



Contract type	CDD 24 months with a 3-month trial period
Location	Lubero industries, North-Kivu
Hierarchy	Management de Virunga Développement
Reference	N°05/VD/2024
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Deadline	18/12/2024

The Virunga National Park, classified as a UNESCO World Heritage site, is the oldest park in Africa. It covers 7,800 km², is home to some of the last mountain gorillas, and is considered one of the most biodiverse places in the world.

To anchor the conservation of the Park in a sustainable framework for the benefit of surrounding communities (5 million people, of whom 70% live below the poverty line as defined by the World Bank), the Virunga Foundation has launched a vast socio-economic development program in the North Kivu Province called the Virunga Alliance. In addition to the conservation of the Park, the VF has established four development priorities: electricity, support for entrepreneurship and development, agriculture, and tourism.

Virunga Development is the company that implements the agro-industrial transformation initiatives and entrepreneurship support of the Virunga Foundation in North Kivu. These factories include a flour mill, a chocolate factory, a biscuit production line, and a soap factory, as well as palm oil presses. They play a crucial role in regional economic development while adhering to the strict environmental standards of the park and international donors. In this context, we are recruiting a **Head of Quality Control**

Mission

- Establish, manage and maintain a **quality control** system (covering raw materials, finished products, processes and services) in accordance with GFSI standards and customer requirements.
- Establish, maintain and propagate a **food safety & quality culture** in accordance with Virunga Group standards and policies as it comes to quality control.
- Lead projects related to the **development of new products**

Key tasks

- **Quality assurance :**
 - Establish, update and implement a food safety & quality manual in accordance with local regulations, Virunga Group standards & policies, GFSI standards and customer requirements.
 - Take the lead in the HACCP risk assessment, the annual HACCP verification, the annual management review and the coordination of the HACCP team. Contribute actively to food defense measures and food fraud prevention.

- Perform internal audits and supplier audits as part of the Quality team. Contribute actively to customer audits and Group audits from the quality control point of view.
- Take the lead in follow-up of non-conformities and ensure effectiveness of non-conformities' handling. Monitor trends and report quality KPIs to site management.
- Strive for continuous improvement through systematic trend analysis of non-conformities, execution of root cause analysis, follow-up of corrective & preventive measures
- **Quality control :**
 - Establish, update and implement a quality control management system in accordance with the food safety & quality manual.
 - Laboratory : Ensure reliable in-house test results through timely maintenance and calibration of lab equipment as well as through regular trainings of the QC team. Guarantee good laboratory practices and repeatability/reproducibility of test results.
 - Responsible for the release of products (including raw materials and packaging) and issuing certificates of conformity (CoC) or certificates of analysis (CoA) upon request of external stakeholders (i.e. customers, authorities).
- **Product development :** lead product developments activities linked to the different food production lines : chocolate, bread, wheat, biscuits.
- **Sensory & training :** Lead the sensory panel, organize sensory trainings for ongoing production and sensory tests for product developments.
- **Team management :** Lead and animate a team responsible for implementing quality control and assurance in the different production site.

Competencies and skills

- A Master's degree in a scientific study
- 3-5 year experience in a similar position in the food industry
- MS Office proficiency
- Fluency in French & English
- Communicative skills (internal, intercompany and external), proactive approach, assertive
- Team player
- A hands-on & continuous improvement mindset
- Good organizationally & reporting skills

Miscellaneous

- The position is based in the northern sector of the Virunga National Park, where the food processing plants are located.
- Accommodation, security and visas are provided by the Virunga Foundation.
- A mix of on-site and remote work is possible depending on job requirements.

How to apply

Interested candidates are requested to send their applications by email only to the following address: recruiting@virunga.org with jgabriel@virunga.org in copy, indicating the following in the subject of the email:

VD/Quality/2024

Other information

- This recruitment is free of charge and no fees can be charged
- Female applicants are strongly encouraged
- The present terms of reference are posted in Goma, Lubero, Mutwanga and in all communities bordering the Virunga National Park (Chiefdoms, ONEM Offices, frequent places of passage etc.).