

# 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:	<b>Specialist - Security Technology</b>
Contract type & Duration:	<b>Unspecified time contract</b>
Department:	<b>Security</b>
Reporting to:	<b>Superintendent - Security Systems</b>
Number of Positions:	<b>One (1)</b>

## PURPOSE OF THE ROLE.

The purpose of the role is to ensure high level of Security system availability, System upgrade and redundant planning, Review system standards and ensure current systems installations and performance adhere to standard. Provide on-job training to all technicians on Security system standard as required by AGA, and ensure all tools and equipment adhere to AGA safety standards.

## QUALIFICATIONS:

- A relevant qualification in Security Systems.

## EXPERIENCE:

- At least Five (5) years' experience in Mining Industry Security technologies.
- CCTV, Alarms, Computer/IT, Electric Fence, Access Control (Maintenance, Installation), Electronics.
- Security System Planning, Networking, C Track System.
- Project Management.

## MAIN OR KEY ACCOUNTABILITIES:

- Conduct training to all System Technicians on current and new security technology available.
- Ensure Systems redundancy plan schedule in place and adhere to.
- Ensure Coordination of security systems development, implementation and maintenance schedules are in place.
- Provide direction and expertise in the developing and maintenance of security systems and technology.
- Participate in and/or lead, the planning of Security systems integration projects.
- Provide integration environment technical knowledge and experience during the planning, execution, and management of integrating new applications into the existing application environment
- Enhance relationships with vendors of application software deployed in the organization to both learn about and provide feedback on their technical integration capabilities.
- Do research and make recommendations on new technology and products available in the market
- Maintain cross-function relationship with other departments the security, integrity, and functionality of the system across the business.
- Develop standards, processes, and document to support and facilitate integration and automation projects and initiatives.
- Manage Projects when required and sign off all projects to ensure AGA standard of work is adhere to.
- Manage Security systems hygiene for all administrative application systems.
- Where necessary, provide guidance to other Applications to Department members.
- Review monthly report of technicians output, systems repaired and systems offline.
- Supervise Security System inspections to ensure inspections are done weekly and reported to Systems Technical Superintendent.
- Maintain Access to all systems i.e., add or remove access users when required.
- Weekly/Monthly Gold Room, Server Room, equipment room access group log, ensuring all systems are functional.
- Take control and ensure no non-compliances to Safety Procedures.
- Promote team spirit / teamwork to increase individual efficiency and desired work output.

- Handle awkward situation or emergency without being flustered e.g., Emergency/ Crisis Management.
- Commit the best endeavors and full capability to the work assigned to you by your manager.
- Advise security management of any risks that may impact security system and suggest risk management strategy required.
- Demonstrate work behaviours consistent with the company Values and work within prescribed boundaries, including required behaviours, company policies, standards, procedures, and legislation requirements.
- Disclose timely information to manager when accountability cannot be met within limits or can be met with lesser acceptable time and resources than planned.

#### **ADDITIONAL REQUIREMENTS:**

- CCTV, Alarms, Computer/IT, Electric Fence, Access Control (Maintenance, Installation), Electronics
- Security System Planning, Networking, Car Tracking and Fleet Management System.
- Proven technical project management experience
- Extensive knowledge of relational Security systems design and management techniques
- Strong knowledge of system and software quality assurance best practices and methodologies
- Extensive experience with core software applications such as Cathexis, Gallagher command center and Access control (SOFTCON)
- Excellent oral and interpersonal communication skills.
- Outstanding writing and documentation skills.
- Ability to communicate ideas in both technical and user-friendly language.
- Able to conduct research into application integration issues and products.
- Highly self-motivated and directed, with keen attention to detail.
- Able to prioritize and execute tasks in a high-pressure environment.
- Experience working in a team-oriented, collaborative environment.

#### **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 “**Specialist - Security Technology.**”

#### **Application Link:**

<https://career5.successfactors.eu/sfcareer/jobreqcareer?jobId=18924&company=AGAprod>

- 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 **30<sup>th</sup> April 2022 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

#### **NOTE ON COVID-19 PREVENTION:**

- Please note when you are invited for interviews, you will be required to present proof of vaccination against COVID-19 (Covid-19 vaccination certificate) or if you are not vaccinated, please go for a Covid-19 test and obtain a 96 - hour valid PCR Covid-19 negative certificate.
- You are also advised to adhere to all recommended prevention measures including proper wearing of face masks and washing or sanitizing your hands before you are allowed through Geita Gold Mine entry points.

**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](mailto:24cthonesty@ethics-line.com) or use the internet at [www.tip-offs.com](http://www.tip-offs.com)**

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Position:	<b>Specialist – Underground Geology</b>
Contract type & Duration:	<b>Unspecified time contract</b>
Department:	<b>Geology</b>
Reporting to:	<b>Snr Manager – Geology &amp; Exploration</b>
Number of Positions:	<b>One (1)</b>

## PURPOSE OF THE ROLE:

The purpose of the role is to provide specialist underground geology support to the Geology Manager and UG Mine Geology Superintendent by developing and supporting the implementation of professional and technical development programmes for Geologists, including development, update and review of underground geology procedures, drilling strategies, modelling methods and reconciliation measures. As an experienced Geology Specialist, work to ensure effective transfer of skills and knowledge to junior geologists particularly on underground mining geology, aligned with professional and technical development plans.

## QUALIFICATIONS:

- Minimum: A Degree in Geology
- Accredited geology and / or mining industry professional (CIMM, SAIMM, JORC etc.)

## EXPERIENCE:

- At least 10 years' experience in Underground Exploration and Mining Geology, preferably in Gold Mining environments.
- Proven experience in planning underground exploration and mining geology work programmes.
- At least 5 years of experience with designing technical training programs and workshops in the mining industry.
- Demonstrated ability to design technical training events for explorations and mining geology work.
- Extensive knowledge of instructional design theory and learning principles.
- Proven ability to master the full training cycle and competency development.
- Familiarity with traditional and modern training methods, tools and techniques.
- Familiarity with the company's talent management and succession planning.
- Ability to conduct cost-benefit analysis and calculate return on investment for knowledge transfer.
- Ability to present complex information to a variety of audiences.
- Proficiency in QAQC systems and database software.

## MAIN OR KEY ACCOUNTABILITIES:

- Support the design and implementation of professional and technical development plans for geologists in the Geology Department
- Mapping out geologists and technician's development plans by identifying and/or determining training needs with Managers and Superintendents according to job requirements.
- Evaluating competency levels in relation to required tasks at various levels of employee's career path.
- Translate delivery requirements into a training matrix that will prepare employees for the next step of their career path
- Build annual training programs and prepare training modules suitable for the training matrix
- Deliver training courses where appropriate.
- Assess training effectiveness to ensure incorporation of taught skills and techniques into employees work behaviour
- Set trainees/employees up with small, manageable projects in line with the training programmes
- Provide direct output support to Geology Manager in terms of training budget planning
- Receive field attachment candidates' and work collaboratively with sectional heads of the department through the processes of monitoring trainees while onsite and ensuring their well-being (inductions, rotations, payments, PPEs etc.)
- Work with the Exploration Superintendent and UG Mine Geology Superintendent in developing exploration and resource drilling strategies for the LOM underground projects at Geita
- Support the UG Mine Geology Superintendent in developing underground ore sampling strategies and to support grade estimation, ore tracking and reconciliation work.

- Support the UG Mine Geology Superintendent with grade control and resource modelling maintaining high standards of data validation, modelling, model scheduling, handover, auditing and reconciliation
- Plan and schedule underground sampling and drilling activities to support mining production schedules
- Support the UG Mine Geology Superintendent in optimizing drilling methods and schedules, within available budget, to provide geological information within sufficient time to optimize decline development and medium-term LOM options
- Provide geological input into the Mine Planning process (in a collateral cross functional relationship) through mine design, impact assessment of different mining methods / techniques on dilution and mining recovery; as well as schedules which optimize both the geological drilling and mining to the maximum possible extent.
- Support the UG Mine Geology Superintendent in developing annual budgets for underground exploration and infill drilling according to the Mine's business planning timetable.
- Provide recommendations for mine planning designs that maximize the cost associated with exploration and mining development
- Develop and monitor Geological mapping of development drives and sampling data acquisition and storage to the highest standards

#### **ADDITIONAL REQUIREMENTS:**

##### **Technical Competencies**

- Proven experience in geological work processes of underground gold mining systems.
- Demonstrated ability to facilitate skills transfer / on the job training / coaching.
- Knowledge of various training / coaching evaluation methods and performance monitoring.

##### **Leadership Competencies**

- Ability to direct structured learning experiences and monitor their results.
- Must demonstrate strong work ethics and ability to communicate courteously with co-workers.
- Ability to consider other UG Dept's deliverables and goals in Geology work programmes.
- Motivates team by providing strong sense of urgency for meeting AGA's strategic goals.

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