

# 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:	<b>Superintendent 2 – Underground Drill &amp; Blast</b>
Contract type & Duration:	<b>Unspecified time</b>
Department:	<b>Underground Mining</b>
Reporting to:	<b>Senior Manager - Underground Mining</b>
Number of Positions:	<b>One (1)</b>

## PURPOSE OF THE ROLE:

To support, develop and train an effective local team and to implement best practices for Drill & Blast within an Underground mine environment. The mining method is long hole Open Stopping utilizing both Longitudinal and Transverse methods. The training will predominantly be within Underground production areas with Production Drillers and Production Charge Up operators and working with Mining Engineers.

## QUALIFICATIONS:

- Bachelor of Mining Engineering preferred not essential.
- Blasting Certificate
- Site Entry requirements which may include mines Health Surveillance.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

## EXPERIENCE:

- 10+ years' proven experience in underground mine production with extensive experience on drilling and blasting on a senior role.
- Experience working with international mining contractors managing surface and / or underground drilling and blasting operations will be highly regarded.
- Experience working with International UG mining contractors who operate underground mechanized trackless equipment will be highly regarded.
- Proven ability to follow daily/weekly/monthly plans and achieve targets set for both KPI's and compliance to plan.
- Proven track record of managing and leading large and diverse teams
- Hands on approach and service orientated outlook.

## MAIN OR KEY ACCOUNTABILITIES:

- Produce short, medium- and long-term stoping schedules in a timely manner in line with mine plan in liaison with Mine Planning Engineers

- Ensure preparation and delivery of stope notes and the coaching and training of drill and blast engineers on the stope note process.
- Design and review of drill and blast plans for execution in line with mine plan and operational requirements.
- Report on all safety, production and financial performance indicators related to Drill and Blast.
- Ensure all statutory reporting requirements are met in relation to safety and environmental incidents within established deadlines within department.
- Effectively manage the UG Drill and Blast section while satisfactorily achieving Company targets within budgeted costs.
- Manage the GGML Underground Drill and Blast section along with the mining contractors when required.
- Attend weekly safety meetings with contractor and staff and ensure any responsibilities for the agreed action plans are met and outcomes are achieved in a timely manner.
- Demonstrate adherence to GGML safety and health policy and procedures
- Assist UG Production Manager with procedure development where necessary.
- Comply with all company environmental standards.
- Assist with the preparation of plans and collation of the Annual Environmental Reports.
- Ensure all statutory reporting requirements are met in relation to safety and environmental incidents within established deadlines within department.
- Report on all safety, production and financial performance indicators related to Drill and Blast.

#### **ADDITIONAL REQUIREMENTS:**

- Able to incorporate the Company's Safety and Environmental policies during the conduct of work so that mine designs and outcomes directly under their control are in accordance with the Company's and statutory requirements.
- Responsible for short, medium- and long-term stope planning for the underground mine in line with mine plan.
- Able to examine drill and blast parameters and equipment to optimise performance to improve on drilling and blasting efficiencies and cost.
- Able to update Drill and Blast guidelines in line with industry best practice and technology.
- Able to prepare schedules of stopes and required in stope development from the underground mine plan in accordance with the company's objective to provide sufficient ore feed for the plant.
- Able to lead the stope closure process and compile closure notes to be presented to all stakeholders for sign off.
- Able to provide input into design of mine ventilation and other mine services.
- 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 analyse, 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 "**Superintendent 2 – Underground Drill & Blast**"

**Application Link:**

<https://career5.successfactors.eu/sfcareer/jobreqcareer?jobId=20674&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 **11<sup>th</sup> December 2022 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 [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>Manager – Underground Mine Production</b>
Contract type & Duration:	<b>Unspecified time</b>
Department:	<b>Underground Mining</b>
Reporting to:	<b>Senior Manager - Underground Mining</b>
Number of Positions:	<b>One (1)</b>

## PURPOSE OF THE ROLE:

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:

- Bachelor of Mining Engineering (BEng) or an equivalent tertiary qualification.
- Underground Mine Managers Certificate.
- Site Entry requirements which may include mines Health Surveillance.
- **GGML is an equal opportunity employer: Female candidates are highly encouraged to apply.**

## EXPERIENCE:

- 10+ years' proven experience in mine production in underground mining environment of which at least three (3) years is at management level within an underground mine department.
- 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.

**Working with and managing U/G mine contractors:**

- 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 optimised 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 optimised 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 maximise cost effective utilisation.
- 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.
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