

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 Denver, USA. AGA has operations in more than ten countries across four continents. The mine is situated in the Lake Victoria Gold fields of Northwestern Tanzania, only about 120 km's from Mwanza City and 20 km's Southeast of the nearest point of Lake Victoria. The company has its main office and operations in Geita, only 5 Km's west of the fast-growing town of Geita, and 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:	Manager – Underground Mine Production
Contract type & Duration:	Unspecified time
Department:	Underground Mining
Reporting to:	Senior Manager - Underground Mining
Number of Positions:	One (1)

GGML is an equal opportunity employer.

PURPOSE OF THE ROLE:

Underground Production Manager is highly needed to support the Senior Manager – UG Mining at our Nyankanga and Geita Hill Underground mining projects. This will include working with and managing UG Mining Contractors at these two mines for achieving production KPIs, managing CAF filling processes to ensure Stope CAF filling plan is achieved to support ounce profile/business plans. The incumbent will also be responsible to build, develop, and lead an effective team capable to deliver the strategy to transition Geita Gold Mine to a major underground operation, to be executed in line with specific instructions from Senior Manager – Underground Mining and requirements of relevant Tanzanian Mining Legislation.

QUALIFICATIONS:

- Relevant tertiary qualification.
- BEng Mining / Engineering Degree or equivalent - preferred but not essential.
- Underground Mine Managers Certificate – preferred.
- Site Entry requirements which may include Mines Health Surveillance.

EXPERIENCE:

- Eight (8) to ten (10) years' operational experience within an underground mining environment of which, at least three (3) years is at mine management level.
- Experience working with International UG mining contractors who operate underground mechanized trackless equipment will be highly regarded.
- Proven experience and ability to create and manage budgets for a UG operation.
- High skill level with UG mine planning experience.
- Demonstrated experience in an underground mining production environment.
- Proven track record of managing and leading large and diverse teams.
- Hands on approach and service orientated outlook.

MAIN OR KEY ACCOUNTABILITIES:

Safety:

- Identify and interpret safety risks and resolve emerging issues; and ensuring that appropriate focus and resources are available to achieve safety objectives.

Mining Production Processes & Practices:

- Understands key underground production and development processes in large scale trackless mining environments.
- Knows when to engage Specialist's support.
- Understanding of safe and effective underground production practices, management, support systems.
- Establishing Paste and CAF infrastructure in Underground environment.
- Commissioning Underground Paste and CAF operations in underground environment.
- Able to manage performance based on interpretation of data and can initiate and drive the operational improvements as required.
- Demonstrated ability of delivering to production and cost targets.

Operational Management:

- Ability to effectively lead and communicate to all levels of the team.
- Understands key processes and systems to drive the best performance from all team members.
- Training and developing new and inexperienced workers to become safe and effective underground.
- Understanding of the key skills & knowledge required by all team members in order to carry out their roles effectively and safely.
- Demonstrated ability of being able to identify and develop emerging talents within a multi-discipline team.
- Strong understanding of mining cost drivers and their impact to the overall financial results of the operation.
- Ability to develop operational budgets in consultation with Senior Underground Manager and other service departments.

Planning:

- Understanding of good mine planning processes and the ability to drive the establishment of required planning systems and approaches.

Contract Management:

- Strong knowledge in underground contract management practices and demonstrated ability in managing underground mining contracts.

Project Management:

- Understands AGA project management standards and has applied them in a minor project to conceptual level.
- Ability to lead a minor project and interact with test work and engineering consultant service providers.

Innovation:

- Thinks creatively to develop multiple, workable options.
- Generates innovative solutions, which continuously improve the performance of existing assets, products, services or processes.
- Demonstrating an openness to new ideas and new ways of working.

Leadership:

- Build, develop and lead the mining team in line with instructions given by the Senior Underground Manager.

Environmental:

- Establish and maintain processes to ensure that all environmental risks and emerging issues are identified, and mitigation plans to put in place.

Planning:

- Establish and maintain processes to ensure the development of optimized short-term, and medium-term plans that ensure delivery of the budget requirements and the operations strategy.

Delivery:

- Ensure that the use of all resources is optimized to ensure delivery of the plan.
- Identify areas for improvement in operational blueprints (systems, processes, procedures and tasks) to ensure adherence to plan, reduce variation and maximize cost effective utilization.
- Develop and implement systems to collect and manage operational data and to monitor performance.
- Establish and maintain systems for identifying opportunities to drive operational excellence.
- Ensure collaboration with all departments to achieve streamlined delivery to plan.

Compliance Accountabilities:

- Awareness/management of declaration of conflict of interest of direct reports.
- Awareness/management of SOX control accountabilities.
- Awareness/management of Delegation of Authority.
- Awareness/management of reporting (weekly/monthly/quarterly/annual) requirements.

ADDITIONAL REQUIREMENTS:

- Ability to lead senior technical specialists.
- 1 to 2 years' experience working with the P500 and Operational Excellence (OE) initiatives or equivalent.
- Worked in highly mechanized Underground operations.
- Advanced knowledge in contract management practices, technical consultants, and operational mining contracts.
- Advanced understanding of project management standards and has applied them in a minor - medium project to conceptual level.
- Demonstrate advance level of knowledge of planning systems and practices from long term to short term mine planning.
- The ability to work across all disciplines, where rigorous engagement and interaction is expected.
- The ability to handle conflict resolution.
- The ability to utilize equipment, office software -MS Office (Excel, Word, PowerPoint) to prepare correspondence, reports, forms, mailings.
- The ability to communicate clearly and concisely, both orally and in writing with good presentation and facilitation skills.
- The ability to use statistical methods to analyze, validate & verify analytical data with a strong attention to detail.
- The ability to work and communicate with people at all levels/good interpersonal skills.

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 “**Manager – Underground Mine Production**”

Application Link: <mailto:https://careers.anglogoldashanti.com/job-invite/24685/>

- 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 **06th August 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 speakupAGA@ethics-line.com or use the internet at www.tip-offs.com

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Position:	Superintendent 2 – Safety
Contract type & Duration:	Unspecified Time Contract
Department:	HSE - Safety
Reporting to:	Manager – Safety & ER.
Number of Positions:	One (1)

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PURPOSE OF THE ROLE:

To provide Safety support and guidance to open & underground mining operations and to ensure all employees are trained to a certified competency, furthermore, to support Manager – Safety & ER & Senior Manager HSE by ensuring all Safety Management Systems are implemented and adhered to in line with GGML site specific requirements to comply with the AGA and CARO Safety standards for acceptable best practices internationally.

QUALIFICATIONS:

- Tertiary Safety Qualification /Diploma, Degree, or Equivalent in Safety (NEBOSH, IOSH, SAMTRAC/SHEMTRAC, Chamber of Mine Safety)
- Senior First Aid Certificate or Occupational First Aid.

EXPERIENCE:

- 5+ years of experience or exposure to the Open and Underground Mining Industry is required for this position.
- Accident/Incident Investigation course work.
- Mines Rescue experience.

MAIN OR KEY ACCOUNTABILITIES:

Safety Systems

- Implement, update, and maintain the GGML Mining Open and Underground Safety Management System and Safety Plan and ensure compliance which is in line with ISO 45001:2018
- Understand and ensure compliance of the GGM Integrated Management System by all functions involved with Open underground operations.
- Co-develop the Site Emergency Management Plan and Crisis Management to ensure application for UG Mining conditions and communicated to all concerned.
- Develop and monitor UG Personal Safety activities Plans.

- Ensure communication of the Company policies, risk profiles, workplace standards and procedures and site objectives to all UG personnel.
- Ensure the requirements of all UG Contractors' Safety Management Plans are adequate and complied with.
- Regularly review UG Safety Management Systems and liaise with Snr. Management as to changes that may arise.
- Initiate and facilitate review of the UG AuRisks, baseline risk assessment, Management of Change, and Bow Ties XP file for UG annually.
- Conduct over inspection to all Critical controls on UG Major hazards and investigate any deviation and ensure evidence support is provided on the mine safety data base system e.g. WMRS.
- Ensure all UG related accidents/incidents are reported, managed, and investigated thoroughly to the company's standard.
- Ensure information for entry to the companies' database is accurate and of good quality.
- Ensure Safe Work practices, instructions are relevant and complies with Statutory or other requirements which are communicated to personnel.
- Support and facilitate preparation for Safety meetings.
- Ensure daily, weekly, and monthly reporting is completed and submitted to Manager Safety & Sn Manager UG Mining
- Interpret safety performance and identify areas for improvement for safety sustainability.

Injury Management

- Ensure the company's procedure for Injury Management is available and communicated to all personnel for prompt compliance.
- Ensure liaison with the medical team about information of person/s receiving medical treatment. (In compliance with relevant Privacy Act's)
- Ensure the Medivac Procedure is understood and complied with.
- Assess and advice the alternate duties and injury rehabilitation programs risks to injured person.
- Follow up on the injured employee progress and any support required.
- Ensure the information regarding the availability of counselling services is communicated.

Safety Practices

- Establish and implement daily (prestart meeting), weekly and monthly Safety meetings and ensure information is recorded as per the Safety Management System
- Promote and monitor the site Hazard identification and reporting programme and provide advice for corrective actions and follow up for closure status.
- Implement and promote focused leading indicators parameters which are Inspections, Planned Task Observations, Hazards Reported, Hazards & Risk Management, Schedule Safety Training, Critical Controls Reporting, Caught in the Act, Corrective actions Closure.
- Schedule and coordinate Audits programmes as guided by the Company OHS Management systems.
- Ensure proper corrective actions and preventative actions are developed to close out all OHS issues or findings or Non-Conformances including statutory matters.
- Ensure Safety Alerts are developed, communicated, and acted upon for the safety of all site employees.
- Implement and Monitor Major hazards standards and critical control monitoring process including performance analysis to identify gaps and opportunities for continuous improvement.
- Facilitate annual Management review meetings for UG Mining and Contractors and provide inputs to site wide annual management review.
- Ensure Job Safety Analysis system is utilized, and reviews conducted periodically, facilitate annual baseline risk assessment review and issue-based risk assessment, Project Risk Assessment as required.
- Ensure any incident/accident such as injury, damage, HPI or a dangerous or potentially dangerous circumstance which may occur or arise is reported to the Site Management and workforce.

- Promote safety performance and mentor Safety Representatives in all safety matters pertaining to site and coordinate monthly HSE reps departmental meeting as well as actively participating in a site wide monthly meeting.
- Ensure critical information is accessible and is current. (MSDS, Tanzania Regulations etc.)

ADDITIONAL REQUIREMENTS:

- Must be able to live AGA and GGML values.
- Must Possess Tanzanian Driving License and be able to drive Manual Vehicle.
- Courageous, cooperative attitude and able to make decision.
- Ability to solve problems.
- Ability to influence and inspire others to work safely.
- Able to adapt new challenges and new environment.
- Able to deliver results on time.

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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 "**Superintendent 2 – Safety.**"

Application Link: <https://careers.anglogoldashanti.com/job-invite/24792/>

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