



## VACANCY

---

### SENIOR HUMAN RESOURCE OFFICER – VEG/FLOWER & AVOCADO DIVISION

---

#### HEAD OFFICE - NAIROBI

---

#### **Job objective:**

The Senior Human Resource Officer (SHRO) will provide centralized HR management and strategic oversight for all human resource activities within the Veg/Flower & Avocado Packhouse Division. The role ensures effective workforce planning, compliance, performance management, labor relations, and employee welfare aligned with organizational goals and legal standards, while maintaining strong engagement with field-based teams.

#### **Key Responsibilities:**

- Talent Recruitment -Oversee end-to-end recruitment processes, maintain talent pipelines, and work with departmental heads to plan and fill manpower needs efficiently.
- Divisional Support & Organogram Management -Keep divisional organograms and staffing records updated, provide HR advisory support, manage disciplinary matters, and contribute to strategic planning.
- Training Needs Assessment (TNA) -Conduct TNAs, develop annual training plans, track training implementation and effectiveness, and support field-based capacity-building initiatives.
- Talent Retention & Employee Relations -Monitor engagement and turnover trends, implement retention strategies, manage grievances, and support performance management processes including goal setting and improvement plans.
- Reporting & Field HR Support -Prepare weekly reports and monthly HR plans, conduct regular HR field visits to ensure compliance and engagement, and follow up on action points arising from farm visits.

#### **Qualifications and Key Competence:**

- Bachelor's degree in human resource management, Business Administration, or related field.
- CHRP certification or equivalent is an added advantage.
- Minimum of 5 years HR experience, preferably within agriculture, manufacturing, or multi-site operations.
- Strong knowledge of Kenyan labor laws and HR best practices.

#### **We offer.**

At AAA-Growers, we have great ambitions. Innovation, technology, and quality are our top priorities, creating a dynamic workplace where you can grow both personally and professionally. We offer a dynamic and supportive workplace where you can grow both personally and professionally, and where teamwork and collaboration are part of our culture.

Your application

Click here to apply: <https://www.aaagrowers.co.ke/jobapplications/job-list.php>

**Deadline for applications – 31<sup>st</sup> June 2026.**

AAA Growers Ltd.

Head Office: Mzima House, Mzima Springs Road, P.O. Box 32201-00600, Nairobi,  
Kenya