**TOP TEN BEST COMPANIES TO WORK FOR IN GHANA**

One of the reasons why employees will choose to work in the best companies is because of the qualities the companies possess. Most top companies in Ghana maintain certain essential qualities that attract employees to them. Apparently, these qualities are [**what makes a company a great place to work**](https://thefasthire.org/15-traits-that-make-a-company-a-great-place-to-work/)**.**

The best companies to work for in Ghana possess qualities which will be the four main criteria we will be looking for in this article. First and most importantly, they must provide competitive salaries and benefit packages, secondly, they must create a sense of pride in their workers, thirdly, give training, career growth and development and finally, have a good company culture and work environment.

Companies that offer huge salaries are good, and it captions their value. However, that is not the only quality used in rating a company as top. Rating them based on these four criteria gives us a wholistic view of the company.

10. **COCA COLA**

On May 8, 1886, Dr. John Pemberton sold the first glass of Coca-Cola at Jacobs' Pharmacy in downtown Atlanta.  From that one iconic drink, the company has evolved into a total beverage company.

It is now a global company with about 200 brands and thousands of beverages around the world, from soft drinks and waters, to coffee and teas.

More than 1.9 billion servings of our drinks are enjoyed in more than 200 countries each day. Over 700,000 individuals are employed by The Coca-Cola Company and 225+ bottling partners that help to deliver refreshment across the globe. The purpose and passion of the company is to provide refreshment.

Its employees are a diverse group of people who are given equal opportunities to improve and advance at the workplace.

Salaries range from about GHS 27,000 a year to GHS 222,000 yearly.

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1. **TOYOTA**

Toyota Ghana Company Ltd (TGCL) was incorporated in Ghana in January 1998.  The principal activity of TGCL is the sale of new Toyota vehicles and Spare Parts, and the provision of After-Sales service support.

 TGCL has branches in - Accra, Tema, Kumasi, Takoradi, Tarkwa and Tamale. TGCL’s vision is to provide its customers with the best vehicle purchase and ownership experience. One of their key missions is to provide adequate and up to date training for their staff, dealers and fleet users.

Salaries range from 1,510 GHS (lowest average) to 9,430 GHS (highest average, actual maximum salary is higher)

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1. **KPMG**

KPMG stands for Klynveld Peat Marwick Goerdeler. It is one of the biggest professional service and auditing firms in the world. KPMG provides audit, tax and advisory services. KPMG has partners known as KPMG’s member firm in different countries across the globe.

The firm has built a culture that rewards high performance and nurtures talent. Working with KPMG as a graduate from early on, you’ll be given hands-on client responsibility and support to develop a breadth of skills and experiences that will enable you to fulfil your potential. Employees are given the opportunity to work across geographies, industries and take on highly challenging and ground breaking projects.

KPMG pays more than just their employee’s salary, they offer great benefits as well, such a provident fund, a positive work environment, appreciation for long service, supportive relationships and opportunities for personal development and ongoing investment in learning and career development.

Analysts are among the least paid, earning about GHC1,500 and GHC1,800 per month. A Manager at KPMG Ghana in average earns between GHC15,200 and GHC17,100 monthly while a Senior Associate earns around GHC7,200 to GHC9,400 every month.



1. **FanMilk**

Founded by a Danish entrepreneur (Erik Emborg), Fan Milk Limited has been in existence since 1962.  The company is currently engaged in the production and distribution of quality refreshing milk-based and fruit-based products.

Their products consist of a range of frozen ice creams, frozen flavoured milk drinks and yoghurt drinks which are FanYogo, FanChoco, FanIce, FanMaxx, SuperYogo and FanVanille.  Some of their fruit-based products include fruit drinks and frozen lolly which are FanDango and FanJoy.

FanMilk has a strong commitment to produce quality, healthy and nutritious products for consumers.

Workers such as production analyst earn about GHS 6,708 yearly, whiles Team Leaders earn about GHS 84,000 a year.

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1. **DHL**

DHL was founded in 1969 by Adrian Dalsey, Larry Hillblom and Robert Lynn.

DHL is a powerful, international network that manages supply chain and is the world’s leading logistics company.

The company employs 380,000 people in over 220 countries and territories worldwide. With decades of experience, innovative technology, and a team of passionate experts, they provide the perfect logistics solution for businesses

DHL transports everything, from heavy trains and satellites to small but essential rubber stoppers that seal vaccine doses.

Various career paths are available within DHL, such as beginning your career as a Junior Sales Manager in a country and becoming the Vice President for Sales & Marketing in one of their regional Headquarters or growing from an intern in Talent Management to the regional Head of HR in one of their divisions.

Leadership programs gives training that equips workers with skills and knowledge Across all divisions, reward initiatives, and recognizes the contribution made by employees on a regular basis, such as the employee of the month. DHL also provides a wide range of career opportunities all over the world. DHL accepts feedback, gives coaching and offers lots of training opportunities such as personal development plans, career development plans and much more. Health benefits, tuition reimbursement, competitive salaries, and paid vacation, are just some of their exciting perks.

DHL has won many awards for their culture and workplaces which are built on respect, recognition and equal opportunities. Some of the awards are;

* Great place to work award in 2015
* Top employers institute award in 2019
* Aon Hewitt ‘Best Employer’ Award in 2015

In Ghana, express delivery drivers earn on average GHS1000. DHL pays its employees an average of $63,105 a year. Salaries at DHL range from an average of $47,178 to $94,374 a year.

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1. **DELOITTE**

It was originally formed by Mr. James Donald Barnes CA Scotland on 1st January 1947.

Deloitte Ghana provides audit, tax, consulting and financial advisory services to public and private clients spanning multiple industries. These industries range from financial services, to consumer business and industrial products, telecommunications, energy and resources, manufacturing, and the public sector.

Deloitte is the largest private professional services network in the world. Every day, approximately 286,200 professionals in more than 150 countries demonstrate their commitment to a single vision: to be the standard of excellence, while working towards one purpose – to make an impact that matters.

In Ghana, Deloitte is one of the leading professional services organizations, specializing in providing Audit, Tax & Regulatory, Business Process Solutions, Consulting, Risk Advisory and Financial Advisory services.

It is one of the best places to work in Ghana because they organise parties for their employees which they call happy hour, give health benefits where they educate and check the general well being of their workers, go for boot camps where they learn and generally have fun, organise training programs and pay good salaries.

An intern at Deloitte makes about GHS 10K, an auditor makes on average about GHS 82K, a partner makes about GHS 2M yearly, while a consultant also makes about GHS 34K. A Human resource supervisor makes about GHS 74K, a tax senior associate makes about GHS 99K a year and an associate earns about 45K yearly.

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1. **BANK OF GHANA**

On the 4th March 1957, just two days before the declaration of political independence, the Bank of Ghana was formally established. The establishment of Bank of Ghana boosted public morale and raised further the aspirations of many countrymen.

The bank of Ghana is also regarded as the Central Bank of the country. The Central Bank of Ghana performs many functions, some of which are to;

* regulate, supervise and direct the banking and credit system and ensure the smooth operation of the financial sector;
* promote, regulate and supervise payment and settlement systems;
* issue and redeem the currency notes and coins;
* ensure effective maintenance and management of Ghana's external financial services;
* license, regulate, promote and supervise non-banking financial institutions;
* act as banker and financial adviser to the Government

Working with the Bank of Ghana gives one the opportunity to contribute to the formulation and implementation of monetary policy to achieve price stability, maintain financial stability and ensure a sound payment system. The bank provides an amiable but professional atmosphere and a research-driven ambience.

Whiles the private sector focuses primarily on profits, contributing to the public good is one of the most rewarding and fulfilling aspects of working at the Bank of Ghana. Its employees are offered competitive salaries that are commensurate to their positions at the bank.

The Bank of Ghana prides itself on being an equal opportunity employer over a wide range of careers.

The Head of the Central Bank in Ghana, thus the Governor of the Bank of Ghana earns GH¢ 124,100. The two Deputy Governors earn a little lower than their superiors. Other members of staff earn variedly. The salaries of employees working at the Bank of Ghana range from GH¢ 859.00 as the minimum to GH¢ 94,833.00 as the highest average.

There are other work-related benefits that all workers enjoy.

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* 1. **Tullow Oil Plc**

Tullow Oil is an independent oil and gas exploration and production company focused on Africa and South America. The Company was founded by Aidan Heavey in **1985** and has since become a global company with interests in over 30 exploration and production licences across 8 countries. The first **oil** was achieved on time and on budget in Ghana in August 2016.

At Tullow, all individuals are treated fairly and respectfully and everyone has equal access to opportunities and resources to enable them to contribute to Tullow’s overall success.

To achieve their goals, employees are offered;

* A performance-driven culture that generates results
* A commitment to personal and professional development
* A chance to make a difference to the business, working in or leading teams of talented, committed people
* A culture that appreciates diversity & inclusion and provides equal opportunities
* Recognition and reward for your performance.

Employee’s personal and professional development is provided by an in-house development framework based on on-the-job training and experience, mentoring and formal training, and they also run development programmes for high potential staff and senior managers.

Tullow Oil offers a competitive reward package of base salary, incentives and benefits which attracts, retains and motivates the best talent in the industry. Their Human Resource title holders earn GH¢36,000 yearly in estimation while Executive Assistant earns a yearly estimated amount of GH¢55,000. Supply Chain Analyst takes a yearly estimated salary of GH¢100,000 while the Production Application Support Specialist at the end of the year is paid GH¢176,788 estimated.  This means that some Tullow Oil Ghana employees in estimation earn GH¢4,337 monthly.

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1. **NESTLE**

In 1957 Nestlé began trading and distributing its products in Ghana. Today, Nestlé owns and operates nine factories that cater to West Africa and provides direct employment to more than 5,200 people and indirect employment to over hundred thousand people.  Their headquarters is based in Accra, Ghana.

Nestle strives to help address the specific nutritional needs of the population by offering tastier and healthier foods & beverages; and by promoting balanced diets and healthy lifestyles. Nestlé’s portfolio in Ghana includes a variety of brands in a number of food and beverage categories including: dairy, culinary, coffee, beverages, infant nutrition, bottled water, MAGGI, MILO, CERELAC, GOLDEN MORN, NESCAFÉ, NIDO and PURE LIFE are just some of their most popular brands in Ghana.Integral to their work culture is diversity & inclusion where worker’s uniqueness and potentials are encouraged regardless of their race, gender, culture, sexual orientation or disability.

Nestle only recruits’ people who respect their values, as they provide equal opportunities for all, and protect everyone's privacy. No form of harassment or discrimination is tolerated at the workplace. Their aim is to create workplaces where everyone feels included and able to bring their whole selves to work.

Working environment at Nestle is agile and collaborative, which is challenging and encourages innovation and an entrepreneurial spirit. At Nestlé, workers are expected to step outside their comfort zone and are empowered to experiment and to learn from failure.

Because the company is present in almost 190 countries, they provide a global platform to learn, develop and grow to their full potential. Global career opportunities are provided across different brands and products, and workers have the opportunity to learn from the diverse range of skills and backgrounds of their colleagues. Employees ideas are listened to and are then both challenged and empowered to be the best version of themselves.​

Some of the benefits of working at Nestle are competitive salary and benefits packages. Employees benefit from savings plans, insurances, loans, and discounted or free Nestlé products. Workers are sometimes given a bargain on retail products, services and activities. Depending on one’s current job and location, they could benefit from flexible working opportunities, volunteering programs, the ability to bring a pet to work, and much more.

The health and wellbeing of employees are also well cared for since they have access to health programs which will help them to develop and maintain a healthy lifestyle, with health checks, health care, onsite cafeterias and fitness centres, sport and other activities.  Access to confidential counsellors to help when the unexpected happens or when one is feeling overwhelmed, is also provided.

Parental leave with a minimum of 18 weeks paid parental leave for the primary caregiver, plus the opportunity to take further leave is granted with additional benefits and resources such as dedicated feeding rooms or creches depending on the location of the employee.

Averagely minimum wage ranges from Forklift Operators who earn around GHC757 to Safety Officers earn around GHC9,500

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* 1. **UNILEVER**

The company’s first product Sunlight Soap was launched back in 1883, in the UK by its founder William Hesketh Lever of Lever Brothers. It was pioneering, it was innovative and it had a purpose: to popularise cleanliness and bring it within reach of ordinary people. That promoted sustainable living, then and now.

They have over 400 brands and are still driven by the purpose “to make cleanliness commonplace; to lessen work for women; to foster health and contribute to personal attractiveness, that life may be more enjoyable and rewarding for the people who use our products”.

They are a team of almost 150,000 people – people with purpose who thrive in our unique culture and make a real and lasting difference to the planet, our society and their careers.

There are plenty of amazing prospects at Unilever for career starters and experienced professionals.

They are a diverse work force with each individual having a unique purpose that helps the company to grow, that is why the company always puts them first. Their employees are cared for in such a way as to feel included, valued, trusted and celebrated. Unilever also helps workers get on the path to achieving their career goals as they work hard to contribute their quota to the company and the society.

Training programs are organised periodically, a gym is provided at the work place, a daycare for parents on site in addition to other benefits and incentives.

Unilever is a global business in 190 countries where their brands are available with over 3.4 billion people who use their products every day. The company’s leading brands in Ghana include: Key Soap, Omo, Lux, Geisha, Frytol, Royco, Knorr, Pepsodent, Close-Up, Sunsilk , Blueband, Lipton, Annapurna, Sure, Vaseline and more.

The average Unilever salary ranges from approximately $57,129 per year for [**a Production Worker**](https://www.glassdoor.com/Salary/Unilever-Production-Worker-Salaries-E3513_D_KO9,26.htm)**to $232,550 per year for**[**a Director**](https://www.glassdoor.com/Salary/Unilever-Director-Salaries-E3513_D_KO9,17.htm)**. The average Unilever hourly pay ranges from approximately $27 per hour for**[**a Production Worker**](https://www.glassdoor.com/Hourly-Pay/Unilever-Production-Worker-Hourly-Pay-E3513_D_KO9,26.htm)**to $60 per hour for**[**a Marketing Manager**](https://www.glassdoor.com/Hourly-Pay/Unilever-Marketing-Manager-Hourly-Pay-E3513_D_KO9,26.htm)**.** The lowest-paying job at Unilever is [**a Production Worker**](https://www.glassdoor.com/Salary/Unilever-Production-Worker-Salaries-E3513_D_KO9,26.htm)**with a salary of GHC57,129 per year. The highest-paying job at Unilever is**[**a director**](https://www.glassdoor.com/Salary/Unilever-Director-Salaries-E3513_D_KO9,17.htm)**with** a salary of GHC232,550 per year.

The company is driven by a purpose: to make sustainable living commonplace

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