

Head Office:

105 Manyani East Road
P.O. Box 61872 Nairobi 00200
Tel: +254 20 2725334/5
Email: info@tanasugar.com

Farm Location:

Bura, Tana River County,
Kenya.

Position of Employment:	High-Power Tractor Operator - Land Preparation
Tractor Specs/Class	247kW-280 kW / 331-375 hp (MFWD/4WD)
Number of Vacancies	Seven (7)
Reporting to:	Agricultural & Land Development Engineer/Workshop Supervisor
Cover in Case of Absence:	Tractor Operator
Date of Commencement:	November 2026
Department:	Agriculture
Location of employment:	TRSC Farm in Bura, Tana River County
Employment Terms	Full-time - Term Contract
Job Reference No.	TRSC/MPTO/AGR/2026

Job Summary

We are seeking five experienced High-Power Tractor Operators to manage primary land preparation operations on our sugarcane development estate. You will operate powerful multi-function tractors (247-280 kW) equipped with specialized tillage attachments including deep rippers, heavy-duty disc harrows, and complementary equipment to prepare land for sugarcane cultivation. This role demands technical expertise, precision operation of complex hydraulic systems, and commitment to achieving uniform soil conditions that support optimal crop performance.

Key Responsibilities

1. Operate high-power MFWD/4WD agricultural tractors within a five-unit fleet supporting the estate's primary and secondary land preparation programme.
2. Operate a deep ripper to a minimum working depth of 0.60 metres, breaking hardpan and compacted soil layers to improve root penetration, water infiltration, subsurface drainage, and overall soil structure for sugarcane production.
3. Maintain the required field productivity and coordinate with other tractor operators to run deep ripping and secondary harrowing operations in parallel, ensuring adequate fleet capacity and operational redundancy.
4. Operate the heavy-duty disc harrow following deep ripping to break soil clods, incorporate crop residue and approved soil amendments, level the field, and produce a uniform seedbed suitable for subsequent planting operations.
5. Assess soil conditions and appropriately adjust ripper depth, harrow settings, tractor speed, and operating technique according to soil type, moisture content, compaction levels, terrain, and prevailing weather conditions.

6. Ensure effective sequencing of primary and secondary tillage operations to achieve the required land preparation standard without unnecessary passes, fuel consumption, or soil disturbance.
7. Conduct comprehensive pre-start inspections of the tractor, engine, tires, hydraulic systems, PTO, three-point linkage, drawbar, implements, hydraulic connections, and safety systems before commencing work.
8. Safely connect, disconnect, and adjust implements, ensuring correct hydraulic connections, PTO engagement, operating depth, ballast, weight distribution, and implement alignment.
9. Monitor fuel consumption and operating hours and adopt efficient operating practices to maximize hectares completed per hour while minimizing fuel use, tire wear, and equipment stress.
10. Operate safely across varying conditions, including freshly cleared land, previously cultivated fields, compacted areas, uneven terrain, and fields with varying moisture levels.
11. Maintain accurate daily operation records detailing hectares completed, ripping depth, harrow settings, operating hours, fuel consumption, soil/ground conditions, delays, breakdowns, and equipment issues.
12. Immediately report mechanical, hydraulic, PTO, implement, or safety concerns to the equipment/maintenance team and avoid continued operation where doing so could cause equipment damage or create an unsafe condition.
13. Coordinate closely with Agronomy, Land Development, Plant & Machinery, and other field teams to ensure land preparation activities meet the required technical and agronomic standards.
14. Comply fully with company HSE procedures, equipment operating standards, field traffic controls, exclusion zones, and safe working practices.
15. Perform any other duties related to tractor operation and land preparation as assigned by the Supervisor.

Required Qualifications & Experience

1. NTSA class G12 Valid heavy agricultural equipment operator license.
2. Minimum six (6) years' hands-on experience operating high-power agricultural tractors in commercial farming, plantation development, land preparation, or similar demanding environments.
3. Demonstrated experience operating deep rippers and heavy-duty disc harrows in intensive land preparation operations.
4. Practical experience in primary and secondary tillage, including deep ripping, disc harrowing, levelling, residue incorporation, and seedbed preparation.
5. Demonstrated competence in operating tractors with advanced hydraulic, PTO, three-point linkage, and implement-control systems.
6. Valid agricultural heavy equipment operator licence/certification and any other mandatory operator competency documentation.
7. Experience in large-scale sugarcane, agricultural estate, or commercial plantation development will be an added advantage.

Technical Knowledge & Skills

1. Strong practical understanding of soil mechanics, compaction, hardpan formation, soil moisture, traction, and tillage principles.

2. Ability to determine appropriate ripping depth and operating technique based on soil type, compaction profile, moisture conditions, and field requirements.
3. Good understanding of ripper shatter mechanics, including tine spacing, working depth, soil fracture patterns, and the effects of operating speed on ripping quality.
4. Proficiency in operating and adjusting heavy disc harrows, including disc angle, working depth, levelling, blade wear, and implement alignment.
5. Strong knowledge of tractor hydraulic systems, pressure and flow requirements, PTO operation, three-point linkage, ballast/weight distribution, and basic troubleshooting.
6. Ability to identify abnormal hydraulic pressure, PTO, transmission, engine, tire, or implement conditions and communicate technical issues accurately to the maintenance team.
7. Ability to calculate and monitor field work rates, hectares per hour, fuel consumption per hectare, and operational efficiency.
8. Ability to adjust travel speed and operating parameters according to soil resistance, moisture, terrain, implement load, and desired work quality.
9. Familiarity with GPS-guided agricultural machinery and precision farming systems; exposure to GPS/RTK-guided field operations will be an added advantage.
10. Strong machine-care discipline, situational awareness, communication, teamwork, and commitment to safe and efficient operation.

How to apply:

Please visit:

<https://www.tanasugar.com/careers/> Application Deadline: **25th October 2026**



