



# Zimbabwe Sugar Association

## EXPERIMENT STATION

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### VACANCIES – EXTERNAL ADVERT

The following temporary vacancy has arisen within the Zimbabwe Sugar Association Experimental Station operations. To comply with the Company's new governance framework, employees interested in this position are requested to apply.

<b>Entity</b>	ZSAES
<b>Position</b>	Research Laboratory Technician
<b>Purpose of Role</b>	Ensure effective functioning of the laboratory in the provision of analysis of sugarcane, soil, leaf, water, fertilizer, and pesticides across the entire sugar industry. Supervise students carrying out research, write abstracts and full manuscripts for publication.
<b>Reporting to</b>	Research Laboratory Technician
<b>Grade</b>	CU
<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>• Managing correct use and functioning of laboratory and field equipment in the Analytical, and / or Diagnostic Laboratories that are involved in analysis of sugarcane quality, soils, foliar, fertiliser, pesticides and water namely:</li> <li>• Ensure that the polarimeter, refractometer, ovens, cold digesters and analytical balances are calibrated and in good working order for the analysis of sugarcane for determination of ERC% cane, maturity as well Interlaboratory/proficiency testing among ZSAES, Triangle and Hippo Valley Laboratories.</li> <li>• Optimization, maintenance, method development and calibration of Inductively Coupled Plasma Optical Emission Spectrometer (ICP-OES) and interpretation of spectral data in the analysis of soil, leaf, water, fertilizer and other samples for the determination of major and trace elements.</li> <li>• Maintenance of Atomic Absorption Spectrometer (AAS).</li> <li>• Calibration and verification of Ultra Violet Visible Spectrometer (UV-VIS) and analytical balances.</li> <li>• Operation, optimization, interpretation of chromatographic and mass spec data of the Gas Chromatography Mass Spectrometer.</li> <li>• Carry out periodic service and components replacement of the Carbon, Nitrogen and Sulphur Auto-analyzer.</li> <li>• Carrying out maintenance and servicing of all laboratory equipment by providing instrument engineers with the correct information as to the components to be repaired or serviced.</li> <li>• Providing and controlling laboratory resources and participating in laboratory, greenhouse, and research.</li> </ul>

	<ul style="list-style-type: none"> <li>• Managing the Direct Analysis of Cane (DAC), soil, leaf and water sections.</li> <li>• Managing, supervising, and training a staff compliment of Laboratory Assistants and General Employees as well as ensuring adherence to standard operating procedures, quality control procedures, and to laboratory safety. Amongst which are the following:</li> <li>• Training staff on the operation of new equipment such as AAS, UV-VIS, analytical balances, ICP-OES, C, N&amp;S auto-analyzer and GC-MS.</li> <li>• Training of students from colleges on the principles and operation of analytical instruments such as FAAS, UV-VIS, ICP-OES and GC-MS.</li> <li>• Training employees on the principles of classical and instrumental analysis. (Old and new recruits)</li> <li>• Training of farmers in the correct methods of sampling sugarcane, soil, leaf and water.</li> <li>• Enforcing adherence by Laboratory Assistants and students to established and acceptable high standards of laboratory best practices.</li> <li>• Planning and preparing of monthly, weekly, and daily work plans and assigning work to Laboratory Assistants.</li> <li>• Participate in Laboratory and Mill Audits.</li> <li>• Prepare bi-monthly data for board reports.</li> <li>• Preparation of the departmental budget.</li> <li>• Ordering of laboratory chemicals, and equipment: that is source quotations, write purchase requisitions and purchase orders SAP. Buyer in the Chemistry department.</li> <li>• Participate in the recruitment of staff at ZSAES.</li> <li>• Ensuring compliance with all the laid down Safety, Occupational Health and Environment (SHE) policies and procedures.</li> </ul>
<p><b>Qualifications and Experience</b></p>	<ul style="list-style-type: none"> <li>• A Bachelor's degree in Chemical Technology/Applied Chemistry or Soil Science. An MPhil/MSc is an added advantage</li> <li>• Five years' experience in a similar position at a recognized research station/ institution.</li> <li>• Must have published at least 5 papers in credible journals</li> <li>• Must possess a valid driver's license</li> </ul>

In pursuit of affirmative action towards gender-based equal opportunity employment, eligible female applicants are encouraged to apply.

Applications with a CV, certified educational certificates, and qualifications should be submitted to [wmutatu@zsaes.org.zw](mailto:wmutatu@zsaes.org.zw) on or before 15<sup>th</sup> November, 2024.