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## **1. Government Relations Manager – EACOP Tanzania**

Location: Tanzania  
Deadline: 22/05/2024

### **Job Description**

#### **MISSIONS / JOB DIMENSIONS:**

\* The East African Crude Oil Pipeline (EACOP) Project involves the construction and operation of a buried, cross-border pipeline to transport crude oil from the Lake Albert area in Uganda to the eastern coast of Tanzania for export to international markets. The pipeline will run from Kabaale in Hoima District, Uganda, to Chongoleani, Tanga Region, in Tanzania. The length of the pipeline is 1,443 kilometers (km) of which 296 km will be in Uganda and 1,147km in Tanzania. In Tanzania the pipeline will traverse eight (8) Regions, comprising Kagera, Geita, Shinganga, Tabora, Singida, Dodoma, Manyara and Tanga, and 27 district/town/city councils and 231 villages.

\* EACOP has extensive interaction with national and local government entities including various ministries and agencies right to LCIs at village level. The Government Relations Manager will build and maintain political and industry relationships that are beneficial to EACOP and facilitate overall stakeholder engagement process even though there may be multiple 'relationship managers' within EACOP who are key focal points for the different stakeholders.

#### **ACTIVITIES:**

1. Develop and implement engagement strategies for governmental and related project stakeholders

- Conduct, and maintain up to date, stakeholder mapping to identify key related actors with whom EACOP should proactively engage.
- Coordinate engagement with Central Government, Local Government Authorities, statutory and non-statutory bodies government ministries, departments and agencies, in addressing matters related to EACOP.
- Organise engagements with government entities in ESG space, in addressing matters related to climate, environment, biodiversity, industry & business

- Support the project teams in engagements with communities and other parties, in relation to government policies and regulations as they relate with effective project delivery.
- Develop engagement plans, maintain a register in Borealis stakeholder management system and carefully record all interactions and follow-up actions required in this system.

2. Work with Corporate Affairs to develop key messages to government and related stakeholders

- Prepare key messages and materials to share with government and related actors
- Organize government related field visits to EACOP project sites and events related to the project, to for raising positive messaging and visibility of the Project in conjunction with Corporate Affairs

3. Support EACOP Departments, as necessary, in working with counterpart Government Ministries, Departments and Agencies

- Support EACOP departments in effective engagements with various counterpart government ministries departments and agencies.
- Support interfaces between EACOP contractors and government agencies as may be required from time to time.
- Provide inputs and support to LSOC Community Relations Co-ordinators engagements with region and district government stakeholders

4. Carry out other duties, as may be delegated by the General Manager

**CONTEXT AND ENVIRONMENT:**

\* To report to the EACOP General Manager-Tanzania, in developing strong positive relationships with government ministries, departments, and agencies. The position requires demonstrated exemplary behaviour with regard to compliance and HSE rules and requirements, with cultural fit for a multidisciplinary work environment, diplomacy, teamwork and negotiation. The job holder shall be based in the EACOP Dar es Salaam Office, with regular travels to Dodoma and the 8 EACOP regions / 24 EACOP districts, as well as other engagement locations as may be required from time to time.

**ACCOUNTABILITIES:**

- Continually work to improve EACOP's relationships with relevant state actors and related stakeholders
- Maintain an institutional memory of interactions with stakeholders through rigorous documentation in EACOP's stakeholder management system (Borealis stakeholder engagement module)
- Provision of up-to-date data for presentations and management reporting

**QUALIFICATIONS AND REQUIRED EXPERIENCE:**

- **Professional experience:** At least 8 years of experience working with Tanzania governmental affairs and related processes, preferably in a management role within international multicultural organisations, commercial or non-profit environments.
  - **Qualifications:** A Bachelors' degree in a communications discipline, international relations, or another relevant discipline.
  - **Technical competencies:**
- Experience in developing and implementing communications strategies
  - A demonstrable network and excellent understanding of key government processes and related stakeholders
  - Ability to take knowledge and link governments and policy influencers with the technical resources and messages needed is critical
  - A strong understanding of the oil and gas sector is advantageous
  - Effective public speaking, communication and presentation skills
    - **Behavioural competencies:** Strategic thinker, judgement, results and detail-oriented, able to work autonomously with minimal supervision, team spirit, adaptability in a multicultural environment.
    - **Fluent in** English and Kiswahili (speaking, writing)

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## 2. Logistics Method & HSE Engineer

Location: Tanzania  
 Deadline: 13/05/2024

### Job Description

#### **MISSION AND JOB DIMENSION:**

The Job Holder is responsible for:

- Ensuring that all activities he is responsible for, or involved in, are performed with the highest level of consideration to HSE risk management, Project Quality Policy and management system, protection of human's health, respect of various communities and care of environment.
- Zero fatalities and with a zero-accident safety culture
- Initiate, develop and implement a safety culture in a complex environment without Oil & Gas experience.
- Promoting safety awareness at all levels through exemplary and pro-active attitude within Project team and Contractor/subcontractors/vendors' team

- Road Safety Coordination (RSC) for the project with the other projects stake holders.
- Assuring that all logistics procedures are in line with Contractor's ones and are well known by other interfacing contractors.
- Implementing the carbon footprint reduction principles for the logistics activities
- Follow-up of the Zero Harm campaign.

## **ACTIVITIES:**

### H3SE:

- Liaise with H3SE to ensure project logistics plans are in line with EACOP policies and project objectives.
- Ensure proper and effective internal controls and safety standards are in place for all EACOP Logistics activities.
- Promote safety awareness at all levels within EACOP Logistics teams and contractor/subcontractors/vendors' teams.
- Ensure the application or the adaptation of Company rules (derogation process)
- Participate in the definition of the Department's Safety and Environment objectives and the directions in which progress can be made.
- Define and implement (with Log Operation Manager) the road transport safety procedures (equipment and personnel). This includes detailed traffic control, vehicle monitoring system and driving policy, in line with COMPANY referential.
- Organize follow up of H3SE anomalies and events reported within the logistics perimeter; in conjunction with the units responsible, monitor corrective actions to be implemented by each unit.
- Organise QH3SE meeting with contractor's Road Safety Coordinator
- Ensure the successful boarding and integration of local staff to respect high expectations from Tanzanian and Ugandan Authorities with a target is to reach 90% of the total manpower (including subcontractors' personnel).
- Audits: Ensure the proper implementation of contracts clauses amongst logistics activities.
- Assist EACOP Logistics Manager as required, notably in preparation of Annual Service Quality Meetings with Contractors
- Manage quality of work provided by contractors and suppliers and determine the correct course of action.
- Monitor the audits of Logistics Contractors carried out by EACOP Audit Team and establish an action plan depending on the recommendations made. Participate when required in audits carried out by EACOP Partners or Authorities of EACOP Logistics Services.

## **CONTEXT AND ENVIRONMENT:**

- The EACOP project includes a 1445km 24in main oil export pipeline, 8 above ground facilities [AGI: including 6 pumping stations (PS-1 thru 6) and 2 pressure reduction stations (PRS-1 and 2)], a green field Marine Terminal (MST) with an export jetty and Load Out Facilities (LOF) and a series of main line block valves (MLBV) and a long line heat trace (LLHT) heating system. Approx. 150km of feeder lines from Upstream facilities from Tilenga and Kingfisher fields will tie-in to the EACOP project. EACOP is

developing the Tilenga Feeder line on behalf of the Tilenga Project. The EACOP Pipeline project will be the largest privately led with Government participation transnational infrastructure project ever undertaken in East African region. The project overall tonnage is estimated at 500,000t of material and equipment.

- Behind the numerous technical (the longest electrically heat traced pipeline in the world), environmental and social challenges faced by the project, Government of Uganda and Government of Tanzania agreed to develop EACOP project in a fast-track mode. The project is aiming at a Ready for Start-up (RFSU) schedule not later than 39 months after FID.
- The context is complex with numerous stakeholders, environmental and societal / local content stakes, three partners, two involved countries new to oil development (Uganda and Tanzania), and the need for project development in accordance with IFC standards to secure the necessary financing.
- In the current context of low oil price, the project needs to be developed with low CAPEX & OPEX to support the economics and enable FID while maintaining the technical quality of the installations, with high H3SE requirements and focus.
- Job Location: The position will be based at Dar Es Salaam with sites visits in Uganda or Tanzania with temporary mission abroad to follow construction activities until mid-2026.

#### **ACCOUNTABILITY:**

- Liaise with H3SE to ensure project logistics plans are in line with EACOP policies and project objectives.
- HSE practices on Logistics sites
- Creating and implementing of specifications for CFT.
- Updating, issuing and implementation of EACOP Logistics Management System.
- Checking the validity of rules and procedures.

#### **QUALIFICATIONS AND EXPERIENCES REQUIRED:**

Professional experience:

- Specialist in H3SE within logistics operations with professional experience of at least 10 years in oil and gas logistics and knowledge of the operational constraints related to onshore activities.
- Strong knowledge on Road transportation for the RSC position including national /international rules and regulations for the road transportation.
- HSE audits competencies

Technical competencies:

- Engineer's Degree

Behavioral competencies:

- An analytical mind, rigorous, holistic approach and tenacity.
- Ability to adapt, analyse problems and communicate with all entities; flexible and able to write Standing Instructions and Procedures.

Fluent in English

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### **3. Logistics Cost Control Lead**

Location: Tanzania  
Deadline: 13/05/2024

#### **Job Description**

#### **MISSION AND JOB DIMENSION:**

- The EACOP project includes a 1445km 24in oil export pipeline, 8 above ground facilities, a green field marine terminal with an export jetty and a series of 60 main line block valves and +20 trace heating stations. 150km of feeder lines from Upstream facilities will tie-in to the EACOP project.
- The project contracting strategy entails 8 main packages (EPcm, EITS, Thermal Insulation, Linepipes, LLIs POs, Stations, Pipeline and Terminal construction activities) to be executed thru 15 different direct main contracts. An EPcm contractor will oversee Detailed Engineering, Procurement and construction management support interfacing will all other contractors.
- EACOP direct personnel, including partners secondees, mobilized in France, UK, Tanzania, Uganda will be more than 600 at peak periods during the execution phase of the project and up to 8,000 to 10,000 personnel, when including contractors, expected to be mobilized across the various sites for construction activities.
- Production Data 216Kbopd/Swing @ 246 kbopd
- Budget (CAPEX): Estimated Investment: 3,500 MUSD
- Value of managed contracts (MUSD): NA
- Job subject to financial delegation of authority: NO
- Staff managed (number): (w. functional reporting) N/A.
- Direct subordinates (number): 2

#### **ACTIVITIES:**

The Job Holder is responsible for:

- All the activities related to Cost Control all along the course of the Project.
- to work closely with Project cost control team, giving advice and support to ensure compliance with EACOP requirements referring to Cost Control structure, procedures, and practices.
- to review, analyze, process and present to Logistics Manager all information and documentation related to Logistics Package costs and expenditures.
- to liaise actively as well with the Package manager, Contract Engineer and with EACOP Cost Controller & Finance Department for all matters related to Cost Control and accounting.

- To maintain a strong relationship with PMT cost control team, EACOP Logistics Package Team and Finance department to promote EACOP Cost Control good practices ensuring efficient and effective Cost Control Management of the Project.
- To manage all Cost Control activities relative to Logistics Package, giving advice and proposing improvements whenever required.
- To ensure right implementation of Logistics Package requirements, means and tools to ensure the efficient organization and operation of the Project Cost Control activities.
- To ensure timely preparation of the cost reports and review the budgets and updates provided by PMT Control Team with inputs from the members of the Logistics Package Team to guarantee accuracy and completeness of the data prior to reporting to EACOP Management.
- To participate in the preparation of Logistics Package Monthly Report synthesizing and summarizing cost data.
- To prepare and issue additional reporting with cost information and data whenever required to EACOP, partners and authorities.
- To participate and carefully review the cost assessment of any contract variations.
- To identify any other Project cost trends, drifts, variances data update to ensure continuous monitoring of the Project Final Cost Estimate.
- To liaise actively with EACOP Project Control Team for all matters related to cost and accounting (commitments, invoice processing and payment, accruals, payment claims and disputes...).
- To observe and impose strict confidentiality of all budgets and cost documentation all along the course of the Project.
- To timely report to the Project Logistics Manager and Project Control Manager, highlighting cost trends and any area of concern or problem encountered.
- To gather 'lessons learnt', provide feedback to other EACOP entities as required and participate in the enhancement of Project Cost Control expertise within EACOP.
- To coordinates responses to audit queries related to Cost Control issues, and resolution of audit exceptions (all stakeholders).
- To adopt and demonstrate exemplary behavior with regard H3SE and H3SE rules implementation.
- To adopt and demonstrate exemplary behaviour regarding ethics and project "code of conduct" policy.
- To carry out any other duties or tasks that may be required by the position.

### **CONTEXT AND ENVIRONMENT:**

- The EACOP project includes a 1445km 24in main oil export pipeline, 8 above ground facilities [AGI: including 6 pumping stations (PS-1 thru 6) and 2 pressure reduction stations (PRS-1 and 2)], a green field Marine Terminal (MST) with an export jetty and Load Out Facilities (LOF) and a series of main line block valves (MLBV) and a long line heat trace (LLHT) heating system. Approx. 150km of feeder lines from Upstream facilities from Tilenga and Kingfisher fields will tie-in to the EACOP project. EACOP is developing the Tilenga Feeder line on behalf of the Tilenga Project. The EACOP Pipeline project will be the largest privately led with Government participation transnational

infrastructure project ever undertaken in East African region. The project overall tonnage is estimated at 500,000t of material and equipment.

- Behind the numerous technical (the longest electrically heat traced pipeline in the world), environmental and social challenges faced by the project, Government of Uganda and Government of Tanzania agreed to develop EACOP project in a fast-track mode. The project is aiming at a Ready for Start-up (RFSU) schedule not later than 39 months after FID.
- The context is complex with numerous stakeholders, environmental and societal / local content stakes, three partners, two involved countries new to oil development (Uganda and Tanzania), and the need for project development in accordance with IFC standards to secure the necessary financing.
- In the current context of low oil price, the project needs to be developed with low CAPEX & OPEX to support the economics and enable FID while maintaining the technical quality of the installations, with high H3SE requirements and focus.
- Job Location: The position will be based at Dar Es Salaam with sites visits in Uganda or Tanzania with temporary mission abroad to follow construction activities until mid-2026.

### **ACCOUNTABILITY:**

- To ensure accuracy and completeness of Cost data and documentation.
- To provide EACOP Project Management and Logistics Package with insightful cost reports that effectively allow early identification of cost increases and implementation of remediation plans where required.
- To share his know-how with Project team, EACOP finance personnel in Uganda and Tanzania and EPCM team to guarantee the correct performance and the smooth continuity of the Cost Control activities within the Project.

### **QUALIFICATIONS AND EXPERIENCES REQUIRED:**

- Degree holder in an accounting or business administration related field, broad project experience across all aspects in major project developments.
- Minimum 10/15 years of experience in Oil & Gas Industry with similar large-scale projects & environment. International project experience related to cost control, capacity to train and coach newly recruited cost control personnel

### **REQUIRED COMPETENCES:**

- Ability to work with Workday ERP is the preference.
- Leadership, reliability, and work confidentiality.
- Ability to work under pressure and stressing conditions.
- Team spirit and adaptability to an international work context.
- Ability to plan / organize / coordinate and control.
- Ability to work in a multi-cultural business environment.
- Good interpersonal and communication skills.
- English as mother tongue or Fluent in English (speaking and writing)

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## **4. Logistic HSE Coordinator**

Location: Tanzania  
Deadline: 13/05/2024

### **Job Description**

#### **MISSION AND JOB DIMENSION:**

The Logistics HSE Coordinator for EACOP Project is based in Tanzania. EACOP Project 1445 km of 24in heated crude oil pipeline from Hoima in Uganda to Tanga in Tanzania arriving at a marine storage terminal with an export jetty. 16 Main Camps/Pipe Yards (MCPY), 8 above ground installations (AGI), a Thermal Insulation Site (TIS), a marine storage terminal and a load off facility (MST-LOF). The Job Holder participate for HSE management of Logistics activities relating to the EACOP project to insure safe delivery of companies and contractors' equipment. It includes responsibility over:

- Logistics contractors' follow-up
- Support to Logistics staff on site.

#### **ACTIVITIES:**

##### 1. Logistics contractors' follow-up (mainly MLC)

- Follow-up of contractors' daily and weekly activities: respect of HSE controls and inspections, HSE report, notification of safety events/incidents and initial report.
- Attend weekly meeting and HSE monthly meeting.
- Ensure the achievement of action plans.
- Assess or inspect contractors' activities or performance on sites.

##### 2. Support to Logistics staff on site.

- Daily HSE support of the Log MatCo / Road Safety advisors on the field
- Safety supervision of deliveries for personnel and vehicles including unloading operations (JSA, audits, ...)
- Follow-up of Road transportation activities in coordination with Road Safety team

##### 3. Common activity

- Promote "Zero Harm" policy within the logistics.
- Prepare the HSE monthly dashboard for Logistics.
- Ensure that accidents/incident involving Logistics team or Contractors are reported and investigated and follow up the actions plan.
- Supervise for Logistics Emergency Response Plan and Medevac.
- Participate to write new procedures and instructions.
- Organize and follow induction and training of Logistics team.
- Prepare and facilitate toolbox and safety meeting.

- Monitor national laws and regulations related to safety.

### **CONTEXT AND ENVIRONMENT:**

- The EACOP project includes a 1445km 24in main oil export pipeline, 8 above ground facilities [AGI: including 6 pumping stations (PS-1 thru 6) and 2 pressure reduction stations (PRS-1 and 2)], a green field Marine Terminal (MST) with an export jetty and Load Out Facilities (LOF) and a series of main line block valves (MLBV) and a long line heat trace (LLHT) heating system. Approx. 150km of feeder lines from Upstream facilities from Tilenga and Kingfisher fields will tie-in to the EACOP project. EACOP is developing the Tilenga Feeder line on behalf of the Tilenga Project. The EACOP Pipeline project will be the largest privately led with Government participation transnational infrastructure project ever undertaken in East African region. The project overall tonnage is estimated at 500,000t of material and equipment.
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- In the current context of low oil price, the project needs to be developed with low CAPEX & OPEX to support the economics and enable FID while maintaining the technical quality of the installations, with high H3SE requirements and focus.
- Job Location: The position will be based at Dar Es Salaam with sites visits in Uganda or Tanzania with temporary mission abroad to follow construction activities until mid-2026.

### **ACCOUNTABILITY:**

- Ensure compliance with Tanzanian rules, regulations, shareholder and governmental agreements, and standards relevant to project activities and project implementation in compliance with requirements in construction deliverables and site activities.
- To ensure compliance with project requirements and regulatory framework in pipeline construction related activities.
- Supporting and coordination of EACOP project teams.

### **QUALIFICATIONS AND EXPERIENCES REQUIRED:**

- Higher National Diploma and relevant professional experience.
- Fluent in Swahili and English, both written and spoken.
- Computer literate with all MS Office programs.

- 5 years' experience (at least 3 y. on site) in a function involving logistics or safety supervision in Tanzania in mining, construction, or O&G sectors. International environment experience would be a plus.
- A good knowledge of HSE standards (HSE Management System, Works at risk, permit to work) would be highly appreciated.
- A good knowledge of Logistics activities would be highly appreciated.
- Good knowledge of Tanzanian safety and security regulations

**REQUIRED COMPETENCES:**

- Highly available, autonomous, and able to travel to remote areas in Tanzania and Uganda.
- Sense of responsibility and dependability.
- Good communication and observation skills.
- Ability to work within a project team.
- Clean police record and driving license.

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