

Job Description: General Manager, UgaLumber Company Ltd

Position: General Manager

Reports To: Board of Directors / Executive Director

Location: Kampala and Luwero

Industry: Forestry and Timber

Contract Type: Initially a contractor transitioning to full-time employment after the first twelve (12) months.

About UgaLumber:

UgaLumber Company Ltd is a strategic initiative of a collective of 20 progressive commercial tree growers managing over 5,000 hectares of mature Eucalyptus and Pine plantations and aims to unlock the full value of Uganda's forestry sector by producing high-quality timber for the construction and furniture industries. UgaLumber helps individual tree growers to access high value markets, generate sustainable returns, and position Uganda as a regional leader in responsible and sustainable timber production.

Customer promise: Meeting just-in-time demand with a professional sales function for consistent-quality FSC-certified products, aligned to market standards, offering customization and uniquely producing East African value-added timber.

Values statement: A beacon of innovation and integrity, where inclusivity and collaboration flourish, ensuring the highest quality standards in every endeavour.

Job Overview:

The General Manager (GM) of UgaLumber Company Ltd will be responsible for the overall leadership, strategy, operational efficiency and profitability of the company. The GM will oversee sawlogs aggregation, supply chain management, sales, and trade with sawlog users while ensuring profitability, sustainability, and compliance with industry regulations.

The **General Manager** will play a crucial role in **steering UgaLumber in** ensuring operational efficiency, profitability, and long-term sustainability in the sawlogs trade business segment.

Key Responsibilities:

1. Strategic Leadership & Business Growth

- Develop and execute the company's business strategy to drive growth in sawlogs aggregation and trade.
- Identify new market opportunities and expand the customer and supplier base.
- Build partnerships with key stakeholders, including sawlog suppliers, government agencies, and sawlog users.

2. Operations & Supply Chain Management

- Oversee the procurement and aggregation of sawlogs from multiple sources.
- Ensure efficient logistics, warehousing, and distribution to minimize costs and optimize delivery timelines.
- Implement best practices in inventory management and quality control.

3. Financial & Commercial Management



- Develop and manage the company's annual budget, revenue forecasts, and financial reports.



- Optimize pricing strategies and cost structures to maximize profitability.
- Ensure timely collection of payments and manage financial risks effectively.

4. Sales & Customer Relationship Management

- Strengthen relationships with existing sawlog users and acquire new clients.
- Negotiate contracts and agreements to ensure favourable business terms.
- Monitor market trends and adjust sales strategies to maintain competitiveness.

5. Compliance & Risk Management

- Ensure all company operations comply with national forestry regulations, environmental standards, and trade policies.
- Implement risk management strategies to mitigate operational and financial risks.
- Maintain high standards of workplace safety and corporate social responsibility.

6. People & Performance Management

- Lead and develop a high-performing team through training, mentorship, and motivation.
- Establish KPIs and performance targets for departments and employees.
- Foster a positive company culture that promotes teamwork, accountability, and innovation.

Key Qualifications & Experience:

- Bachelor's degree in Business Administration, Forestry, Supply Chain Management, or a related field. Master's degree is a plus.
- Minimum **7-10 years** of experience in the timber, forestry, or supply chain industry, with at least **5 years in a leadership role**.
- Strong knowledge of sawlog procurement, trade dynamics, and market trends.
- Proven ability to manage finances, budgets, and cost control strategies.
- Experience in contract negotiation and stakeholder management.
- Proven experience in forestry, agribusiness or scaling operational teams.
- Strong track record in business setup, logistics, hiring and execution.
- Experience in leading operational scale-ups and managing teams.
- Entrepreneurial and self-starter mindset with a focus on execution and results.
- Ability to adapt and problem-solve as responsibilities evolve.

Key Performance Indicators (KPIs):

- Revenue and profit growth from sawlog trade.
- Efficiency in sawlog aggregation and supply chain management.
- Customer satisfaction and retention rates.
- Market share expansion.
- Compliance with industry regulations and sustainability targets.
- Employee performance and retention.

Send your application to: admin@ugalumber.com

Deadline: [20th June 2026](#)