

Job Opportunity General Manager

Background

Localworks is Uganda's only construction company exclusively focusing on the realisation of green architecture. As part of the Localworks design & build collaborative which also includes a multidisciplinary architectural and engineering design studio we want to be East Africa's leading providers of eco-friendly, healthy architecture. Besides delivering bespoke innovative projects primarily in the educational, cultural and hospitality sectors, we have recently started a product line called 'Eco-Prefab' which offers high-quality, durable, low-carbon prefabricated buildings that can be erected in a short period of time anywhere in East Africa.

The company has adopted a 5-year strategic plan that aims at growing the company from an annual turnover of currently ca. US\$ 1.5m to US\$ 10m. As the General Manager, you will play a pivotal role in driving this growth, by leading the team, driving the business and ensuring the successful execution of projects and the development of the Eco-Prefab product.

Job summary

As the General Manager you will be responsible for overseeing all aspects of Localworks' operations in East Africa. Your primary focus will be to lead, manage and grow our team, develop and implement strategic plans, and ensure the successful delivery of construction projects and manufacturing processes on programme, on budget and to high quality. You will collaborate closely with the Board of Directors and the Senior Management Team to drive the company's vision, foster strong relationships with clients and partners, and maintain the highest standards of professionalism, safety and ethics.

Key responsibilities

1. Leadership and team management

- ▶ Build and lead a high-performing team, providing mentorship, guidance, and support to foster a culture of excellence, collaboration, and innovation;
- ▶ Recruit, train and develop a high-performing team of construction and management professionals;
- ▶ Set clear performance objectives, conduct regular performance evaluations, and identify opportunities for professional development and training;
- ▶ Promote a positive work environment, encouraging teamwork, creativity, and open communication among team members.

2. Financial management

- ▶ Develop and manage the annual budget, financial forecasts, and performance metrics to ensure profitability and sustainable growth;
- ▶ Monitor expenses, revenue streams and cash flow, making informed decisions to optimise financial performance; identify and implement cost-saving measures;
- ▶ Prepare financial reports, forecasts, and presentations for executive management and stakeholders.

3. *Strategic planning and business development*

- ▶ Develop and execute the company's strategic plans, setting ambitious growth targets and identifying new business opportunities;
- ▶ Build and maintain strong relationships with clients, suppliers, contractors, government agencies and other relevant stakeholders;
- ▶ Conduct market research to assess customer needs, competitor analysis, and market trends, adapting strategies accordingly;
- ▶ Identify and pursue new business opportunities, including joint ventures, licensing agreements, and distribution partnerships.

4. *Construction management*

- ▶ Oversee the entire project lifecycle, from pre-construction planning to project completion, ensuring adherence to timelines, budgets, and quality standards;
- ▶ Coordinate project activities, monitor progress, and address any issues or risks that may arise;
- ▶ Implement effective project management methodologies and best practices to optimise efficiency and productivity.

5. *Production management*

- ▶ Oversee the entire manufacturing process, ensuring quality control, cost-effectiveness and timely delivery;
- ▶ Optimise production and installation efficiency, resource allocation, and workflow to meet customer demands while maintaining high standards of quality and sustainability;
- ▶ Collaborate with the design and engineering teams to drive continuous improvement in product design, innovation, and manufacturing processes.

6. *Health, safety and compliance*

- ▶ Establish and maintain a culture of safety and compliance throughout the organisation;
- ▶ Ensure compliance with local regulations, permits, licenses, and industry standards;
- ▶ Implement and enforce appropriate health and safety protocols, minimising risks to personnel, contractors and the public.

Qualifications and Requirements

- ▶ Exceptional leadership and people management skills, with the ability to motivate and inspire a diverse team across multiple locations;
- ▶ Proven experience in a senior leadership role (minimum five years), ideally derived from working in a start-up company in Sub-Saharan Africa;
- ▶ Excellent business acumen, strategic thinking and problem-solving abilities;
- ▶ Strong communication and interpersonal skills, with the ability to build and maintain relationships with clients, partners and stakeholders;
- ▶ Bachelor's degree in any field;
- ▶ Proficiency in financial management, budgeting and financial analysis;
- ▶ Broad understanding of the construction industry, including project management, contracts, procurement and regulatory requirements;
- ▶ Good understanding of and respect for Localworks' mission and vision.

Terms of employment

The advertised role is for a permanent contract, with a probation period of six months. The position is full-time (40 hours a week) and based in our Kampala office. We offer a locally competitive salary package as well as excellent opportunities for professional growth. There are opportunities for profit-sharing and/or part-ownership upon successful completion of the first three years of employment.

Is this you?

If you think your profile matches most of the criteria described above, and if the prospect of joining our growing and passionate team as we explore exciting new ways of delivering sustainable buildings for East Africa, then we look forward to hearing from you. To apply, please submit your resume together with a motivational statement to opportunities@localworks.ug.

Localworks Ltd.
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