

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 North Western Tanzania, only about 85 km's from Mwanza City and 20 km's South East 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:	Graduate Mining Engineer (UG)
Contract type & Duration:	Unspecified time
Department:	Technical Services
Reporting to:	Superintendent 2 - UG Mine Planning
Number of Positions:	One (1)

PURPOSE OF THE ROLE

The graduate will gain industry experience through participation in a structured development program of 3 years duration. The graduate initially gains technical work exposure by rotating through various tasks and teams as determined in the Graduate Programme Framework. The complexity of work progresses as the graduate is deemed competent in predetermined work areas. The graduate is ultimately accountable for driving their own development with the support and guidance of their direct supervisors and mentor.

QUALIFICATIONS:

- Degree in Mining Engineering or relevant discipline.

EXPERIENCE:

- At least 1-year of experience acquired during practical training.
- Experience with MS Office software.

MAIN OR KEY ACCOUNTABILITIES:

- Contribute to quality discipline service delivery, understanding, and interpretation of discipline information within the team.
- Actively engage in training programs to gain a comprehensive understanding of mining processes, safety protocols, and relevant regulations.
- Collect and analyze data related to mining operations, including production metrics, ore quality, and equipment performance.
- Contribute to the delivery of the relevant discipline specific services, keeping in mind deadlines and targets for the purpose of achieving the predetermined budget.
- Prepare regular reports summarizing findings and insights for review by senior engineers and management.
- Participate in fieldwork and site visits to gain practical experience in the day-to-day operations of a mine.
- Support senior engineers in the development of mine plans, including layout design, stope planning, and scheduling.
- Conduct inspections to understand safety protocols and identify areas for improvement.

- Assist in conducting geotechnical assessments to understand ground stability and identify potential hazards.
- Gain hands-on experience in the operation and maintenance of mining equipment.
- Collaborate with maintenance teams to understand equipment reliability and troubleshooting.
- Assist in the preparation of project documentation, including technical reports, project plans, and progress updates.
- Contribute to improvement of organizational capability of the work team to deliver strategies and advice that support the LOM Plan.
- Provide accurate and timely preparation of data and relevant reports on process performance
- Work with colleagues within business unit, to maximize organisational value.
- Contribute towards a safe work environment, implement, and deliver compliance with SHE&C plans, management systems and processes within their team.
- Develop and maintain constructive relationships with colleagues, business partners, and other stakeholders, utilising these relationships to successfully resolve issues if, or when, they arise.

ADDITIONAL REQUIREMENTS:

- Discipline knowledge commensurate with studies.
- Demonstrated capacity to make sound and timely decisions.
- Excellent written and verbal communication skills.
- Good analytical and problem-solving ability.
- Ability to work independently as well as part of a team.

MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e- mail and telephone contacts, names and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- 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 Mining Engineer (UG).**”

Application Link: <https://careers.anglogoldashanti.com/job-invite/23059/>

- 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 **12th February 2024** 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](tel:+255282160140) (rates apply) or use our whistle-blowing channels by sending an SMS to [+27 73 573 8075](tel:+27735738075) (SMS rates apply) or emailing speakupAGA@ethics-line.com or use the internet at www.tip-offs.com

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Position:	Specialist – Mine Planning (UG & OP)
Contract type & Duration:	Unspecified time contract
Department:	Technical Services
Reporting to:	Senior Manager – Technical Services
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

To support the OP Planning Superintendent and UG Planning Superintendent as well as any other planning activities in the OP and UG disciplines that may arise. This role will help foster a culture of integration between the OP and UG planning teams allowing for cross functional discipline exposure and experience.

QUALIFICATIONS:

- Bachelor of Mining Engineering or relevant mining discipline.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- At least 15 years' experience in combined OP and UG mining operations and studies management of mine evaluation and optimization.

MAIN OR KEY ACCOUNTABILITIES:

- Lead the development of asset options to optimize the value of the GGM within the AngloGold portfolio, providing recommendations to the Senior Manager Technical Services on the preferred options.
- Build organisational competency of the planning team – train, coach, guide, and mentor.
- 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.
- Manage performance to plan, identify and rectify variances.
- Develop systems for the strategic planning department work.
- Drive value creation across the Strategic Planning by implementing continuous improvement.
- To provide a safe work environment, implement and deliver compliance with SHE&C plans, management systems and processes within Strategic Planning.
- Develop and maintain constructive relationships with colleagues, business partners, regulators, government, and other stakeholders, utilizing these relationships to successfully resolve issues if, or when, they arise.
- Accountable for applying Management and People Practices

ADDITIONAL REQUIREMENTS:

- Broad range of skills spanning resource and reserve estimation, OP and UG mine design, infrastructure specification, OP and UG mine scheduling, equipment selection, cost estimation, strategic 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.
- 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.

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Application Link: <https://careers.anglogoldashanti.com/job-invite/23045/>

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APPLICATION DEADLINE:

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

PURPOSE OF THE ROLE:

To assist in the development a robust life-of-mine (LOM) plan for the Geita Gold Mine (GGM) that delivers on the strategic and business needs of the company and is consistent with Company's Vision and Values. When analyzing the mine plan, it is expected that the UG Planning Specialist will draw on a background of mining experience to not only consider the operational constraints but also the mine planning systems employed, as well as the importance of documented standards, clear processes, and logical workflows across all planning horizons.

QUALIFICATIONS:

- Bachelor of Mining Engineering or equivalent.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- 8 years operational experience in an UG mine.
- Experience working in an UG mine utilizing mechanized mining and long hole open stoping (Transverse and Longitudinal).
- Experience with backfill will be highly regarded.
- High skill level with UG mine planning and design software.

MAIN OR KEY ACCOUNTABILITIES:

1. Training & Skills Transfer

- Provide technical and leadership mentorship to mine planning staff.
- Identify and develop emerging talents within a multi-discipline team.
- Build and lead the mining planning teams and assist in the development of local mining engineers.
- Provide specialist support in key processes and systems to drive the best performance from all team members.
- Analyse and identify key skills & knowledge required by all team members in order to carry out their roles effectively and safely.

2. Technical / Production

- Contribute towards the development of mine planning systems at GGM, as well as the ongoing maintenance of existing systems.
- Create standards / procedures / guidelines for all tasks carried out by the planning department and ensure they are document controlled.
- Maintain and review all existing standards / procedures / guidelines for the planning department.
- Champion the adoption of improved approaches, technologies, and tools
- Work closely with the Corporate Strategic Planning Group to ensure the life-of-mine plan follows the corporate strategic objectives for the business.
- Work cross-functionally with operations and planning, as well as with site and regional leadership teams to develop, implement and continually improve the long-term mine plan.
- Fully understand the operational and technical constraints for the operation, as well as how these relate to the fixed and variable mining costs and their drivers.
- Use highly developed mine design, planning and scheduling skills; in addition to demonstrating a sound knowledge of resource geology, geotechnical engineering, hydrology, and ventilation; and financial analysis in order to support the above.
- Assemble the results of analyses into presentations and reports suitable for supporting decision making by senior managers that may be of substantial importance to the company. Where necessary back up this work in discussions, forums, and reviews, displaying a robust understanding of the work
- Work with the Infrastructure department to ensure that utilities are considered in detail, and are scheduled and costed accordingly (ventilation, water, power, communications etc.).
- Provide input to the Corporate Strategic Planning Group, and help guide the corporate strategies for the operation, ensuring the value of the underground orebody is maximised through operational efficiencies and consideration of innovative equipment, technology, and work methods.
- Ensure the integrated plan aligns with the life-of-mine plan, with respect to achieving the corporate strategic objectives for the business.
- Liaise with the Production team, to ensure that the integrated mine plan follows the objectives of the long-term plan in the 0-24-month (budget) planning horizon.
- Similarly, ensure that any significant changes that are required to be made to the integrated plan are evaluated against the long-term plan and validated prior to execution.

3. Safety & Environment

- Execute AGA Safety practices required for the task.
- Identify, understand, and address safety hazards and risks related to the task.
- Support critical control champions in completing the quarterly evaluations and promoting the program.
- Rectify hazards and potential risks in the immediate environment.
- Participate in incident investigations and provide feedback regarding the agreed corrective actions
- Contribute to the close out of outstanding corrective actions.
- Actively engage in Safety and PSI meetings.
- Determine what could go wrong and what needs to be done to work safely before starting a task and help others to work safely.
- Continually look for new hazards in the workplace and report them to Supervisor.
- Demonstrate work behaviours consistent with the company Safety Vision & Values and work within prescribed boundaries.
- Promptly report all injuries, illnesses, and incidents.
- Suggest ways of improving Safety performance within Mining Technical department.
- Speak up if he/she thinks that the task cannot be done safely and courage to talk to Supervisor he/she thinks of being unable to work at his/her best.
- Establish and maintain processes to ensure that all environmental risks and emerging issues are identified, and mitigation plans to put in place.

4. Cost management & Continuous Improvement

- Support Operational Excellence initiatives, helping to drive value creation within the Mine Planning Department.

- Motivate and inspire planning engineers, creating a culture of continuous improvement.
- Actively look for improvement opportunities and participate in improvement projects.
- Implement and support OE800 initiatives.
- Identify areas for improvement in operational blueprints (systems, processes, procedures & tasks) to ensure adherence to plan, reduce variation and maximize cost effective utilization.
- Interpret data to initiate and drive the operational improvements as required.
- Use cost-benefit thinking to set priorities and identify cost-effective approaches.
- Actively look for ways to manage costs without impacting on planned outcomes using the OE approach.
- Provide support in generating annual mine budget that link into ore reserve calculations.
- Generate innovative solutions, which continuously improve the performance of existing assets, products, services, or processes.

ADDITIONAL REQUIREMENTS:

- Worked in highly mechanized Underground operations.
- High level of competence and experience in a range of mine software applications, including mine and financial cost models. Datamine and EPS essential.
- Broad range of leadership and technical skills relevant to large scale bulk and semi selective underground mining.
- Sound understanding of the mining value and risk drivers in the business unit.
- Experience in mine planning, underground drill, and blast, backfill and underground mine ventilation.
- Proactive work ethic with strong analytical skills.
- Good oral and written communication skills, to effectively convey the implications of business evaluation and decisions.
- Strong technical writing, group presentation and interpersonal skills.

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Application Link: <https://careers.anglogoldashanti.com/job-invite/23044/>

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Position:	Senior Supervisor - Electrical
Contract type & Duration:	Unspecified Time Contract
Department:	Engineering
Reporting to:	Superintendent 2 - Electrical
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

Effectively manage the execution of the installations and maintenance activities from an Electrical point of view in the entire mine to enable different departments to have smooth operations at a reasonable cost.

QUALIFICATIONS:

- Full Technician Certificate (FTC) in Electrical Engineering or Diploma in Electrical Engineering or Degree in Electrical Engineering.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply**

EXPERIENCE:

- Minimum of 5 years working experience as an Electrical Supervisor or Senior Supervisor in Mining, Process plant, Manufacturing plant, Cement, or Petrochemical plant.

MAIN OR KEY ACCOUNTABILITIES:

Safety Health and Environment

Take a lead role in driving the HSE management program in your area of responsibility and deliver the HSE objectives which include:

- Driving the zero harm and injuries initiative by actively promoting health and safety awareness
- Proactively managing and reducing all hazards in your area of responsibility
- Maintain housekeeping in area of responsibly.
- Driving the safety leading indicators such as safety interventions, PTOs, inspections etc
- Driving the risk assessment process withing area of responsibility
- Driving and implementing AGA Major Hazards Control and Standards including Critical Control Verification
- Participate and contribute to the compliance to national and international standards and regulations such as NEMC, ISO14001, ISO45001, IMIU, OSHAS, ICMI etc.

Planning and Execution of Electrical Works

- Planning and execution of all electrical activities (planned and unplanned) to achieve the targeted availability for various electrical equipment across the site.
- Scheduling, planning and execution of periodic electrical related maintenance for electrical section.
- Managing and supervising the electrical crew in conducting maintenance duties.
- Ensuring electrical repairs and installations are carried out as per professional standard and effectively (in your area of responsibility).
- Proactively anticipate failures and plan to resolve them before the worst-case scenarios.

Electrical Projects

- Preparing, planning and execution of new installations in collaboration with the OEM.
- Testing and commissioning of new installations.
- Provide contractors support and supervision across the entire project life cycle.
- Close follow-up and identify all the project flaws before the project handover.

Budgeting and Cost Management

- Controlling spend against budgets and forecasts.
- Suggesting innovative solutions for reducing production costs. (Idea generation)
- Observe and reduce any unnecessary expenditure that contributes to high variable costs.

Training and Development

- Develop training needs for Electrical crews.
- Facilitate training and coaching of crews (includes all safety related training).
- Ensure performance reviews are done correctly and on time.
- Ensure performance reviews are done correctly and on time.

Operational Excellence

- Ensure that operational excellence practices are adhered to e.g., visual boards
- Take a lead role in the identification and execution of improvement initiatives within electrical team.
- Participate and adhere to problem-solving sessions and minimize the reoccurring breakdowns.
- Adhere to all electrical critical inspections as per the AGA Engineering best practice guidelines.

ADDITIONAL REQUIREMENTS:

- Knowledge of Ring Main Units, Variable speed drives, Motor starters, Air Conditioning, etc.
- Experience of MV Switchgear and maintenance thereof.
- Conversant with SCADA Systems
- Computer programming PLC software will be added advantage.
- Knowledge and experience of using CAD software particularly AutoCAD.
- Able to read/interpret instrument and electrical drawings.
- Conflict resolution and ability to manage difficult situations.
- Excellent communication skills.
- Working with minimum supervision.

MODE OF APPLICATION:

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- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.

You will also be required to upload a cover / application letter addressed to “Senior Manager Human Resources”, Geita Gold Mining Ltd”. Subject should be “**Senior supervisor – Electrical**”

Application Link: <https://careers.anglogoldashanti.com/job-invite/23071/>

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APPLICATION DEADLINE:

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Position:	Supervisor - Electrical
Contract type & Duration:	Unspecified Time Contract
Department:	Engineering
Reporting to:	Senior Supervisor - Electrical.
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

Effectively manage the execution of the installations and maintenance activities from an Electrical point of view in the entire mine to enable different departments to have smooth operations at a reasonable cost.

QUALIFICATIONS:

- Form IV or Form VI Secondary Education with VETA Grade I or Full Technician Certificate (FTC) in Electrical Engineering or Diploma in Electrical Engineering.
- Valid Tanzania Driving License Class B, D.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply**

EXPERIENCE:

- Minimum of 5 years working experience as an Electrician or Electrical Supervisor in Mining, Process plant, Manufacturing plant, Cement, or Petrochemical plant.

MAIN OR KEY ACCOUNTABILITIES:

Safety Health and Environment

Take a lead role in driving the HSE management program in your area of responsibility and deliver the HSE objectives which include:

- Driving the zero harm and injuries initiative by actively promoting health and safety awareness
- Proactively managing and reducing all hazards in your area of responsibility
- Maintain housekeeping in area of responsibly.
- Driving the safety leading indicators such as safety interventions, PTOs, inspections etc
- Driving the risk assessment process withing area of responsibility
- Driving and implementing AGA Major Hazards Control and Standards including Critical Control Verification
- Participate and contribute to the compliance to national and international standards and regulations such as NEMC, ISO14001, ISO45001, IMIU, OSHAS, ICMI etc.

Planning and Execution of Electrical.

- Planning and execution of all electrical activities (planned and unplanned) to achieve the targeted availability for various electrical equipment across the site.
- Scheduling, planning and execution of periodic electrical related maintenance for electrical section.
- Managing and supervising the electrical crew in conducting maintenance duties.
- Ensuring electrical repairs and installations are carried out as per professional standard and effectively (in your area of responsibility).

Electrical Projects

- Preparing, planning and execution of new installations in collaboration with the OEM.
- Testing and commissioning of new installations.

Budgeting and Cost Management

- Controlling spend against budgets and forecasts.

Training and Development

- Develop training needs for Electrical crews.
- Facilitate training and coaching of crews (includes all safety related training).
- Ensure performance reviews are done correctly and on time.

Operational Excellence

- Ensure that operational excellence practices are adhered to e.g., visual boards
- Take a lead role in the identification and execution of improvement initiatives within electrical team.

ADDITIONAL REQUIREMENTS:

- Knowledge of Ring Main Units, Variable speed drives, Motor starters, Air Conditioning, etc.
- Knowledge of computer design software e.g. AutoCAD will be added advantage
- Experience of using SCADA system
- Experience of MV Switchgear and maintenance thereof.
- Able to read/interpret instrument and electrical drawings.
- Conflict resolution and ability to manage difficult situations.
- Excellent communication skills.
- Working with minimum supervision.

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Application Link: <https://careers.anglogoldashanti.com/job-invite/23070/>

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Position:	Operator 1 - Equipment
Contract type & Duration:	Unspecified time contract
Department:	Process Plant.
Reporting to:	Senior Supervisor – Mechanical Milling Section
Number of Positions:	One (1)

PURPOSE OF THE ROLE

The purpose of this role is to run gold room circuit per GGM safe operating procedures and expected to achieve the company targets set by the senior supervisor. The operator is required to carry out inspections on the tools and equipment usage and report hazards and unsafe condition to Senior Supervisor. The operator is also required to assist in cleaning & calcination of Cathodes, Smelting, Boxing and Bullion Shipment and maintaining high standard of housekeeping to minimize risks.

QUALIFICATIONS:

- A minimum certificate of Secondary School Education (CSEE) or
- Possession of Certificate or Diploma in Minerals Processing will be an added advantage.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

EXPERIENCE:

- At least 1 year of experience in a mineral processing plant, preferably in gold production.
- Previous gold processing plant operational experience (crushing, milling, CIL and Elution) will be an added advantage.
- Exposure to gold mining industry

MAIN OR KEY ACCOUNTABILITIES:

- Always act in a manner that seeks to enhance the safety culture and performance of GGM and ensures that the vital behaviors are always adhered to.
- Work safely in all areas, identify potential safety hazards, and work with management to correct hazards.
- Attending compulsory safety courses and meetings and adhering to all safety standards.
- To ensure accuracy in equipment operation, including electro winning cells, filters, smelting furnace and calcine ovens.
- Participating in both crucible/smelting pot inspection and change out.
- Charging wet concentrate into and removing dry concentrate from calcine ovens before and after drying.
- Take part in both bullion boxing and gold shipment processes with high efficiency of performance.

- Ensure calibration of weighing balances and services are performed with high priority as per schedule.
- Ensure all gold room reagents and other consumables are arranged and stored properly with their respective labels as required.
- Preparing fluxes in a good ratio as instructed by gold room supervisor.
- Assisting in the development of competencies of other employees whenever directed.
- Immediately report equipment faults to prevent further deterioration.
- Safely isolate processing equipment for planned or unplanned shutdowns.
- To take part in the gold shipment process whenever required to do so.

ADDITIONAL REQUIREMENTS:

- Clean criminal record or any other security incidents.
- Ability to maintain and keep confidential all gold room information, including schedules activities, equipment layout, building layout, gold information and passwords.
- Ability to diagnose and troubleshoot problems.
- Strong verbal, written, analytical and persuasive skills.
- Ability to interact effectively with all levels of employees and management.
- Ability to complete repetitive tasks at a consistently high standard.

MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to “Senior Manager Human Resources, Geita Gold Mining Ltd”. Subject should be “**Operator 1 - Equipment**”.

Application Link: <https://careers.anglogoldashanti.com/job-invite/22941/>

- 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 **31st January 2024 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 24cthonesty@ethics-line.com or use the internet at www.tip-offs.com