



Country Manager (Iraqi Citizenship is a must)

Food production- Iraq

The Role:

For an established position within (KDDC), which is one of the leading producers of high quality food products in the Gulf Co-operation Council (GCC) Countries, we are hiring a Country Manager. The Country Manager will be responsible for the overall management and leadership of business and manufacturing operations activities in Iraq based on KDD corporate business plans and strategic objectives.

Further, as part of the existing responsibilities the Country Manager shall:

- Lead the implementation of manufacturing initiatives, including strategic resource allocation and applying good manufacturing standards, organization structure, leadership, sourcing and integration, production systems and techniques for improved efficiencies and adherence to best practice.
- Develop manufacturing and operational strategic plans and oversees their implementation to ensure maximum capacity utilization of the manufacturing units towards achieving the group's strategy, growth and profit objectives.
- Formulate policies, programs, and objectives affecting the schedule, quality, and cost of manufactured products.
- Prepare market strategies in line with corporate business plans to meet the business objectives.
- Liaise with distribution entities through close communication; offering services to ease sales achievement (timely deliveries, market visits etc.); granting marketing tools and budgets to support sales; ensure best customer service."
- Ensure implementation of Go-to-market programs for effective market penetration and product availability; planning and formulation of KDD annual calendar marketing and sales strategy
- Preparing annual budgeting of expense, payroll and capex; with all necessary justifications.

The role involves timely communication of programs and initiatives to team for achieving business results, monitoring expense budgets closely and maintain it in line with revenues, measuring productivity of assets and optimize for best results, controlling accounts receivables and collection turnover while taking appropriate corrective action where necessary and ensuring all claims have necessary supporting documents from the distributors.

Qualifications:

The right candidate currently holds a position **with 7 years senior management experience practiced across Manufacturing - Supply Chain - Finance - Management & proven leadership exposure**. A total of 15 years of experience should have been obtained within a dairy, brewery or similar food manufacturing FMCG company.

The critical requirements that the Country Manager must possess:



- Developing and maintaining balanced relationships with Company's internal and external customers while representing KDD at best Business and ethical image.
- Providing leadership, direction for all personnel and enriching relationship of communication within departments.
- Training and developing department staff about sales strategy, business processes and analytics; Assessing and evaluating staffs performance on yearly basis with at least one review per year before the year end Performance Appraisal is due.
- Delegating assignments while following up on achievement leading to success; Coaching staffs to set objectives, to work towards the approved objectives then assess deliverables
- Procuring and analyzing relevant retailers and competitors' information; Determining channel and product strategies for each market

Well versed with proven implementation of Marketing & Promotion Activities with and through sales teams. Part of the job is to seek and report any activity or detected strategy or even pricing policy or activities by the competition by submitting relevant and documented information. The incumbent must be able to review daily/monthly sales targets vs. sales forecast and defined KPI's. More to the point, he should be able to manage the Performance of subordinates in accordance with company standard policies & procedures, manage all local correspondence with business partners and follow up on pending business and financial subjects.

Other mandatory required skill is to review & present volume, expenditure & profitability actual/forecast Vs plan to top management, to identify business opportunities & implement agreed plans to overcome shortfalls to ensure continuous business growth. Furthermore, the incumbent is required to manage all Company's insurance matters including employees and business assets and develop annual business plans for top management to review and approve. He must update all MIS applications on daily basis with necessary reporting of any technical glitches to KDD Head office. Finally, he must maintain full Company legal compliance in front Iraqi laws and regulations and communicate any legal matters to KDD Head office legal department for proper advice and decision. This role requires execution of management directives when required by top KDD management.

We offer:

The total compensation package, which is negotiated individually, is keeping your elevated level of experience and qualification in mind.

Besides salary, we offer housing and car allowance, 30 days of paid annual leave, private health insurance for self and spouse and an annual air ticket for self and spouse. Besides this, a onetime relocation allowance is also paid as well as all visa / logistic cost at origin and destination are borne by the Company.

KDD Head Quarters is in Kuwait with branches across all the GCC countries and Iraq. Established in 1962, The Kuwaiti Danish Dairy Company (KDDC) is one of the leading producers and distributors of high-quality food products in the Gulf Co-operation Council (GCC) Countries. KDD products are distributed across the GCC, Middle East and Levant region with a portfolio of products ranging from 24 diverse types of juices and dairy products, 75 different varieties of ice cream, 27 types of natural fruit juices and fruit drinks, as well as tomato paste. The company's commitment to high quality, development



of its Human Capital, and expansion in various other markets is reflected in the investment KDD continues to commit to in optimizing its various processes, production facilities and adherence to quality control initiatives. For more information, please refer to: **www.kddc.com**