

## FROM TRAINEE TO FACTORY MANAGER NHLANHLA CLIVE SOJI

When Clive Soji joined Tongaat Hulett Refinery in 1993, little did he know that one day he assume a senior management position. His career has been characterised by self-motivation and a willingness to take up opportunities for learning and improvement that were afforded to him by Tongaat Hulett.

At 23, Clive was exposed to the operations at the company's sugar Refinery and after a short stint as a trainee he entered the Engineering Training. After qualifying as a Process Engineer in 1997, he was appointed as a Project Engineer at Maidstone sugar mill.

He excelled in Project Management and had opportunities to work with multinational companies in developing and applying technologies to improve efficiencies at Maidstone mill. During this time he had an opportunity to co-author a technical paper, and was subsequently awarded the Talbot-Crosbie Award at the SASTA conference. In 1999 he was promoted to a position of Process Engineer at the Sugar Refinery where he worked for two years.

In January 2001, he was promoted as a Production Manager at Entumeni sugar mill. Clive says, "Entumeni was a good training ground for young Engineers". Having worked at the mill for two years he then moved to Darnall sugar mill as Production. In 2005, he was transferred to



Maidstone Sugar Mill as a Production Manager and completed his Post Graduate Diploma in Business Management (PGDip) at UKZN that same year.

In 2007, he was promoted to Factory Manager at Maidstone sugar mill, which is the position he still holds to date. In 2010 he graduated with a Master in Business Administration from UKZN. Clive says, "My career at Tongaat Hulett has been enriching and has enabled me to become a capable and successful leader. A symbiotic relationship has existed between the company and me and all my goals and ambitions are aligned with the organization. I see myself growing with the organization as we move into an exciting and challenging future".