/provide support other departments within company;oversee all aspects of Production – Prod. Planning/produce pastas according to unique recipes/equipment/ensure cleaning/Quality/Food Safety/ Health/Safety/Environmental Mngt on site/labour mngt/operational performance/inspect products/adjust method to achieve high quality pasta/liaison suppliers/distributors,and Engineering Manager ensure planned maintenance does not affect production.Drivers' Lic. & car.D0313 Free State MARIANA 011 8883755

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## **H – PACKING/PACKAGING**

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## **I - CATERING & NUTRITION**

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## **J – TRADESMEN/TECHNICIANS**

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### **CONTRACT SHIFT MAINT. TECH. GRAIN MILL**

R700-730 000 p.a. Tax free

N3-N6/ND Electromech Eng; Millwright; 15 yrs' hands-on exp Mechanical/Electrical/ Electronic maintenance/ diagnosis/repairs/projects in large commercial Buhler grain mill/packing plant/similar field/food plant; plan/ mngt budget/plan in advance the list of spare parts needed for the unit/prepare specific/accurate parts request forms/maintain/order spare parts/equipment/record receipts; execute internal construction/planned/ preventive maint/PLC processing/packing equipment/buildings/grounds, including framing/ plumbing/ electricity in cost conscious manner/NCR/RCA/CAPA;CI/OEE/ productivity/ minimise down time/production loss/ malfunctioning; cntl SHERQ/GMP/OHS Act/country/county regulations/ housekeeping; respond to line stoppage/emergency repairs/maintenance calls with urgency/maintain accurate/timely records of work orders/ work performed/preventive maintenance, train production line workers/Technicians/discipline/timekeeping; CI/ provide technical assistance/information/advise systems/processes/reports Mill Mngr; 8 hour x 6 day week, day/swing/graveyard shifts, depending on production needs, starting any day, 24 hour/7 day plant. No overtime; Air tickets/house all./car/Medical included. East Africa. D0401 MARIANA 011 8883755

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## **K – ENGINEERING**

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## **L- ENVIRONMENTAL/LOSS CONTROL/LEGISLATION**

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## **M - SPECIALISED ADMINISTRATION**

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### **COST & MANAGEMENT ACCOUNTANT**

R720-780 000 tctc

BCompt(Hons)Mngt & Cost Acc; SAICA articles;(CTA);MS Office/ERP system/Meat Matrix; 5-10 yrs costing in food plant, fin. acc/risks/HACCP/FSMS/GMP/food factory/2 yrs middle mngt/budget mngt/reviews/monthly reports/Labour/overheads/checklist job specs/SOP/problem solving/CI processing. Dev Standard Cost Model Excel/BOM/products sold/transfer mark-ups/GP% margin/variances/maint. fin. system integrity/ check signal codes/total product costs/info/expenditure/analysis mnfc variances. Mngt bus. transactions/recipes/acc recons/variance follow-ups/Labour/overhead rates/prepare/analyse Production variances/timeous fin. statements/liaise Auditors/stakeholders/BOP fin disciplines/formulate Capex bus. plans. Mngt monthly stock records/month-end close/variances/report submission/stock mngt/ recons stock movement/balances/acc techniques/deviate reports re. waste elimination. Mngt forecasts/ fin. projections/standardised reports/prepare for audits/conduct & report cost review/analysis/ bench-mark/trends/update/follow co. Admin./Fin SOP/policies. GP D0316 MARIANA 011 8883755

## **N – LOGISTICS**

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### **PROCUREMENT & SYSTEMS MNGR, RESTAURANTS**

R420-480 000 tctc

ND/BCom Buying/Hotel Mngt; CompLit/Micros/MRP; 5-10 yrs purchasing exp snr plan/buy/systems food/drinks for franchised delis/QSR/fine dining restaurants/bars. Create systems/BOP stocks on hand/min./max stock levels/cash flows/ingredients/assets/services/lifespan not compromised. Liaison with Ops Mngr/F & B Mngr/Head Chefs plan supply chain/weekly/daily/special events/ bookings for planning model/balance ingredients/deli items/expiry dates/sales needs. Track RTE in chillers/stock in cold storage/ambient stores/FIFO/balances to system records/stock takes/cleanliness/dispatch/no stock is written off/dev. run out plans to minimise write offs for new/discontinued recipes/menus, chair meetings to main. systems/controls/interact Kitchens/Sales/Mkt/Food Safety/ QA/Maint/Projects. Manage cost of recipes/menus/ drinks/ source suppliers new ingredients/SLA/contracts/ensure secondary suppliers for risk mngt/efficiencies with transport/manage relationship with suppliers/certifications/annual price neg key suppliers/accurate procurement kitchen production/critical ingredients/ROI/ cash flows. Prepare suppliers' forecasts/correct orders/lead times/ingredients/drinks on site as per plan/annual supplier performance/set improvement targets. Gauteng D0402 MARIANA 011 8883755

## **O – SALES**

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### **AGRIC. SALES REP./SEED**

R240-360 000tctc

Agric.Std.12(Eng.,Afr.,Xhosa)/Dip.Agric.Crops;Comp.Lit.;3-5 years exp.selling to crop farmers and co-ops;market research/attend agric.shows/develop/maintain client base/telesales/personal visits/sales/technical advice re.cultivars/yields/soil types/fertiliser/insecticides/pesticides/rainfall/ irrigation/planting window/deliveries/insurance/marketing/harvesting/storage. LDV, including benefits. West/Southern Cape. C0308 MARIANA 011 7828217

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**TECH. KEY ACCOUNT SALES MNGR BEVERAGES**

R695-864 000 tctc

N.D. /B.Sc.Food Sc/Food Sc;(N.D./B.Com.Marketing/Sales/Mngt);10 years' exp. QC/

R & D beverages/juices of which at least 5 years' exp. KAM beverage sales to market/sell/ promote health benefits/innovate/troubleshoot specialised ingredients/compounds/ concentrates/emulsions/blends into the beverage industry; strengthen and expand business with existing and new customers to maximize growth and obtain specific volume objectives; strengthen regional footprint growth of beverage portfolio within Gauteng and KZN at multi-level relationships with Key Customers through regular visits;negotiate sales contracts with customers/mngt of customer pricing margins/ assist in driving project pipe line and key projects across the business;provide timely reports and information as required by management, including updates to sales estimates/assist in mngt of inventory within company targets/prepare annual sales budget and monthly sales reports. Gauteng C1004 MARIANA 011 7828217

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**KEY ACCOUNTS MNGR, PERISHABLE FOODS**

R420-480 000 tctc

BTech/BCom Bus Mngt/Mkt/Finance/Sales;MS Office/CRM; 5+ yrs' exp multiple KAM/sales/customer relationship mngt of cold chain food products/principal point of contact between co and customers/ ensure customers have right products/services of quality/sales targets of agents/partnerships/Sales Reps achieved/ID new markets/customer leads/pitch prospective customers analyse data/sales statistics. Develop trust relationship with portfolio of major clients/key customers /supermkt groups resulting in most income/understand their needs/requirements/expand possible solutions/correct products/services delivered in timely manner/serve as link between key customers and internal team/ resolve issues/complaints to maintain trust/use co.resources to dev./implement strategic solutions to achieve clients' long term goals/generate new sales which will turn into long lasting relationships/ increase revenue with retailers. Employee recruitment/induction/training/development/wellness/ motivation/discipline/performance mngt. Communicate between retailers and Advertising/Design/ Mkt/Sales/Logistics Dpts to ensure key clients' need/stock requirements are met.Mngt promotional campaigns/attend trade shows/mkt events. Progress reports/forecasts to internal/ external stakeholders using key account metrics. C1203 Gauteng MARIANA 011 782-8217

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**LABORATORY DEVELOPMENT CONSULTANT**

R420-720 000 Plus Neg.

BSc Food Sc/Agric/Crops/Horticulture/Mkt; 5+ yrs experience selling ingredients/laboratory services to agriculture/food/ beverage industries in RSA & Africa markets. Do market research/develop/control strategy/budget/target market/province/ country; do tele sales/(virtual) presentations on laboratory tests for method/equipment development/trait identification/ purity/diseases/GMO/research/marker assisted breeding/genotyping/data analysis, etc.; needs analysis/costing/ quotations/ follow-ups/internal/client liaison/continuous improvement/diversifications. Develop RSA/African markets. Own Car, Commission/Travel allowance. Gauteng D0403 MARIANA 011 7828217

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**LABORATORY DEVELOPMENT CONSULTANT**

R420-720 000 Plus Neg.

BSc. Food Sc/Agric/Crops/Horticulture/Mkt; 5+ yrs experience selling ingredients/laboratory services to agriculture/food/ beverage industries in RSA & Africa markets. Do market research/develop/control strategy/budget/target market/province/ country; do tele sales/(virtual) presentations on laboratory tests for method/equipment development/trait identification/ purity/diseases/GMO/research/marker assisted breeding/genotyping/data analysis, etc.; needs analysis/costing/quotations/ follow-ups/internal/client liaison/continuous improvement/diversifications. Develop RSA/African markets. Own Car, Commission/Travel allowance. KwaZulu Natal D0404 MARIANA 011 7828217

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**KEY ACCOUNTS MNGR, PERISHABLE FOODS**

R420-480 000 tctc

BTech./BCom.Bus.Mngt/Mkt/Finance/Sales;MS Office/CRM; 5+ yrs' exp multiple KAM/sales/customer relationship mngt of cold chain food products/principal point of contact between co. and customers/ensure customers have right products/services of quality/sales targets of agents/partnerships/Sales Reps achieved/ID new markets/customer leads/ pitch prospective customers analyse data/sales statistics. Develop trust relationship with portfolio of clients/key customers /supermkt groups resulting in most income/understand their needs/requirements/expand possible solutions/ correct products/services delivered in timely manner/serve as link between key customers and internal team/resolve issues/complaints to maintain trust/use co. resources to dev./implement strategic solutions to achieve clients' long term goals/generate new sales which will turn into long lasting relationships/increase revenue with retailers. Employee recruitment/ induction/ training/development/wellness/motivation/discipline/performance mngt. Communicate between retailers and Advertising/Design/Mkt/Sales/Logistics Dpts to ensure key clients' needs/stock requirements are met. Manage promotional campaigns/trade shows/mkt events. Prepare progress reports/forecasts to internal/external stakeholders using key account metrics. Lap Top, Petrol & Maintenance KwaZulu Natal D0405 MARIANA 011 7828217

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## **Q - GENERAL MANAGEMENT**

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## **R - CONSULTANT & CONTRACT / TEMPORARY EMPLOYMENT**

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## **S – INTERNATIONAL**

### **SNR VALUE-ADDED/PROCESSED MEAT PLANT MNGR**

R850-1 000 000tctc

ND/BTech/BSc/BCom. Food Tech/Prod.Mngt/Bus.Mngt; Meat Cutting Tech; Comp.Lit/Meat Matrix, 5+ yrs' exp fresh cut/value-added/processed & packed meat products/at least 2 yrs in management/strong communication skills/understand financial accounts/prepare budgets/do product costings/design & document technical/process improvements. Develop budgets/cntl financial performance/manage all process plant operations/Supervisors/ Storeman/ participate in Exco mngt meetings/co. planning. Plan/ coordinate production/raw/packaging material supplies based on orders/advice Sales/Marketing/visit suppliers/customers as required. With Quality Dept. implement/maintain/audit/docs cntl/CI HACCP/ QMS/Recipe Mngt system/BOM to maintain product quality/control costs/minimise stock wastage/ maximise efficiency. Manage/plan/build/develop/modernise/expand processed meats plant/implement /expand high capacity lines according to demand major product groups. R & D/innovative/CI upmkt/ lower-end products/packaging materials/processes/train 70 staff on new/efficient BOP/SHE for the local tourist/hospitality/supermkt/industrial catering/butchery and export markets. Neighbouring country. D0312 MARIANA +2711 8883755

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