SUGAR ILLOVO MALAWI

Tiwale 350

Grow together and positively impact people's lives

WE'RE HIRING

- **Role:** Change Management Head
- **Org Unit:** Transformation
- **Reporting:** Transformation Director
- **Location:** Limbe
- **Job Category:** Permanent



Illovo Sugar (Malawi) plc is Malawi's leading producer of raw, refined and specialty sugars. The company is part of ABF Sugar, a subsidiary of Associated British Foods plc.

Duties and Responsibilities

- Define and lead the enterprise change management framework across transformation, capital projects and performance improvement initiatives.
- Develop change strategies and impact assessments, and build change activities into project plans and governance.
- Lead stakeholder engagement, change communication and leadership sponsorship to build commitment.
- Oversee readiness, training and adoption measures to embed and sustain new ways of working.
- Address resistance and change fatigue, monitor change load across the portfolio, and escalate material change risks.
- Lead the Change Management team, build change capability across the business

Job Requirements

- Bachelor's degree in Organisational Development, Human Resources, Business Administration, Psychology, Communications, Change Management, Project Management or a related field.
- Professional certification in change management, such as Prosci, CCMP or equivalent, is advantageous.
- Minimum of 7–10 years' experience in change management, transformation, organisational development, project adoption, or stakeholder engagement

How to Apply

Please visit the LinkedIn link below to view the full vacancy details and follow the application instructions provided.

Change Management Head | Illovo Sugar Malawi plc | LinkedIn

The Human Resource Director,
Illovo Sugar (Malawi) plc,
Private Bag 580,
Limbe.

Closing date for receiving application letters is **06th November 2026** and only shortlisted candidates will be acknowledged.

Illovo is an equal opportunity employer, and women are encouraged to apply.

SUGAR IS OUR BUSINESS BUT PEOPLE ARE OUR SWEETEST ASSETS.

THRIVING COMMUNITY