

VACANCY



ABOUT GEITA GOLD MINING LTD

Geita Gold Mining Ltd (GGML) is Tanzania's leading gold producer with a single operation in Geita Region. The company is a subsidiary of AngloGold Ashanti, an international gold producer headquartered in South Africa, with operations in more than ten countries, in four continents. The mine is situated in the Lake Victoria Gold fields of Northwestern Tanzania, only about 85 km's from Mwanza City and 20 km's Southeast of the nearest point of Lake Victoria. The company has its head office in Geita, only 5 Km's west of the fast-growing town of Geita, and also a supporting office in Dar es Salaam. Applications are invited from ambitious, energetic and performance driven individuals to fill in vacant position(s) mentioned below:

Position:	Engineer 1- UG Drill & Blast
Contract type & Duration:	Unspecified Time Contract
Department:	Underground Mining
Reporting to:	Engineer 2 - UG Drill & Blast
Number of Positions:	One (01)

PURPOSE OF THE ROLE:

To prepare drill designs, charge plans, conduct stope reconciliation reports, conduct QA\QC of drilling and charging process, Drill and Blast monitoring and data capturing, preparing drill and blast reports, ensuring safety compliance during design and implementation of drill and blast works, conduct daily underground inspections and conduct electronic stope firing.

QUALIFICATIONS:

- Bachelor Degree in Mining Engineering.
- Valid Blasting Certificate.
- Valid Tanzania driving licence with the ability to drive in Mining environment.
- High level of computer literate with specialized mining software like Aegis, Vulcan, Studio UG and Data mine.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- Three years' experience (One year in drill and blast, one year in planning and one year in underground operations).

MAIN OR KEY ACCOUNTABILITIES:

- Assist with drill and blast weekly and monthly reports, schedules and plans in accordance with the site production plan requirements.
- General administration duties and participate in site audits as required.
- Efficiently preparing and managing a variety of correspondence relating to Drill and Blast.
- Report on all safety matters relating to Drill and Blast.
- Ensure all statutory reporting requirements are met in relation to safety and environmental incidents deadlines within the department.
- Responsible for all Drill and Blast QA/QC monitoring and data capturing.
- Adhere to GGML safety and health policy and procedures.
- Effectively assist Senior Specialist Drill & Blast to manage the UG Drill and Blast section while satisfactorily achieving Company targets within budgeted costs.

- Manage the GGML Underground Drill and Blast section along with the mining contractors when required.
- Responsible for short, medium- and long-term stope planning for the underground mine in line with mine plan.
- Able to examine drill and blast parameters and equipment to optimize performance to improve and monitor designs by regular inspections of drills and charge up plans.
- Execute production reports as required by Senior Specialist or UG Manager.
- Able to prepare schedules of stopes and required stope development from the underground mine plan in accordance with the company's objective to provide sufficient ore feed for the plant.
- Able to lead the stope closure process and compile closure notes to be presented to all stakeholders for sign off.
- Able to provide inputs into the design of the mine ventilation and other mine services.
- Ensure layout plan of blasting patterns are prepared and liaises with other mine staff and the contractor to plan and execute drill and blast operations as required.
- Able to attend Mine Operations meetings and chair mine stope note meeting as required and interacts effectively with other mine staff.
- Able to incorporate the Company's Safety and Environmental policies during the conduct of work so that mine designs and outcomes are in accordance with the Company and statutory requirements.
- Preparation of charge plan.
- Preparation of stope reconciliation report.
- Able to lead the team during electronic firing.

ADDITIONAL REQUIREMENTS:

- Must have good written and oral communication skills.
- Positive Attitude towards work and colleagues.
- Basic First Aid knowledge.
- Able to work under minimum supervision.
- Physically and mentally fit.
- Highly motivated and willing to attend work on call out duties when required.
- Good team player.

MODE OF APPLICATION:

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- You will also be required to upload a cover / application letter addressed to "**Senior Manager - Human Resources**, Geita Gold Mining Ltd". Subject should be "**Engineer 1- UG Drill & Blast**".

Application Link: <https://careers.anglogoldashanti.com/job-invite/22163/>

- If you struggle to apply via the link provided, please head over to our website <https://www.geitamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (SuccessFactors).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **25th October 2023 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

BEWARE OF CONMEN! GGML does not receive money in exchange for a job position. Should you be asked for money in exchange for a job offer or suspect such activity, please report this immediately to our Security Department, Investigation Unit, by calling +255 28 216 01 40 Ext 1559 (rates apply) or use our whistle-blowing channels by sending an SMS to +27 73 573 8075 (SMS rates apply) or emailing speakupAGA@ethics-line.com or use the internet at www.tip-offs.com

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Position:	Graduate Engineer- UG Drill and Blast
Contract type & Duration:	Unspecified Time Contract
Department:	Underground Mining
Reporting to:	Engineer 2 - UG Drill & Blast
Number of Positions:	Two (02)

PURPOSE OF THE ROLE:

To support and prepare drill designs, charge plans, stope reconciliation reports, QA\QC of drilling and charging process, data capturing relating to Drill and Blast, preparation of drill and blast reports, manage safety during design and implementation of drill and blast works, participate on daily underground inspections and during electronic stope firing.

QUALIFICATIONS:

- Bachelor Degree in Mining Engineering.
- Must possess a valid Blasting Certificate.
- Valid Tanzania driving licence with the ability to drive in Mining environment.
- High level of computer literate with specialized mining software like Aegis, Vulcan, Data mine.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- 01-02 years of operational experience in UG Mining environment.
- Exposure to electronic/digital blasting systems

MAIN OR KEY ACCOUNTABILITIES:

- Assist with daily drill and blast reports, schedules, and plans in accordance with the site production plan requirements.
- Preparation of charge plans.
- General administration duties and participate in site audits as required.
- Efficiently preparing and managing a variety of correspondence relating to Drill and Blast.
- Report on all safety matters relating to Drill and Blast.
- Ensure all statutory reporting requirements are met in relation to safety and environmental incidents deadlines within the department.
- Responsible for all QA/QC monitoring and data capturing relating to Drill and Blast.
- Adhere to GGML safety and health policy and procedures.
- Comply with all company environmental standards.
- Work with Senior Engineer to assist in the compilation of monthly progress reports relating to Drill and Blast.

- Participate on electronic blasting preparation.

ADDITIONAL REQUIREMENTS:

- Effective written and oral communication skills.
- Effective decision making and problem-solving skills.
- Effective organizational and time management skills.
- Site Entry requirements which may include medical Health Surveillance.

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- You will also be required to upload a cover / application letter addressed to “**Senior Manager - Human Resources**, Geita Gold Mining Ltd”. Subject should be “**Graduate Engineer- UG Drill and Blast**”.

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Internal

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Position:	Manager - Mine Planning
Contract type & Duration:	Specified time contract
Department:	Technical Services
Reporting to:	Senior Manager- Technical Services
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

The Mine Planning Manger role is a strategically critical role for Geita Gold Mine exclusively focussing on managing and developing an effective team capable of delivering the life of mine plan (LOM), extracting value from both open pit and underground mining operations. This role requires dedicated oversight to ensure strategic objectives and targets are achieved. The role is also responsible for internal assessment of the skills and competencies of the current team to ensure our skilled resources are better utilized. The incumbent is expected to be assigned full responsibility as to a competent person wholly dedicated for both open pit and underground mine planning, to enable better oversight and accountability. This position will foster a culture of integration between the OP and UG planning teams allowing for cross functional discipline exposure and experience. The Planning Manager provides milestone opportunity for growth within AGA and aid in the retention of scarce planning skills.

QUALIFICATIONS:

- A tertiary Mining Engineering qualification or relevant discipline coupled with experience.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- At least 15 years' experience in combined Open Pit and Underground mining operations and studies management of mine evaluation and optimization.
- Competent Person in accordance with JORC, SAMREC and NI43-101.

MAIN OR KEY ACCOUNTABILITIES:

1. Lead the development of asset options to optimize the value of the GGM with in the AngloGold portfolio, providing recommendations to the Senior Manager Technical Services on the preferred options.
- Analyse an exhaustive range of Life of Mine (LOM) alternatives for the asset.
 - Identify projects, establish, and manage appropriate levels of studies (including scope of works, stage gates, resourcing, and budgets) to optimise development of the GGM asset potential, in alignment to the strategic goals of AngloGold Ashanti. Outcomes to include key business metrics including confidence in delivery, capital, and cash-flows.

- The project plan and delivery of each study will be cognizant of the AngloGold business planning cycle, with results consolidated to create an integrated view of the LOM plan for each iteration of the business plan and budget.
 - Develop the full mine production plan, capital, and operating costs for the LOM beyond the end of the next calendar year.
 - It is the accountability of the Manager Mining to develop the mine budget for the next calendar year in accordance with the objectives of the LOM plan. A comprehensive “hand over” package is required to the Manager Mining for all aspects of the mine budget including strategic intent, mine design, infrastructure specifications, production schedules, financial models, identified risks and issues.
 - Develop capital proposals, including the business case for each investment for recommended capital projects arising from studies.
 - The LOM will set the strategic target for the exploration and evaluation priorities, including underground development, and drilling programs to deliver the future value of the business.
 - Report of Reserves in accordance with the JORC, SAMREC and NI43-101 code and AngloGold guidelines.
2. Build organisational capability (people & organisational structure, personnel, and contractors or consultants) to successfully deliver the Strategic Planning Department budget and Life of Mine plan.
 - Build, develop, and lead an effective team capable of delivering leading practices within the strategic planning function.
 - Identify the specific development needs of each employee, providing the opportunities for training, coaching, project, and role assignment for the individual to develop towards their full potential.
 - Based on the LOM plan, identify the future organisational requirements for the department, recruiting, developing successors, and managing down-sizing as necessary.
 - Prepare clear Role Descriptions for each role in the department.
 - As a study manager, lead the integration of multiple AGA disciplines and required external resources.
 3. Manage and develop the annual budget for the Strategic Planning Department, for monthly periods and 5% annual accuracy for the next two calendar years with annual budgets and accuracy commensurate with the confidence of the LOM plan for the full asset life.
 - Develop the department staffing and support budget for the approved organisational design.
 - Develop activity-based budgets for each cost center or study budget.
 - Roll out RULE4 costing analysis to allow for flexibility in the costing model (contractor vs owner or combination thereof).
 4. Manage performance to plan, identify and rectify variances.
 - Manage and deliver the timely completion of studies including deliverables required for the annual business planning cycle.
 - Produce a summary monthly report, for colleagues at GGM and managers in the Africa Business Unit, communicating the key outcomes from studies including progress, results, recommendations, immediate implications for the operation and the priorities for future work. Proactively communicate threats to budget or strategy delivery, including delays or negative study findings and your plans to ameliorate the business impacts.
 5. Develop systems for the strategic planning department work.
 - Evaluating the range or realistic scenarios that could eventuate from the endowment model and alternative exploration strategies. Identify the threats to sustaining a viable operation and the opportunities to optimize the business. Consider the flexibility required in the mine design, infrastructure or sequencing and other critical issues to develop a recommended strategy. Motivate the recommended strategy to the GGM and Ghana Tanzania BU management teams.
 - The management of studies to evaluate the optimum mining method, cutoff grade, design, sequencing, infrastructure, and equipment requirements to determine the economics of each mining or study area. Evaluate against the strategic objectives to determine the need for further optimization or termination of further work.

- Define the capital infrastructure required for the LOM operation, the timeline for implementation and cost. Based on the LOM plan identifies when capital investments need to be communicated via the business planning process and internal approvals processes (based on the Delegation of Authority) obtained. Develop a business case for each investment with an adequate level of engineering, cost estimation and project implementation planning to gain project approval and enable successful implementation.
6. Drive value creation across the Strategic Planning by implementing continuous improvement.
 - Motivate and inspire the Strategic Planning and mining teams, creating a team culture of continuous improvement.
 - Actively engage in the operational excellence program, identifying opportunities to create value.
 - Develop improvement plans and align with FAP initiatives, manage progress against plan schedule and outcomes.
 - Evaluate, authorize, and implement new and innovative approaches to mine design, mine development sequences, technology, and software solutions to leverage business value and mitigate risks.
 7. To provide a safe work environment, implement and deliver compliance with SHE&C plans, management systems and processes within Strategic Planning.
 - Create a team culture where safety is the first value.
 - Actively consider “safety in design” in the creation of the mine design, mine development sequencing and the specifications for underground infrastructure.
 8. Develop and maintain constructive relationships with colleagues, business partners, regulators, government, and other stakeholders, utilising these relationships to successfully resolve issues if, or when, they arise.
 - Constructive contribution to the GGM business unit performance
 - Demonstrated leadership in progressing value adding initiatives with colleagues.
 - Collaboration with other AngloGold operations
 - Mutually beneficial relationships with contractors and consultants.
 - Effective relationships with Government agencies
 9. Accountable for applying Management and People Practices.
 - In accordance with How We Work, implement the practices outlined in the AGA Accountability, Performance and Development Framework.
 - Develop well-defined accountabilities and set critical tasks for all direct reports.
 - Conduct annual performance appraisal as well as provide ongoing one-on-one and teamwork feedback.
 - Identify direct report’s development needs. Develop and enable them to effectively manage the business processes, workgroup, contractors, assets, and other resources for which they are accountable.

ADDITIONAL REQUIREMENTS:

- Broad range of skills spanning resource and reserve estimation, underground mine design, infrastructure specification, mine scheduling, equipment selection, cost estimation, planning, discounted cash flow analysis, budgeting, contractor, and consultant management.
- Sound understanding of the geological value and risk drivers in the business unit.
- Geological and Geotechnical understanding.
- Excellent Mine planning and design capability.
- Metallurgical knowledge.
- Environmental and Safety Regulations.
- The ability to communicate clearly and concisely, both orally and in writing with good presentation and facilitation skills.
- Demonstrate behaviours consistent with AngloGold Ashanti Values.
- The ability to work across all disciplines, where rigorous engagement and interaction is expected.
- Strategic Planning.

- Project Management.
- Budgeting and Cost Control.
- Continuous Improvement.
- Be physically fit and be able to pass pre-employment and medical examinations / screening.
- Strong Interpersonal, communication and motivating skills.
- The ability to handle conflict resolution.
- The ability to work and communicate with people at all levels/good. interpersonal skills.
- Coaching and Development.
- Results Orientation.

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Application Link:

<https://careers.anglogoldashanti.com/job-invite/22090/?isInternalUser=true>

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Position:	Technician 3 - Network
Contract type & Duration:	Unspecified Time Contract
Department:	Engineering
Reporting to:	Engineer 2 - Telecoms and Networks
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

To support the network systems in achieving overall ICT infrastructure management. The focus will be on telecommunications, network installation and maintenance.

QUALIFICATIONS:

- Diploma in Telecommunication and Electronics Engineering, Computer Engineering or its equivalent and above.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply**

EXPERIENCE:

- Minimum of 3 years working experience in the Mining, Energy or Construction industries.
- Experience on Cisco device (Switches, Router, access points and Call manager) and Fiber Optics infrastructures installation and Maintenance.

MAIN OR KEY ACCOUNTABILITIES:

- Troubleshoot users' network and telecommunications problems
- Splicing and fusing optic fibre cable on new and existing fibre links
- Installing and configuring new network devices; Switched, access points and routers
- Configuring existing network devices to proper VLANs and subnets
- ISE configuration to new and existing devices on site wide Local Area Network
- Replacing End of Life (EoL) device on the business network
- Configuring Network device security as per AGA standard
- Commissioning and decommissioning network devices
- Updating site wide LAN topology diagrams
- Register newly installed network devices and decommission them, when necessary, by following up asset disposal procedure to completely remove equipment from environment
- Perform preventive maintenance on network devices (WLAN and LAN)
- Attend approved mobile phone services request

ADDITIONAL REQUIREMENTS:

- Registered with ERB will be an added advantage.
- Able to work with minimum supervision

- Positive attitude towards end users and team

MODE OF APPLICATION:

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Application Link: <https://careers.anglogoldashanti.com/job-invite/22176/>

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