

**Company:** Reclaim

**Job Title:** Hub Supervisor, Mbale

**Reporting to:** CEO

**Location:** Mbale, Uganda

**Type:** Full-Time

### **About Reclaim**

Reclaim is a fast-growing social enterprise with strong operational foundations and the aim to leverage technology to transform waste collection and recycling in Uganda. We are building a reverse FMCG supply chain to get recyclable materials back to its point of origin, decreasing waste, saving money and creating opportunities that transform lives.

As we build out our team to achieve our vision of creating a renewed life of opportunity for plastic, people and our planet, we're looking for a Hub Supervisor for our Mbale hub who is driven, resourceful and ready to exceed expectations.

### **Our Culture**

Our culture thrives on ambitious thinking, so we're looking for someone who dreams big about what we can achieve while also possessing the action-orientation to make it happen. You'll join resilient problem-solvers who hold themselves to the highest standards of excellence and integrity, turning constraints into creative breakthroughs while supporting each other through every challenge and celebration. Our culture is founded on the idea that everyone is worthy of respect and capable of transformation, so we expect every team member to come in with open hearts, open minds, and an unflagging drive to achieve a brighter, more sustainable future.

### **The Opportunity**

The Hub Supervisor is responsible for the end-to-end performance of a Reclaim Collection Hub. You will lead a team of material purchase agents, machine operators, and field agents to meet purchasing and collection targets, acquire new partner stores, maintain accurate stock and cash records, and uphold safety and quality standards. This role is a blend of operations management, people leadership, and business development.

### **What You'll Do**

#### **1. Growth & Target Achievement**

- Drive hub performance to meet or exceed monthly material purchase and collection targets.
- Proactively acquire new stores, pickers, and collection partners, expanding Reclaim's collection network.
- Track and analyze collection data to identify high-performing routes and opportunities for growth.

#### **2. Operations Management**

- Oversee daily operations of the hub including collection, sorting, baling, and storage.
- Ensure all materials meet Reclaim's quality and quantity standards.
- Optimize logistics, scheduling, and resource allocation to minimize downtime and maximize throughput.

### **3. Financial & Stock Reconciliation**

- Supervise daily cash and stock reconciliation between field teams, operators, and finance.
- Maintain accurate hub records for all purchases, payments, and stock movements.
- Coordinate with the Finance and Purchases teams to ensure timely reporting and compliance with company policies.

### **4. Team Leadership**

- Recruit, train, and supervise hub staff—including 3-wheel riders, baler operators, and casual laborers.
- Foster a high-performance culture built on accountability, safety, and teamwork.
- Conduct regular performance reviews and coaching sessions to develop team capacity.

### **5. Stakeholder Engagement**

- Build and maintain strong relationships with local vendors, store owners, and community partners.
- Represent Reclaim's values and mission within the community, ensuring trust and collaboration.
- Work closely with internal departments (Logistics, Finance, and Operations) to ensure smooth coordination.

### **6. Reporting & Compliance**

- Generate and submit accurate daily, weekly, and monthly hub reports covering volume, cash flow, quality, and costs.
- Enforce all health, safety, and environmental standards and ensure hub compliance with company policies.

### **Your Experience and Skills**

- 3+ years of experience in a supervisory or field operations role (preferably in logistics, collections, FMCG, or waste management).
- Proven ability to manage teams, drive performance, and achieve operational targets.

- Strong analytical and organizational skills, with attention to accuracy and detail.
- Experience handling cash and performing stock or inventory reconciliation.
- Excellent communication, negotiation, and stakeholder management skills.
- Proficiency in using digital reporting tools (e.g., Excel, mobile apps, or ERP systems).
- Commitment to safety, integrity, and environmental best practices.

### How You Work

- **Results-Driven:** You thrive on meeting targets and making measurable impact.
- **Hands-On Leader:** You lead from the front, empowering your team through guidance and example.
- **Operational Excellence:** You maintain high standards of accuracy, efficiency, and accountability.
- **Collaborative Mindset:** You build strong relationships with internal and external partners.
- **Resilient & Resourceful:** You adapt quickly to challenges and find creative solutions in fast-changing environments.

### What You Get

- Gain direct mentorship and exposure to an experienced leadership team with combined experience in building businesses across Africa, along with their global network.
- Be part of a mission driven team solving one of the world's most challenging problems.
- Work on a project that has a direct, measurable social and environmental impact.
- Enjoy significant autonomy and the opportunity to shape operations from the ground up.

To apply, please send CV and a video explaining your “why” for joining Reclaim to [hr@reclaim.co.ug](mailto:hr@reclaim.co.ug).

**Reclaim plastic. Reclaim lives.**