



## 1. JOB TITLE: Underground Maintenance Engineer

Tarime, Mara Region, Tanzania, United Republic of

### JOB DESCRIPTION

#### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Underground Maintenance Engineer** to join and grow our team.

Join our exceptional team and embody Barrick's core values as you work with us. We are in search of individuals who can champion Barrick's DNA by:

- Communicating **Honestly, Transparently, and Acting with Integrity.**
- Exhibiting a **Results-Driven** approach.
- Delivering solutions that are **Fit for Purpose.**
- Dedicating themselves to **Building a Sustainable Legacy.**
- Taking **Responsibility and being Accountable.**
- Committing to **Zero Harm.**
- Cultivating strong and meaningful **Partnerships.**

If you're ready to contribute to our **world-class team** while embracing these values, we encourage you to apply and become a valued member of our diverse workforce.

#### Responsibilities

- Ensure that all Engineering maintenance activities are planned and scheduled effectively.
- Control the Underground Maintenance Engineering Section cost performance, including monthly forecast and variance analysis reporting to Engineering Manager.
- Ensure deployment of key initiatives and communication of relevant messages to all relevant maintenance crews.
- Effectively promote, deploy, and comply with all Safety & Health and Environmental policies, standards, procedures and regulations across Underground Maintenance and Fixed Plant Maintenance.
- Spend significant time in the field – “visible felt leadership” – interacting with the workforce.

- Provide employees with a safe and healthy work environment by ensuring provision of safe systems of work; safe work procedures; adequate training and instruction; competent supervision; and safe plant and equipment.
- Develop systems and foster the required collaboration to ensure the department meets monthly targets.
- Classified Underground management and compliance to safety standards.
- Drive the safety performance of the UG Maintenance Engineering Section.
- Ensures that Zero-Based-Budgeting principles are applied in setting the annual departmental budget.
- Report all Engineering Maintenance downtime on a monthly and year-to-date basis.
- Ensure ongoing downtime analysis and related defect elimination and maintenance strategy adjustment activities.
- Effective and efficient application of maintenance resources as measured by schedule compliance, PM compliance, level of planned vs. unplanned work and the ongoing management of backlog.
- Ensure departmental performance is regularly reported to all crews through undertaking formal end-of-month performance presentations on Safety, Cost, Availability, and Utilization, including key messages.
- Review hazard identification and incident reports and provide follow-up as appropriate.
- Participate in incident investigations (injury, significant near-miss and equipment damage) as required ensure that corrective actions are effectively implemented and tracked.
- Ensure maintenance employees and contractors working within the Underground maintenance are prequalified and have the necessary pre-work commencement paperwork, competencies and qualifications to work safely and deliver quality maintenance services (has the authority to prohibit any work from being undertaken unless all requirements are met).
- Support the development and ongoing optimization of maintenance strategies for the critical plant assets.
- Processes and supporting systems - has the authority to reprioritize work if deemed necessary.
- Complete performance evaluation reviews for direct reports and manage their career development. (Quarterly informally in house and Midyear and Year end officially)

### **Roles and Responsibilities on EMS**

- Taking accountability for the effectiveness of the environmental management system
- Ensuring that the environmental policy and environmental objectives are established and are compatible with the strategic direction and the context of the organization.
- Ensuring that the resources needed for the environmental management system are available.
- Communicating the importance of effective environmental management and of conforming to the environmental management system requirements.
- Ensuring that the environmental management system achieves its intended outcomes.
- Directing and supporting persons to contribute to the effectiveness of the environmental management system.
- Promoting continual improvements

- Supporting other relevant management roles to demonstrate their leadership as it applies to their area of responsibility

### **Qualification requirements**

- Bachelor's degree in mechanical or electrical engineering.
- Tertiary Engineering qualifications are essential.
- Analytical skills, able to think logically and clearly, Strong attention to detail.
- Complex problem-solving skills required.
- Clear and effective communication skills in written and spoken English. Communicate clearly and concisely, both orally and in writing.
- Analytical skills, able to think logically and clearly, Strong attention to detail.
- Perform safety inspections and identify safety hazards.
- Planning, scheduling and troubleshooting skills.
- Possession of Valid driving license
- Multitasking abilities
- High level of interpersonal skills
- Able to achieve tasks on time with minimal supervision.
- GCC for mines and works will be an advantage.

### **Experience and Competencies needed.**

- Minimum of 10 years' progressive experience, with at least 5 years in a managerial role is considered essential.
- Good knowledge of safety regulations and best practice is essential.
- Previous experience in Africa or an isolated environment in similar circumstances is highly desirable.
- Performing tasks under minimal supervision and monitoring
- Establish and maintain effective working relationships with those contacted in the course of work.
- Demonstrate high working ethics and conduct at all time.
- Committed and engaged employees who are enthusiastic and passionate about Barrick and carry the company DNA.
- Underground Fleet and Fixed Plant experience will be an advantage

### **What We Can Offer You**

- A comprehensive compensation package including bonuses and site-specific benefits.
- The ability to make a difference and lasting impact.
- Work in a dynamic, collaborative, progressive, and high-performing team.
- Opportunities to grow and learn with the industry colleagues are endless.
- Access to a variety of career opportunities across the organization.

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## 2. JOB TITLE: Maintenance Planner

Tarime, Mara Region, Tanzania, United Republic of

### JOB DESCRIPTION

#### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Maintenance Planner** to join and grow our team.

Join our exceptional team and embody Barrick's core values as you work with us. We are in search of individuals who can champion Barrick's DNA by:

- Communicating **Honestly, Transparently, and Acting with Integrity.**
- Exhibiting a **Results-Driven** approach.
- Delivering solutions that are **Fit for Purpose.**
- Dedicating themselves to **Building a Sustainable Legacy.**
- Taking **Responsibility and being Accountable.**
- Committing to **Zero Harm.**
- Cultivating strong and meaningful **Partnerships.**

If you're ready to contribute to our **world-class team** while embracing these values, we encourage you to apply and become a valued member of our diverse workforce.

#### Responsibilities

- The principal contact and liaison between the maintenance and plant departments served by maintenance ensure that the assigned production areas receive prompt, efficient, and quality service from the maintenance and maintenance functions to be allowed to provide this service.
- Responsible for long-range and short-range planning and the regular analysis of backlog relative to available resources. The planner must balance these basic variables if a proactive maintenance environment is to be established and sustained.
- Plans and organizes, in advance of activities execution related to the assets.
- Develops the necessary routine scheduled maintenance activities to meet applicable regulatory and safety requirements and maintain equipment availability, uptime, and reliability to meet production capacity requirement.
- Application of continuous improvement practices to ensure feedback and improvement are incorporated into maintenance work plans to improve the quality and accuracy of information provided so future work can be carried out in an effective manner.
- Develops and maintains job plans in a manner that allows for efficient scheduling and effective use of resources.
- Ongoing maintenance of asset information such as; Master Data, Equipment Specification, Bills of Materials, Work history, Etc. to meet the requirements of the operating unit, facility, and organization.
- Ensures accurate information is available on which to base future plans.
- Works with schedulers to group planned backlog jobs that can be scheduled at the same time as current work (Look for Maintenance Widows of opportunity).

- The planner manages all work orders from the requesting departments of the assigned areas, except for emergency work that the appropriate maintenance supervisor requests for immediate attention.
- The planner makes additional sketches and diagrams necessary to clarify the intent of the work order.
- The planner reviews and screens each work order to see that it has been appropriately filled out ie.the requested work is clearly described, Check if the priority and requested completion date are realistic and provide a reasonable lead time, Charge number and other coding are complete and accurate, Authorization is proper and Discusses the details with the originating department as appropriate.
- The planner assures that work requested is needed. If the need is questioned and not readily resolved with production, refer the work order to the maintenance superintendent or manager.
- Review with engineers those work orders requiring engineering design.
- Examine jobs to be done, determine the scope and best way to accomplish the work, and consult the maintenance supervisor when necessary.
- Identifies and obtains determinable materials (reservation/requisition, order, kits as appropriate and keeping with procedures), entering material needs on the work order.
- Determines if critical items are in stock by verifying availability with the store and reserving them.
- Ensures the safety needs are prioritized in work planning and scheduling.
- Estimates jobs, showing the sequence of steps, the number of persons, and required person-hours for each step.
- Estimates the cost of each work order in terms of direct labor, materials required, and total price.
- Maintains backlog files of work orders waiting for scheduling in accordance with their priority and requested completion date. Those unplanned jobs requiring engineering, waiting for materials, waiting for planned downtimes, etc., are filed accordingly. When ready for scheduling, the supervisor fills work order completion days.
- Once a job is planned and estimated, the planner verifies the availability of parts, materials, and special tools required for its execution before scheduling.
- Discuss Planned packages as necessary with special instructions or consideration to be observed in the execution of the jobs and reviews new job coming up in the future.
- The planner should know each department's PM workload to better schedule work orders in those areas.
- Develop a maintenance work schedule for the maintenance area supervisor. From the backlog files for each screw, selects a group of work orders with workforce requirements matching the capacity of the identified work forces, taking into account any work carried over from jobs previously scheduled. Identifies any special skill requirements and makes such arrangements with the responsible.
- Based on plant work schedules, coordinates reservations/ requisition of all predetermined parts, materials, and special tools to ensure that equipment to be worked on will be available and ready. Arranges for any safety inspection, fire, and standby watch.
- Allocate manpower and coordinate these requirements through maintenance supervisors and the maintenance manager.
- Remains abreast of accumulated cost to standing work orders versus budget.
- Promotes the conservation of energy

- Maintain close contact with other planners to ensure coordination of complex multi-skill field and shop jobs.
- Performs with maintenance and production management in periodic cost analysis to determine where necessary and recommended corrective actions to reduce maintenance costs.
- Keeps properly informed the maintenance superintendent or manager on all abnormal or critical situations and seeks advice on matters.
- Makes recommendations for system improvement.
- Maintains necessary records and files and prepares and distributes meaningful and accurate control reports.
- Develops and maintains references systems (Library), including files of planned job packages for recurring jobs plus labor and materials library for each equipment center.
- Recommend additions to authorized stock.
- Performs other tasks and special assignments as requested by the maintenance manager.

#### **Qualification requirements**

- Mechanical/Electrical background necessary and tech school background desired.
- Hold a valid Tanzanian driver's license.
- Previous experience in a manufacturing or industrial setting.
- Extensive on-the-job training.
- An understanding of Occupational Safety and Health Administration (OSHA) standards.
- Mines Health & Safety Act Awareness.

#### **Experience and competencies needed.**

- 5-10 years planning experience in mining industry
- Experience in estimating job labour hours, crafts required and skill levels
- Sound knowledge on SAP or a similar system
- Experience in current Maintenance and Scheduling practices/techniques

#### **What We Can Offer You**

- A comprehensive compensation package including bonuses and site-specific benefits.
- The ability to make a difference and lasting impact.
- Work in a dynamic, collaborative, progressive, and high-performing team.
- Opportunities to grow and learn with the industry colleagues are endless.
- Access to a variety of career opportunities across the organization.

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### **3. JOB TITLE: WTP Operator**

Tarime, Mara Region, Tanzania, United Republic of

## JOB DESCRIPTION

### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **WTP Operator** to join and grow our team.

Join our exceptional team and embody Barrick's core values as you work with us. We are in search of individuals who can champion Barrick's DNA by:

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### Responsibilities

- Monitoring and overseeing plant operations.
- Plant startup, shutdown, and operations of facility equipment.
- Identifying problems that arise and report to supervisor.
- Ensuring that safety and environmental rules and programs are strictly adhered to.
- Conceptualizing and recommending plant improvement strategies.
- Carrying out site inspections and audits.
- Observing gauges, dials, switches, and alarms, and other indicators to ensure that all machines are working properly.
- Maintaining a clean, hazard-free work environment.
- Responsible for monitoring of flows and feed processes/water quality into the plant circuit
- Report all Health, Safety and Environmental (HSE) issues to supervisor.
- Ensure the plant operates within acceptable limits and deviations are reported immediately.
- Maintain day to day operations necessary to meet quality effluent water for discharge.
- Proactively identifying and acting on plant performance deviation.
- Perform CIPs (Clean in place) on the advanced process units of the water treatment plant.
- Monitor plant performance and ensure that log sheets are completed.
- Performing a variety of routine and special chemical, physical, and related tests on water system samples.
- Collecting periodic, representative grab and composite samples of TSF influent, processing products, potable water, and final effluent.

### Qualification requirements

- Diploma in Water resources/Chemical Engineering/Processing or equivalent.
- Hold a valid Tanzanian driver's license
- Previous experience in a manufacturing or industrial setting.
- Extensive on-the-job training.



- An understanding of Occupational Safety and Health Administration (OSHA) standards.
- Mines Health & Safety Act Awareness.

**Experience and competencies needed.**

- 2-3 Years experience in Reverse Osmosis, Ultrafiltration, Microfiltration, Nanofiltration and IX system will be added advantages.
- 1-2 years' experience in a manufacturing or industrial setting
- 2 -3 years Water process operation experience in water treatments and/or mineral processing
- 2-3 years Process plant operation experience
- Experience with computer application
- Reagents mixing and utilization.
- SCADA operation skills

**What We Can Offer You**

- A comprehensive compensation package including bonuses and site-specific benefits.
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