



COMMERCIAL OPERATIONS MANAGER

COMPANY OVERVIEW

Halls is a vertically integrated fresh produce business specialising in the farming, sourcing, packing, ripening, distribution and marketing of a range of sub-tropical fruit, with a primary focus on avocados. With a rich history of over 130 years in agriculture in South Africa, Halls also has operations in the United Kingdom, France, Netherlands, Spain and China.

ROLE DESCRIPTION

The primary focus of the Commercial Operations Manager is to oversee all activities related to the supply chain management and handling, storage, processing, and distribution of fresh produce, including avocado, litchi, kiwi, pecans and other fruit, after harvest to ensure efficient post-harvest operations to maintain product quality, minimize losses, and meet regulatory standards. The role involves managing a team, implementing procedures, and optimizing processes to achieve operational goals.

The position reports to the Commercial Director and is based in Nelspruit.

KEY PERFORMANCE AREAS

- Ensure adherence to international trade regulations, customs laws, and export control requirements.
- Prepare and manage export documentation, including invoices, packing lists, bills of lading, and certificates of origin.
- Coordinate the shipment of goods to international destinations, including working with freight forwarders.
- Monitor shipments to ensure timely delivery and resolve any logistical issues.
- Set and monitor packing and fruit grading standards at packhouses in line with customer requirements.
- Develop and implement operational plans to optimize efficiency and minimize product loss.
- Implement and monitor temperature protocols throughout the logistics chain from packhouse fridges, value-add facilities, inland transport, cold stores and main carriage (sea and air freight).
- Manage the Laboratory team undertaking MRL, maturity and ripening testing and utilise the information to guide the harvesting, packing and supply chain processes.
- Develop forecasting models based on historical data for harvesting and procurement decisions.
- Assess various Accreditation and Regulatory Standards and implement processes to ensure packhouses and growers meet food safety standards and comply with social and environmental standards demanded by the market.
- Analyse QC's and customer claims and disseminate information to affected growers.
- Manage the marine insurance claims process.
- Assess weekly export returns and claims, and confirm pricing for account sales.
- Act as Key Account Manager to allocated growers, regarding market reports, regular communication, physical visits and technical guidance.
- Understanding global market trends (pricing, supply, demand, exchange rate) to give economic steer to team and growers.
- Play a key role in the Sales and Operations planning meetings to improve Supply Chain optimisation.
- Monitor the supply chain: supplier performance, downstream processing and logistics and provide insight to correct quality deviations.
- Supervise inspections where breach of supply chain protocol is evident.

CANDIDATE PROFILE

- Relevant tertiary qualification in Agriculture (Horticulture, Agronomy, Soil Science), or Supply Chain Management.
- Five years experience at a management level with well-developed leadership skills in fresh produce post-harvest management or supply chain management.

- Strong understanding of food safety standards and regulatory requirements.
- Excellent organizational and leadership skills with the ability to manage and motivate a team.
- Strong communication skills to collaborate with internal teams and external stakeholders.
- Problem-solving skills and the ability to make sound decisions in a fast-paced environment.
- Proficiency in using computer software and systems for data management and analysis.
- Knowledge of international trade terms and international multimodal transportations.
- The role may require working extended hours during peak seasons and occasional travel to packhouses or suppliers.
- Experience in exporting sub-tropical fruit / fresh produce is required.

Halls offers a market related remuneration package with commensurate benefits.

If you believe you are suitably qualified for this position and interested in joining a progressive, values-based business, please email your CV to recruitment@halls.co.za. Applications for this position close on 31 January 2025.

Short list candidates will be contacted by 05 February 2025. Should you not have heard from us by 7 February 2025 please consider your application to have been unsuccessful.

HALLS IS AN EQUAL OPPORTUNITY EMPLOYER