

TANYKINA HOLDINGS LIMITED HUMAN RESOURCE CONSULTANCY

[Kenya Dairy Farmers Federation](#) is a farmer's organization whose objective is to drive, expand and organize the dairy industry in Kenya to become efficient, competitive and sustainable. Currently it has membership from a number of dairies across the country and the head office is located in Eldoret, Kenya.

Tanykina HoldingLtd ,a member of KDFF. and its main subsidiary Tanykina Dairy Plant Ltd are involved in the bulking, chilling and sale of farmers' milk within Kipkaren Division Nandi County. The Company currently has a workforce of about fifty, all of whom are involved in the various stages and sections of the milk business.

The company desires to have lean, efficient and cost effective workforce that is adaptable to the dynamic milk industry and in this regard, it is seeking the services of a Human Resource Consultant to undertake the following tasks and make the necessary recommendations to the Board:

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Written by Administrator

Monday, 28 September 2015 12:52 - Last Updated Tuesday, 29 September 2015 15:50

- (i) Review the current job establishments, the manner in which staff have been deployed, their specific duties and reporting lines.

- (ii) Establish the relevant skills, knowledge, experience and other personal attributes needed to perform specific tasks in the Company and determine the extend to which such personal requirements are available in the organization.

- (iii) Review the way in which jobs have been graded, structured and assigned to individuals and comment on the appropriateness of the existing arrangements.

- (iv) Review the existing salary structure in relation to the work being done and the relevant requirements and assign a salary to each position which is within the company's ability to pay and is consistent to the industry the Company is operating in.

- (v) Establish the extend to which the Company's Human Resource policy is being implemented and determine factors if any that may have hindered its full implementation.

- (vi) Any other issue which in the opinion of the consultant the board should know or act on.

Interested firms or individuals are requested to submit their applications on line to the undersigned, giving their brief profiles, fees and at least three similar tasks completed within the last 12 months and the duration they expect to take to complete the task so as to reach him on or before 17/10/2015. Email to : hr@tanykinadairies.com or **cosec1442 @ gmail .com**

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