



Job Title

Plant Controller

Location and Business Unit

Mombasa, Bamburi Cement Plc

Department

Finance

WHO IS BAMBURI CEMENT PLC?

Bamburi Cement is an Industry captain and member of Amsons Group. As a leading clinker, cement and concrete producer in Eastern Africa, Bamburi Cement is at the forefront of innovative and sustainable building solutions. Our Building for Growth Strategy is based on 4 pillars: Growth, Performance, People and Sustainability. Thanks to our talented team that is passionate about Building Progress for People and the Planet Bamburi Cement is enabling smarter infrastructure and improving living standards in the region. With sustainability at the core of our strategy, we aim to become a net-zero company, with People and Communities at the heart of our success.

WHO ARE BAMBURI CEMENT PLC PEOPLE?

Our diverse talented teams of people are passionate about finding better ways to build. They embrace innovation and continuous improvement fueled by a pioneering spirit. They work as trusted partners, creating better solutions and experiences for their customers, communities, colleagues and shareholders

THE OPPORTUNITY

Drive performance. Strengthen controls. Enable decision-making.

In this role, you will take ownership of financial control and performance management at the plant, reporting to the Industrial Controller. You will ensure accurate financial reporting, robust internal controls, and effective cost management to support operational excellence.

You will lead the plant's performance management cycle, providing insights that drive efficiency, optimize costs, and support strategic decision-making. Working closely with plant operations and cross-functional teams, you will ensure alignment between financial objectives and operational execution.

This is a high-impact role with clear accountability to enhance plant performance, strengthen governance, and deliver sustainable value in a dynamic manufacturing environment.

The successful candidate will play a critical role in driving plant performance, strengthening internal controls, and supporting operational decision-making within the plant.

ABOUT YOU

You are a results-driven finance professional with strong experience in manufacturing environments and a solid understanding of cost control and performance management.

You combine analytical rigor with business insight and are able to translate financial data into actionable recommendations. You are confident in challenging assumptions, influencing stakeholders, and driving accountability across teams.

You thrive in dynamic environments, maintain high attention to detail, and demonstrate strong leadership, communication, and decision-making skills.

YOUR RESPONSIBILITIES

- Promote and uphold a strong Health, Safety & Environment (HSE) culture in line with Group standards and ensure compliance with safe work practices.
- Coordinate and drive the plant's performance management cycle, including budgeting, forecasting, and performance reviews, ensuring alignment with business objectives.
- Analyze plant performance by reviewing financial and operational reports, explaining variances, and providing actionable insights to support decision-making.
- Monitor and strengthen the plant's internal control environment, ensuring compliance with Group policies, Minimum Control Standards (MCS), and relevant financial reporting frameworks (IAS/IFRS).
- Review and challenge CAPEX proposals to ensure financial viability, strategic alignment, and compliance with Group guidelines, while supporting continuous improvement of CAPEX processes.
- Champion effective working capital management, with a strong focus on inventory control in collaboration with plant teams.

Leadership Competencies	
Think the Business	Deliver Results

<ol style="list-style-type: none"> 1. Alignment with Plant Priorities 2. Basic analysis and problem solving Cost mind-set 3. Should be extremely alert, agile and proactive in responding to deviations. 	<ol style="list-style-type: none"> 1. Speed in execution 2. Customer focus- response to requests 3. Self-driven and proactive 4. Results orientation 5. Ability to work under minimum supervision and under pressure
Energize People	Act as a Role Model
<ol style="list-style-type: none"> 1. Communicates effectively with the community 2. Cultivates relationships inter/intra departments 3. Fosters teamwork and cooperation 4. Team player 5. Good Communication and interpersonal skills 	<ol style="list-style-type: none"> 1. Adapts and learns 2. Establishes /Builds trust and confidence 3. Safety awareness. Incite others to behave safely 4. Works with urgency and discipline 5. Integrity and honesty

YOUR QUALIFICATIONS, EXPERIENCE & SKILLS

- Education: Bachelor’s degree in Finance, Accounting, Business, Statistics, or a related field.
- Professional Qualification: ACCA, CPA, or equivalent is required.
- Experience: Minimum of 6 years’ relevant experience, including at least 3 years in a manufacturing environment or in a managerial role within an audit firm.
- Systems & Tools: Strong ERP knowledge (SAP S/4HANA is an added advantage) and advanced proficiency in Microsoft Office applications. Power BI knowledge is an added advantage.
- Skills:
 - Strong analytical and performance management capabilities
 - Excellent communication and presentation skills
 - High attention to detail and problem-solving ability
 - Ability to influence, challenge, and drive accountability
 - Strong leadership and stakeholder management skills
 - Ability to make sound decisions and work independently in complex environments

FURTHER DETAILS

Date of posting: 2 nd April,2026	Closing date: 9 th April,2026
Location: Mombasa	Reporting to: Industrial Controller
Employment type: Permanent and Pensionable	Travel: 0%

Please send your Application Letter and detailed Curriculum Vitae containing names of three referees who can provide confidential assessment of your capabilities by 9th April,2026 to career.applications.bamburi@bamburigroup.com. Please remember to quote the position on the email subject line.

Bamburi Cement Plc is an equal opportunity employer. Only shortlisted candidates will be contacted.