

Head Office:

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Farm Location:

Bura, Tana River County,
Kenya.

JOB DESCRIPTION

Position of Employment:	Agricultural and Land Development Engineer
Reporting to:	Agricultural Engineer
Cover in Case of Absence:	Liaise with Agricultural Engineer
Date of Commencement:	September 2026
Department:	Cane Development
Location of employment:	TRSC Farm in Bura, Tana River County.
Job Reference No.	TRSC/CD/CLDS/2026

Job Purpose

The Civil & Land Development Specialist will oversee the transformation of undeveloped land into a fully prepared, commercial sugarcane estate. This hands-on role manages the entire physical preparation process—including land clearing, earthworks, drainage, and initial planting coordination. The Specialist is responsible for translating technical plans into daily operations, supervising field teams and subcontractors, and ensuring all site development is completed safely, on time, and to quality standards in a remote environment.

Reporting and Working Relationships

- **Reports To:** Agricultural Engineer
- **Supervises:** Field Supervisors (Civil & Land Prep), Heavy Equipment Operators, Survey Assistants, and Planting/Labour Crews.
- **Coordinates With:** Cross-functional project teams (Agronomy, Irrigation, Survey, HSE, Procurement, QS) and community/subcontractor stakeholders.

Principal Accountabilities

- **Land Preparation & Civil Works:** Oversee end-to-end site preparation including bush clearing, land leveling, deep ripping, cultivation, and seedbed preparation to ensure fields are optimized for sugarcane cultivation.
- **Field Layout & Surveying:** Collaborate with survey teams to verify block boundaries, levels, roads, drainage channels, and irrigation corridors before executing earthworks.
- **Planting Coordination:** Partner with the agronomy team to supervise the timely and accurate planting of sugarcane setts according to spacing, depth, and alignment specifications.
- **Infrastructure & Drainage:** Supervise the construction of farm roads, field access tracks, drainage profiles, and erosion control measures.
- **Subcontractor & Fleet Management:** Manage subcontractors and heavy equipment utilization (dozers, graders, excavators) to maximize productivity, track fuel efficiency, and minimize idle time.

- **Quality Assurance & Handover:** Conduct rigorous quality checks on finished levels, row alignments, and drain profiles before formal handover to irrigation and agronomy teams.
- **HSE Compliance:** Enforce strict health, safety, and environmental standards regarding heavy machinery operations, traffic management, fuel handling, and soil protection.
- **Reporting & Project Controls:** Maintain daily logs tracking equipment, labor, fuel, and completed hectareage; monitor budgets, schedules, and variations in coordination with the Project Manager and QS.

Key Performance Indicators (KPIs):

- **Field Readiness:** Successful delivery of cleared, leveled, ripped, and cultivated field blocks optimized for initial sugarcane planting.
- **Project Controls:** Execution of land development works strictly within established safety, schedule, budget, and quality benchmarks.
- **Operational Efficiency:** Maximum utilization of fleet, fuel, labor, and subcontractors, resulting in minimized idle time, rework, and waste.
- **Subcontractor Management:** Effective oversight of third-party and internal crews through clear target-setting, work-front allocation, and productivity tracking.
- **Quality Assurance:** Compliance of finished field levels, drainage profiles, ripping patterns, and row layouts with technical specifications prior to handover.
- **HSE Compliance:** Zero-harm safety performance across all heavy equipment operations, clearing, transport, and planting activities.
- **Documentation & Handover:** Timely, accurate submission of daily reports, material/fuel usage logs, and comprehensive field handover packages.

Required Qualifications & Experience

- **Education:** Degree or Higher Diploma in Civil Engineering, Agricultural Engineering, Construction Management, or a related discipline. Professional body membership is an asset.
- **Experience:** Minimum 6 years in civil works, large-scale earthworks, or agricultural estate development, including at least 3 years in a hands-on supervisory role.
- **Technical Expertise:** Proven experience in heavy earthworks, bush clearing, land leveling, drainage installation, and agricultural land preparation (sugarcane or commercial row crops preferred).
- **Operations & Leadership:** Demonstrated ability to manage heavy equipment fleets, field crews, and subcontractors in remote or rural environments.
- **Project Controls:** Proficient in daily work planning, progress reporting, quality control, and cost tracking.
- **License:** Valid driver's license with experience driving in rural/construction terrain.
- **Preferred Certifications:** Additional training in Project Management, HSE, or Contract Administration.