



VACANCY

SENIOR HUMAN RESOURCE OFFICER – VEG DIVISION

Head Office - Nairobi

Company Profile:

AAA-Growers is one of Kenya's leading exporters of premium vegetables, flowers, and avocados. With a strong focus on innovation, technology, and world-class production standards, we consistently deliver high-quality products to global markets.

We are committed to excellence across our operations and take pride in creating a dynamic, challenging, and rewarding work environment where our people are empowered to learn, grow, and thrive.

Job objective:

The Senior Human Resource Officer (SHRO) will provide centralized HR management and strategic oversight for all human resource activities within the Veg Field 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 Competencies

- 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 – 31st December 2025.