



Nickel Corporation (“Tembo”) is an operating company formed via the Framework Agreement (19 January 2021) between Kabanga Nickel Limited and the Government of Tanzania for development of the Kabanga nickel deposits in the Ngara District in the Northwest of Tanzania. Under the Framework Agreement terms, Tembo (owned 84% by Kabanga Nickel Limited and 16% by the Government of Tanzania) has been formally established for the mining, processing and refining of Class 1 nickel with cobalt and copper co-products. Tembo is the Swahili word for elephant and represents strength, community and longevity. Nickel aims to become a sustainable, inclusive and responsible company supplying critical battery minerals to the world.

1. JOB TITLE: CORPORATE COMMUNICATIONS MANAGER

Position Summary:

Tembo Nickel is seeking to recruit a **Corporate Communications Manager** to join the Tembo Nickel Project Team. She/he will have full responsibility to ensure the execution of the corporate communications strategy with a key focus on internal and external communications, branding, digital communication as well as media relations. The Corporate Communications Manager will also need to work closely with Human Resources and Community Relations. This role will report to General Manager-ESG

Duty Station: Dar es salaam Country Office with regular travel to sites.

RESPONSIBILITIES:

- Develop and maintain approved key messages document for external use.
- Develop and maintain approved FAO document for external use.
- Write and approve press releases.
- Support Country Manager with communications materials; speeches; and information for internal and external use.
- Integrate all communications across sites.
- Develop, maintain and execute when necessary the Corporate Communications Crisis Management Plan.
- Support HR and CR with internal and external communications.

- Maintain reputation through the Tembo branding.
- Be responsible for digital channels (LinkedIn, Twitter) and Tembo Nickel website.
- Review and approve content for digital media and Tembo website.
- Provide website content.
- Distribute internal communications emails (e.g., Management updates to employees).
- Manage Tembo Nickel incoming mails from external stakeholders.
- Draft and finalise in a timely manner the CM Quarterly Report for external stakeholders
- Develop, maintain, and distribute Tembo Habari quarterly magazine.
- Work with external suppliers for branding, printing etc.
- Uphold compliance with confidential information and have a deep understanding of what information can be approved for external stakeholders.
- Work to align all communications with the Tembo ESG strategy.

Qualifications and Competencies:

- Master's degree in Public Relations, Communication, or related field.
- 10 years of work experience.
- Strong Corporate Relations experience either in-house or at an agency.
- Strong experience of managing communications/design/digital agencies.
- Excellent media relations skills, able to handle complex media enquiries independently.
- Strong experience of working to deliver integrated communications plans, working closely with other departments.
- Preference for experience in Crisis Communications.
- Strongly developed writing skills covering reports, internal and external communications, press releases and other publications.
- Ability to translate between English and Kiswahili.

2. JOB TITLE: GOVERNMENT RELATIONS MANAGER

Position Summary:

Tembo Nickel is seeking to recruit a **Government Relations Manager** to join the Tembo Nickel Project Team. She/he will have full responsibility to ensure the execution of Tembo Nickel Government Relations Strategy. This role is responsible for developing and implementing a strategic approach to work with Central government, Local government stakeholders and other external stakeholders. This role will report to the Country Manager

Duty Station: Dar es salaam Country Office with regular travel to sites

RESPONSIBILITIES:

- Leading the development and delivery of the Tembo Nickel Government Relations Strategy: Draw on deep knowledge and experience of working with government institutions and departments to develop a strategic approach to engaging central government, key external partners, and local government stakeholders to enable Tembo Nickel to meet its strategic objectives.
- Leading the management of Government Stakeholder Relations: Build strategic relationships within government with elected representatives, ministerial advisors, department, and agency staff and leverage these relationships to achieve positive outcomes for Tembo Nickel.
- Managing Tembo Nickel engagement and strategic approach to regulators and parliamentary processes Including briefing Tembo Nickel executives and preparing other material and responses for parliamentary committees and other parliamentary processes.
- Strategically manage reputational risk: Take proactive steps to identify and manage reputational risks. Consider the organisation's program and activities through a political risk and reputation lens. Anticipate issues and lead a proactive response through engagement with government stakeholders and partner with the wider Corporate Affairs team to deepen insights that drive the community, the media, and other stakeholders, as well as influencing within the organisation to drive improved outcomes.
- Drive and align engagement with the Tembo ESG strategy, risks and opportunities.
- Oversee the management, execution and relationship building of all current and future government partnerships.
- Establish clear workflows of delegated responsibilities with internal teams with a focus on understanding partner goals and building long term government relationships.

Qualifications and Competencies:

- Master's degree in Public Relations, Public Policy, Public Administration, or related field.
- 10 years of work experience in similar role with reputable organization.
- Preference for experience in Crisis Communications.
- Strongly developed writing skills.
- Preference for ability to translate between English and Swahili.

3. JOB TITTLE: LEAD-OCCUPATIONAL HEALTH

Tembo Nickel is seeking to recruit a **Lead-Occupational Health** to join the Tembo Nickel Project Team. She/he will have full responsibility for development, implementation and continuous improvement of health programs and initiatives that support Tembo Nickel Operations. The successful candidate will work to ensure that workplace practices comply with OSHA and Tanzania labour legislation

**The successful candidate will report to the OHS Manager
Duty Station: Tembo Nickel Project Site- Ngara Roster: 6/3**

Duties and Responsibilities:

- Lead the development and implementation of occupational health objectives, processes, programs and initiatives on site.
- Serve as the company occupational health liaison with local, and central government regulators on all matters relating to occupational health.
- Develop Tembo Nickel occupational health risk portfolio and how to mitigate the risks.
- Ensure compliance and manage health statistics in compliance to Tembo Nickel standards.
- Manage site clinic and provide leadership to medical doctors, nurses, paramedics and other staff working in the clinic.
- Work with OHS Manager to develop OREP(Occupational risk exposure profile)for each role at the Kabanga site.
- Coordinate with site teams to continually improve health performance through the identification of risks and opportunities.
- Manage, review, and assess health data as a tool for continuous improvement.
- Together with the site leadership team, lead and support the implementation and continuous improvement of the Health, Safety and Security programs to mitigate risk, prevent injuries, meet regulatory requirements and protect people, property, and the environment across the sites.
- Facilitate and participate in the development, implementation, and ongoing review of risk assessments, the site risk register and control plans.
- Coordinate the Critical Risk Management program.
- Develop and implement crisis and emergency management planning, coordination, and incident response.
- Coordinate with supervisors and employees regarding safe operating procedures and the management of written standards and procedures.
- Participate in department inspections and audits, including coordination and communication with employees regarding ideas and issues.
- Administer pre-employment medical examination, periodic medical examination and post-employment medical examination for both employees and contractors.

Qualifications and Competencies:

- Master's degree in occupational Medicine or Occupational Health.
- 5 years of work experience in Occupational Health clinic.
- Doctor of medicine degree from a recognised university.
- Advanced trauma life support certified provider.
- Advanced Cardiac life support certified provider.

- Ability to develop plans, budgets, and reports.
- Mining experience will be an added advantage.

4. JOB TITLE: MEDICAL DOCTOR (2)-NGARA

Tembo Nickel is seeking to recruit Medical Doctors to join the Tembo Nickel Project Team. Medical Doctors are responsible for the planning, coordination, and supervision of all activities of the clinic on site. The candidate must be an experienced medical practitioner.

The successful candidate will report to the Lead-Occupational Health

Duty Station: Tembo Nickel Project Site- Ngara Roster: 6/3

Duties and Responsibilities

- Provide support and assistance to the CMO/ HSE/HR manager regarding health and medical laws and regulations and should be an interface for Tembo Nickel with local medical officers.
- Practice as a full-time physician for Tembo Nickel clinic on site.
- Conduct MEDEVAC in case of any urgent situation on site.
- Inform HR about all the released fitness Certificates for Tembo Nickel staff (administrative document).
- Release any relevant medical information on time for Tembo Nickel.
- Release flyers, newsletter, booklets and update medical information.
- Organize medical awareness sessions to prevent diseases or accidents.
- Propose private-public health projects (private-public partnership) with Government.
- Order medical items and drugs (with C&P), follow-up on the inventory and ensure timely delivery.
- Develop a Medical and Pharmaceutical network near Tembo Nickel site.
- Maintain contact with Tembo Nickel Medical Providers to improve services.
- Review and update medical procedures in place / propose new ones.

Qualifications and Competencies

- Bachelor of Medicine degree.
- Must be registered with the Medical Council of Tanganyika (MCT) with a valid practicing medical license.
- Minimum of 5 years working experience.
- Experience in mining or working in remote areas is an added advantage.
- Advanced trauma life support certified provider.
- Advanced Cardiac life support certified provider.
- Audiometric and spirometric technique certification.

HOW TO APPLY

Applicants are invited to send their resumes indicating the role title in the subject via email jobs@tembonickel.com

Application closing date is 14th November,2022

Note: We are committed to provide equal employment opportunities based on merits and we do not charge candidates any fees in the whole recruitment process
Tembo Nickel offers a competitive remuneration package and ONLY shortlisted candidates will be contacted. Women are strongly encouraged to apply.