



## VACANCY

### CHIEF SUSTAINABILITY OFFICER-DAR ES SALAAM

#### Position Summary:

Tembo Nickel is seeking to recruit a **Chief Sustainability Officer** to join the Tembo Nickel Project Team. This is a senior Leadership role reporting to the **Chief Executive Officer**. In the role of Chief Sustainability Officer, successful candidate primary duty will be to spearhead and put into action sustainable strategies and projects within Tembo Nickel. The successful candidate will hold a central position in steering the creation and achievement of Tembo Nickel's sustainability objectives, guaranteeing Tembo Nickel operations are conducted with environmental responsibility and social consciousness at the forefront. This position demands a profound grasp of sustainability principles, outstanding leadership capabilities, and the capacity to instigate transformative change across the entire organization.

#### Responsibilities

- Develop and implement a comprehensive sustainability strategy, aligned with the organization's goals and values.
- Collaborate with various departments to identify sustainability opportunities and implement initiatives that aim at mitigating potential material sustainability risks.
- Ensure RAP is completed on time and in compliance with international best practices.
- Monitor and report on key sustainability metrics as per international best practices.
- Oversee the acquisition and adherence of relevant sustainability certifications and accreditations.
- Stay updated on industry trends, regulations, and best practices related to sustainability, and recommend appropriate actions to ensure compliance and continuous improvement.
- Engage with stakeholders, including employees, customers, suppliers, and communities, to promote sustainability and foster partnerships that drive positive social and environmental impacts.
- Oversee the development and implementation of sustainability campaigns and initiatives by all departments with the aim of promoting the company's practices and performance, educating, and informing the public as well as engaging stakeholders.
- Drive sustainability innovation by researching and implementing new technologies, practices, and strategies that enhance our sustainability performance and reporting.
- Manage respective budgets, including cost analysis and forecasting, to ensure initiatives are financially viable.
- Provide leadership and guidance to cross-functional teams, promoting sustainability culture throughout the organization.
- Working closely with sustainability department units to compile and consolidate necessary M&E documents into Tembo Nickel information systems.

#### Qualifications and Skills Required.

- Advanced degree in social sciences or business administration.
- 15 years' experience with ESG, Sustainability and RAP in Mining, the Oil and Gas industry, or Mega-Projects.
- Experience in land acquisition and involuntary resettlement and resettlement.
- Strong understanding of sustainability principles, environmental stewardship, and corporate social responsibility.
- Excellent leadership, communication, and interpersonal skills to effectively collaborate with stakeholders at all levels of the organization.
- Proven ability to develop and implement sustainability strategies and initiatives, driving measurable results.
- Analytical mindset with the ability to collect, analyze, and interpret data to make informed decisions and recommendations.
- Project management skills to effectively plan, execute, and evaluate sustainability initiatives.
- Knowledge of sustainability reporting frameworks and standards, such as Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).
- Professional certifications in sustainability, such as Certified Sustainability Professional (CSP), are desirable.

Tembo Nickel offers a competitive remuneration package, and **ONLY** shortlisted candidates will be contacted.

#### How to Apply

Applicants are invited to send their resumes indicating the role title in the subject via email [jobs@tembonickel.com](mailto:jobs@tembonickel.com)

**Application closing date is 10<sup>th</sup> May 2024**

*Note: **Tembo Nickel** committed to provide equal employment opportunities based on merits and we do not charge candidates any fees in the whole recruitment process.*

**For and on behalf of Tembo Nickel, Kabanga Nickel Project**