



1. JOB ADVERT – WINDER ELECTRICIAN (01 VACANCY)

Position Description

Reporting to: **Shaft Electrical Supervisor**

Duration: **Permanent**

Bulyanhulu Gold Mine is seeking to recruit a **Winder Electrician** 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 safe work practices by attending compulsory safety courses and meetings.
- Wear the appropriate PPE for the task at hand.
- Comply with Occupational Health and Environmental Policies, as well as other policies, procedures, and guidelines.
- Knowledge of safe working practices and maintenance around main consumer substations, overhead distribution power lines, main mine site compressors, ammonia refrigeration plants, main exhaust ventilation fans, winding plant, and shaft operations, mine emergency power generators, high and low voltage installations, and SLD for underground and surface operations.
- Knowledge of operating and switching for 220KV to 6.6KV
- Overhaul/Maintain electrical equipment in accordance with set company policies and procedures.
- Complete required testing and safety checks on electrical equipment.
- Attend breakdowns and complete necessary fault-finding.
- Under the direction of the supervisor, provide appropriate on-the-job training and coaching to less experience personnel.
- Install and maintain of all winders and shaft equipment to reduce unplanned maintenance and optimize availability.
- Carry out defined and necessary checks on winding plant and shaft equipment as per job card.
- Complete job card as required and inform supervisor of any deviation found on the job card.

Qualification requirements:

- Diploma/FTC/Bachelor's degree in electrical engineering.
- Ordinary/Advanced level certificate
- Tanzanian Valid Driving License
- High voltage certificate

Experience and competencies needed:

- Must have a minimum 2 Years' experience on high Voltage Switching (6.6KV ,11KV and 220KV)
- Must have a minimum 3 Years' experience as an Industrial Electrician
- Emergence Power Generation experience is added advantage.

Skills / knowledge requirements:

- Ability to work autonomously/independently with limited supervision.
- Communication skills
- Customer service skills
- Strong analytical and problem-solving skills

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2. JOB ADVERT- Safety Specialist - Open Cast and Surface Contractors

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Safety Specialist - Open Cast and Surface Contractors** 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

- Ensuring that all services and operations are undertaken with due regard to the Company OHS policy and standards in line with ISO 45001:2018 System, and other systems Requirements.
- Advise and assist the OHS Manager to plan, implement and monitor implementation of the North Mara OHS Management system, including ISO 45001:2018 and legal.
- Providing professional and technical support to the OHS Manager in the monitoring and developing programs to ensure that all North Mara operating procedures comply with safety framework and best practice standards.

- Conduct research and recommend to the OHS Manager on developing Safety Programs based on new findings.
- Review safety performance and recommend to the Mining Manager OC and Surface Contractors a systematic program to monitor employees, equipment, and contractors, for effective compliance with Safety Management practices, standards, and requirements.
- Cooperate, participate, and facilitate incidents Investigations, with a focus on recordable and non-recordable Incidents.
- Actively support the implementations, review and monitoring of targeted Safety Campaigns and related improvement initiatives.
- Cooperate and Support the Mine Open Pit Manager and Surface Contractors with the implementation of a North Mara Fatal Risk Campaign Program and related activities.
- Participate and coordinate risk assessment process on regular basis.
- Implement leading indicators Inspections, Hazards reporting and actions, Risk assessment, Plan tasks Observations, Safety Interventions, Safety Interaction, CCVs and deliverable. Further specific focus will be preparing Inspection Plan, manage implementation, daily, weekly, monthly, and quarterly inspections, and report writing and regular follow up on the findings for closure. Also conduct regular unplanned workplace inspection/visits.
- Enforce Hazard Management Program, Facilitate, Risk Review within Mining Open Pit and Surface Contractors.
- Develop your own PTOs Plans, undertake planned task observations, and assist with the development of job hazard analysis.
- Development and regular review of Safe work procedures as per the requirement.
- Ensure emergency management program within your area is up to date and active including planning and conducting drills.
- To evaluate potentially hazardous situations involving chemical, physical, and ergonomic stressors, as well as matters related to general workers hygiene, to provide educational programs related to health to the workers.
- To conduct incident/accident investigations.
- To monitor and audit the North Mara compliance with all acts, regulations, policies, codes, procedures, and guidelines around health and safety.
- To provide a liaison with appropriate government regulatory agencies with respect to compliance with existing legislation and with respect to the impact of proposed legislation on the North Mara Gold Mine.
- Submission of monthly activity report and any other report as required.
- Train and provide coaching to HSE Reps within your area of accountability.
- Coordinate departmental & Contractor's monthly safety meetings.
- Ensure all safety related support documents are in shared drives.
- Attend OHS Meetings and toolbox meetings as per the ISO 45001:2018 Communication, Consultation, Participation system element requirement.
- Provide coaching supports to HSE Reps within your area of accountability by initiating programs that will ensure their participation and skills growth in managing the OHS risks in their respective areas.
- Facilitate the awareness of mining safe working procedure to all team in the mining operation.

Roles and Responsibilities on Health and Safety

- Ensure all team members are aware of and committed to their DUTY of CARE responsibilities.
- Ensure critical controls have been implemented and confirmed on any task involving Fatal Risk.
- Ensure all team members have a safe working environment including working tools.
- Ensure all NMGM safe work practices and procedures are followed.
- Ensure Zero involvement in an incident or accident also ensure all accident or incident are reported immediately.
- Ensure completion of at least 14 x Safety Interactions each week.
- Ensure workforce comply with applicable legislation and site-specific requirements.

- Ensure 100% achievement of weekly target for Safety Interactions across the operation.
- Ensure 100% Compliance to Standard Operating Procedures by all while on shift.
- Ensure active participating in incident and accident investigations.
- Ensure participation in safety management and toolbox meetings.
- Ensure checks and all required work permits including FLRA and WPI are completed to a high standard and that all safety hazards raised are addressed.
- Ensure that personnel are trained and ticketed for their designated tasks.
- Ensure responsibility of enforcing safe work practices and procedures at workplace
- Ensure immediate steps to correct unsafe or unhealthful workplace conditions or hazards are taken.
- Ensure actively participation in a positive work attitude towards safety.
- Ensure that facilities, plant, and equipment are being used safely and for the appropriate work method.
- Conduct inspections in accordance with the relevant legislation.
- Maximize achievement of targets with respects to safety and monthly production.
- Ensure and maintain compliance to mine planning, design, and profile standards.
- Ensure and maintain compliance on based job safety analysis (JHA) completed accurately for every task without a Standard Operating Procedure
- Ensure all possible hazards on route and inside assigned working places are identified, rectified and/ or reported.

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

- Advance Diploma or Degree in Occupational Health & Safety
- Certificate IV on Occupational Health & Safety
- Certificate IV in Training & Assessment
- Computer literacy is essential- Excel, Word, Power Point, Outlook, (SAP, Ellipse, Pronto, Oracle etc)

Experience and Competencies needed

- Minimum of 5 years' experience in Safety and Health environment Leadership with the emphasis of development of systems and implementation
- Experience in a remote site environment will be an advantage.
- Strong experience in setting standards and procedures for safety and training practices
- Experience in underground mining essential
- Verifiable track record gained in similar diversified high level portfolio.
- Excellent knowledge and understanding of Safety Management Systems
- Ability to consistently manage such a diversified portfolio in a high-pressure environment.
- Highly professional conduct at all times and the ability to deal with a diverse client base.
- Current Tanzania Driving License and able to Drive.
- Significant base knowledge of all the areas depicted in the profile.
- Must be motivated individual with ability to operate with minimum supervision.

- Excellent communication skills.
- Strong technical and strategic planning related experience and background
- Strong values in safety commitment, policy and enforcement related experience and background.

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3. JOB ADVERT- Safety Specialist - Engineering

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Safety Specialist - Engineering** 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

- Ensuring that all services and operations are undertaken with due regard to the Company OHS policy and standards in line with ISO 45001:2018 System, and other systems Requirements.
- Advise and assist the OHS Manager to plan, implement and monitor implementation of the North Mara OHS Management system, including ISO 45001:2018 and legal.
- Providing professional and technical support to the OHS Manager in the monitoring and developing programs to ensure that all North Mara operating procedures comply with safety framework and best practice standards.
- Conduct research and recommend to the OHS Manager on developing Safety Programs based on new findings.
- Review safety performance and recommend to the Engineering Manager OC a systematic program to monitor employees, equipment, and contractors, for effective compliance with Safety Management practices, standards, and requirements.
- Cooperate, participate, and facilitate incidents Investigations, with a focus on recordable and non-recordable Incidents.
- Actively support the implementations, review and monitoring of targeted Safety Campaigns and related improvement initiatives.
- Cooperate and Support the Engineering Manager and Surface Contractors with the implementation of a North Mara Fatal Risk Campaign Program and related activities.
- Participate and coordinate risk assessment process on regular basis.
- Implement leading indicators Inspections, Hazards reporting and actions, Risk assessment, Plan tasks Observations, Safety Interventions, Safety Interaction, CCVs and deliverable. Further specific focus will be preparing Inspection Plan, manage implementation, daily, weekly, monthly, and quarterly inspections, and report writing and regular follow up on the findings for closure. Also conduct regular unplanned workplace inspection/visits.

- Enforce Hazard Management Program, Facilitate, Risk Review within Engineering operation.
- Develop your own PTOs Plans, undertake planned task observations, and assist with the development of job hazard analysis.
- Development and regular review of Safe work procedures as per the requirement.
- Ensure emergency management program within your area is up to date and active including planning and conducting drills.
- To evaluate potentially hazardous situations involving chemical, physical, and ergonomic stressors, as well as matters related to general workers hygiene, to provide educational programs related to health to the workers.
- To conduct incident/accident investigations.
- To monitor and audit the North Mara compliance with all acts, regulations, policies, codes, procedures, and guidelines around health and safety.
- To provide a liaison with appropriate government regulatory agencies with respect to compliance with existing legislation and with respect to the impact of proposed legislation on the North Mara Gold Mine.
- Submission of monthly activity report and any other report as required.
- Train and provide coaching to HSE Reps within your area of accountability.
- Coordinate departmental & Contractor's monthly safety meetings.
- Ensure all safety related support documents are in shared drives.
- Attend OHS Meetings and toolbox meetings as per the ISO 45001:2018 Communication, Consultation, Participation system element requirement.
- Provide coaching supports to HSE Reps within your area of accountability by initiating programs that will ensure their participation and skills growth in managing the OHS risks in their respective areas.
- Facilitate the awareness of mining safe working procedure to all team in the mining operation.

Roles and Responsibilities on Health and Safety

- Ensure all team members are aware of and committed to their DUTY of CARE responsibilities.
- Ensure critical controls have been implemented and confirmed on any task involving Fatal Risk.
- Ensure all team members have a safe working environment including working tools.
- Ensure all NMGM safe work practices and procedures are followed.
- Ensure Zero involvement in an incident or accident also ensure all accident or incident are reported immediately.
- Ensure completion of at least 14 x Safety Interactions each week.
- Ensure workforce comply with applicable legislation and site-specific requirements.
- Ensure 100% achievement of weekly target for Safety Interactions across the operation.
- Ensure 100% Compliance to Standard Operating Procedures by all while on shift.
- Ensure active participating in incident and accident investigations.
- Ensure participation in safety management and toolbox meetings.
- Ensure checks and all required work permits including FLRA and WPI are completed to a high standard and that all safety hazards raised are addressed.
- Ensure that personnel are trained and ticketed for their designated tasks.
- Ensure responsibility of enforcing safe work practices and procedures at workplace
- Ensure immediate steps to correct unsafe or unhealthful workplace conditions or hazards are taken.
- Ensure actively participation in a positive work attitude towards safety.
- Ensure that facilities, plant, and equipment are being used safely and for the appropriate work method.
- Conduct inspections in accordance with the relevant legislation.
- Maximize achievement of targets with respects to safety and monthly production.
- Ensure and maintain compliance to mine planning, design, and profile standards.

- Ensure and maintain compliance on based job safety analysis (JHA) completed accurately for every task without a Standard Operating Procedure
- Ensure all possible hazards on route and inside assigned working places are identified, rectified and/ or reported.

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

- Advance Diploma or Degree in Occupational Health & Safety
- Certificate IV on Occupational Health & Safety
- Certificate IV in Training & Assessment
- Computer literacy is essential- Excel, Word, Power Point, Outlook, (SAP, Ellipse, Pronto, Oracle etc)
- Qualification in Engineering Discipline will be added Advantage.

Experience and Competencies needed

- Minimum of 5 years' experience in Safety and Health environment Leadership with the emphasis of development of systems and implementation
- Experience in a remote site environment will be an advantage.
- Strong experience in setting standards and procedures for safety and training practices
- Experience in underground mining essential
- Verifiable track record gained in similar diversified high-level portfolio.
- Excellent knowledge and understanding of Safety Management Systems
- Ability to consistently manage such a diversified portfolio in a high-pressure environment.
- Highly professional conduct at all times and the ability to deal with a diverse client base.
- Current Tanzania Driving License and able to Drive.
- Significant base knowledge of all the areas depicted in the profile.
- Must be motivated individual with ability to operate with minimum supervision.
- Excellent communication skills.
- Strong technical and strategic planning related experience and background.
- Strong values in safety commitment, policy and enforcement related experience and background.

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4. JOB ADVERT- Safety Superintendent - Process Plant

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Safety Superintendent – Process Plant** to join and grow our team.

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- 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

- Develop and communicate the Annual Safety Management Plan and advise the
- Develop budgets to ensure Safety objectives can be met.
- Implementing and auditing Safety program which includes:
- Identifying the hazards to safety to which employees may be exposed and by assessing the risk implement the necessary controls/training to ensure that the risk is eliminated / managed.
- Periodical review of the major hazards identified and risks assessed, to determine whether further measures are required to manage the risk.
- To consult with legislative bodies, assist National advisory bodies, and get the different agencies to come to site for Audits.
- Ensure that detailed accident investigations are conducted and that the appropriate remedial actions are instituted in compliance with statutory legislation. Co-ordinate the facilitation of, and participate in, ICAM investigations as required to ensure that a high quality of investigation and outcomes is achieved.
- Ensure the courageous leadership and visible leadership programs are implemented and maintained.
- Ensure ER capability for major risks on the mine site.
- Ensure that adequate safety training has been given and that all employees are competent to perform their assigned duties. To conduct regular audits of:-
- Training given to employees.
- Hazard identification systems and training on identified risks.
- Systems of enforcement
- Utilize modern training techniques and simulators for key operators' roles to upskill workforce as required, to ensure safe and efficient operation of equipment within the underground mine.
- Develop competency and capability to ensure a skilled workforce is developed for Process Plant roles. Identify training requirements, develop, and schedule training needs, monitor and maintain training records for the Process Plant workforce.
- Development and implementation of safety systems, procedures, standards, and initiatives in order to establish high operating and performance standards in the Process Plant.
- Identify improvement opportunities in work processes to reduce risk exposures to personnel. Implement value adding initiatives through structured change management processes.
- Ensure all Process Plant incidents, investments, workplace injuries and related documentation are managed and completed in line with existing standards and procedures.
- Ensure site compliance to company and site standards, relevant local and national legislation.

- Develop and implement Process Plant induction processes for Process Plant personnel and visitors.
- Implement and manage Process Plant work area inspection and task observation programs.
- Manage, communication formally report as needed for HSEQ accountabilities.
- Ensuring that the Process Plant department complies to environmental management system (EMS) in line with ISO 14001: 2015
- Ensuring that all services and operations are undertaken with due regard to the AGA OHS policy and standards in line with ISO 45001: 2018 System, IMIU and ICMI code Requirement.
- Provide coaching supports to Process Plant HSE Reps by initiating programs that will ensure their participating and skills growth in managing the OHS risks in their respective Ares.
- Coordinating Process Plant department & contractors, month safety meetings.
- Facilitate the awareness of mining safe working procedure to all team in the Process Plant Operation

Roles and Responsibilities on Health and Safety

- Ensure all team members are aware of and committed to their DUTY of CARE responsibilities.
- Ensure critical controls have been implemented and confirmed on any task involving Fatal Risk.
- Ensure all team members have a safe working environment including working tools.
- Ensure all NMGGM safe work practices and procedures are followed.
- Ensure Zero involvement in an incident or accident also ensure all accident or incident are reported immediately.
- Ensure completion of at least 14 x Safety Interactions each week.
- Ensure workforce comply with applicable legislation and site-specific requirements.
- Ensure 100% achievement of weekly target for Safety Interactions across the operation.
- Ensure 100% Compliance to Standard Operating Procedures by all while on shift.
- Ensure active participating in incident and accident investigations.
- Ensure participation in safety management and toolbox meetings.
- Ensure checks and all required work permits including FLRA and WPI are completed to a high standard and that all safety hazards raised are addressed.
- Ensure that personnel are trained and ticketed for their designated tasks.
- Ensure responsibility of enforcing safe work practices and procedures at workplace
- Ensure immediate steps to correct unsafe or unhealthful workplace conditions or hazards are taken.
- Ensure actively participation in a positive work attitude towards safety.
- Ensure that facilities, plant, and equipment are being used safely and for the appropriate work method.
- Conduct inspections in accordance with the relevant legislation.
- Maximize achievement of targets with respects to safety and monthly production.
- Ensure and maintain compliance to mine planning, design, and profile standards.
- Ensure and maintain compliance on based job safety analysis (JHA) completed accurately for every task without a Standard Operating Procedure
- Ensure all possible hazards on route and inside assigned working places are identified, rectified and/ or reported.

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

- Advance Diploma or Degree in Occupational Health & Safety
- Certificate IV on Occupational Health & Safety
- Certificate IV in Training & Assessment
- Computer literacy is essential- Excel, Word, Power Point, Outlook, (SAP, Ellipse, Pronto, Oracle etc)
- Process Plant Expertise will be an added advantage.

Experience and Competencies needed

- Minimum of 5 years' experience in Safety and Health environment Leadership with the emphasis of development of systems and implementation
- Experience in a remote site environment will be an advantage.
- Strong experience in setting standards and procedures for safety and training practices
- Experience in underground mining essential
- Verifiable track record gained in similar diversified high-level portfolio.
- Excellent knowledge and understanding of Safety Management Systems
- Ability to consistently manage such a diversified portfolio in a high-pressure environment.
- Highly professional conduct at all times and the ability to deal with a diverse client base.
- Current Tanzania Driving License and able to Drive.
- Significant base knowledge of all the areas depicted in the profile.
- Must be motivated individual with ability to operate with minimum supervision.
- Excellent communication skills.
- Strong technical and strategic planning related experience and background.
- Strong values in safety commitment, policy and enforcement related experience and background

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5. JOB ADVERT- UG Fitter Trainee

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **UG Fitter Trainee** 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**.

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Responsibilities

- Ensure a healthy and safe working environment for all employees.
- Perform diagnostics, fault finding, and routine inspections, keeping equipment running smoothly.
- Collaborate with the Mobile Fleet Supervisors and prioritize maintenance based on mining needs.
- Ensure that mobile equipment is maintained in a safe and cost-effective manner.
- Ensure all Barrick safe work practices are observed and implemented in the department of responsibility.
- Ensure the preparation and execution of maintenance plans and schedules based on daily, weekly and monthly mining and ore processing priorities.
- Uphold the quality, timeliness, and cost-effectiveness of maintenance tasks, crucial to project success, while ensuring expenses remain within the assigned budget.
- Demonstrate a sense of urgency in executing timely repairs and maintenance of mining equipment, minimizing disruptions to ore processing and mining operations.
- Contribute to the operations by ensuring that all maintenance activities are planned and completed in a cost-effective manner with minimal disruption to ore processing and mining activities.
- Demonstrate commitment to safe work practices by example and act immediately on any unsafe act or situation observed and monitor standards.
- Actively promote and foster the development of a pro-active site safety behaviors that makes safety an integral part of all work activities.
- Identify and rectify/report specific hazards using Job Safety Analysis (JSA) process.

Roles and Responsibilities on Health and Safety

- Ensure all team members are aware of and committed to their DUTY of CARE responsibilities.
- Ensure critical controls have been implemented and confirmed on any task involving Fatal Risk.
- Ensure all team members have a safe working environment including working tools.
- Ensure all NMGM safe work practices and procedures are followed.
- Ensure Zero involvement in an incident or accident also ensure all accident or incident are reported immediately.
- Ensure completion of at least 14 x Safety Interactions each week.
- Ensure workforce comply with applicable legislation and site-specific requirements.
- Ensure 100% achievement of weekly target for Safety Interactions across the operation.
- Ensure 100% Compliance to Standard Operating Procedures by all while on shift.
- Ensure active participating in incident and accident investigations.
- Ensure participation in safety management and toolbox meetings.
- Ensure checks and all required work permits including FLRA and WPI are completed to a high standard and that all safety hazards raised are addressed.
- Ensure that personnel are trained and ticketed for their designated tasks.
- Ensure responsibility of enforcing safe work practices and procedures at workplace
- Ensure immediate steps to correct unsafe or unhealthful workplace conditions or hazards are taken.
- Ensure active participation in a positive work attitude towards safety.
- Ensure that facilities, plant, and equipment are being used safely and for the appropriate work method.
- Conduct inspections in accordance with the relevant legislation.
- Maximize achievement of targets with respects to safety and monthly production.
- Ensure and maintain compliance to mine planning, design, and profile standards.

- Ensure and maintain compliance on based job safety analysis (JHA) completed accurately for every task without a Standard Operating Procedure
- Ensure all possible hazards on route and inside assigned working places are identified, rectified and/ or reported.

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

- A relevant trade qualification in mechanical or Technician Certificate from a recognized institution.
- A Mechanical Trade Certification is highly desired.

Experience and Competencies needed.

- Fresh from school with not more than 25 years of age and a strong foundation in technical skills and practical experience gained through field trainings on underground machines. Possesses the ability to read and interpret hydraulic schematics, demonstrating a solid understanding of mechanical systems.
- Strong Safety Background and ability to drive a Safe working environment and practices.
- Performing tasks under minimal supervision and monitoring
- Establish and maintain effective working relationships with those contacted in the course of work.
- Being honest, respectively, transparent and act with integrity.
- Committed and engaged employees who are enthusiastic and passionate about Barrick and carry the company DNA.
- Excellent communication skills in English, both written and verbal.
- Hazard Identification & Risk Assessment.
- Driving ability.

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6. JOB ADVERT- UG Auto Electrician Trainee

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **UG Auto Electrician Trainee** 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.**
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- 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

- Enforce adherence to all safety, occupational health, and environmental policies, procedures, and guidelines, i.e., attending compulsory safety courses and meetings, use of required PPE, incident/accident reporting
- Perform task risk assessments (JHA, FLRA).
- Maintain, repair, and inspect a variety of mining machines (SANDVIK, CAT, NORMET).
- Coordinate activities within the unit and report to the supervisor.
- Ensure safe and cost-effective maintenance of mobile equipment.
- Develop and deliver training programs, conduct competency assessments, and stay updated on the latest technologies in auto electrical work.
- Demonstrate commitment to safe work practices by example, address any unsafe acts or situations observed, and monitor safety standards.
- Fully comply with OEM repair procedures and all safety and training protocols.
- Complete all training modules within the auto electrical and maintenance skills matrix program.
- Monitor mining auto electrical activities, eliminate wasteful practices, and ensure achievement of agreed maintenance targets.
- Support and contribute to departmental tactical plans to achieve overall business objectives.
- Develop and manage equipment component changeouts and rebuilds as needed.
- Investigate and implement new technologies to improve auto electrical work.
- Perform any task as instructed by the supervisor.
- Perform basic mechanical fitting, rubber lining, scaffolding, and rigging tasks as instructed.
- Clean equipment and work areas using appropriate tools and solvents.
- Conduct regular plant and steel structures inspections.
- Complete breakdown and preventive maintenance work orders on time, create subsequent notifications, and provide feedback on work performed.
- Remove defective parts by dismantling devices using hoists, cranes, and hand and power tools; examine part form and texture.
- Maintain equipment, parts, and supplies inventories by checking stock levels, anticipating needs, and collaborating with the supervisor to organize procurement.
- Maintain continuity among work teams by documenting and communicating actions, irregularities, and ongoing needs.
- Responsible for shift handover within the area of responsibility.

Roles and Responsibilities on Health and Safety

- Ensure all team members are aware of and committed to their DUTY of CARE responsibilities.
- Ensure critical controls have been implemented and confirmed on any task involving Fatal Risk.
- Ensure all team members have a safe working environment including working tools.
- Ensure all NMGM safe work practices and procedures are followed.

- Ensure Zero involvement in an incident or accident also ensure all accident or incident are reported immediately.
- Ensure completion of at least 14 x Safety Interactions each week.
- Ensure workforce comply with applicable legislation and site-specific requirements.
- Ensure 100% achievement of weekly target for Safety Interactions across the operation.
- Ensure 100% Compliance to Standard Operating Procedures by all while on shift.
- Ensure active participating in incident and accident investigations.
- Ensure participation in safety management and toolbox meetings.
- Ensure checks and all required work permits including FLRA and WPI are completed to a high standard and that all safety hazards raised are addressed.
- Ensure that personnel are trained and ticketed for their designated tasks.
- Ensure responsibility of enforcing safe work practices and procedures at workplace
- Ensure immediate steps to correct unsafe or unhealthful workplace conditions or hazards are taken.
- Ensure active participation in a positive work attitude towards safety.
- Ensure that facilities, plant, and equipment are being used safely and for the appropriate work method.
- Conduct inspections in accordance with the relevant legislation.
- Maximize achievement of targets with respects to safety and monthly production.
- Ensure and maintain compliance to mine planning, design, and profile standards.
- Ensure and maintain compliance on based job safety analysis (JHA) completed accurately for every task without a Standard Operating Procedure
- Ensure all possible hazards on route and inside assigned working places are identified, rectified and/ or reported.

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

- Secondary Education.
- Technical/ Vocational School, Apprenticeship training, on-the-job training (FTC, VETA, IMTT Trade Test or its Equivalent)
- Certificate/ Diploma in auto electrical technology

Experience and Competencies needed.

- Fresh from school with with not more than 25 years of age and a strong background knowledge of underground machines and light vehicles electrical systems.
Must Possesses analytical mind and the ability to read and interpret electrical schematics and basic electrical problems troubleshooting abilities.
- Auto electrical and mechanical knowledge
- Knowledge of diagnostics tools for vehicle electrical and electronics
- Ability to diagnose electrical malfunctions within automotive systems
- Analytical skills, able to think logically and clearly, Strong attention to detail
- Complex problem-solving skills.
- Advanced knowledge of modern vehicular electrical systems
- Knowledge of fundamentals of electrical wiring

- Ability to operate electronic diagnostic equipment
- Communicate clearly and concisely, both orally and in writing.
- Read and comprehend complex written repair manuals, schematics and other written materials.
- Communicate clearly and concisely, both orally and in writing.
- Operate a variety of tools and equipment in a safe and effective manner.
- Perform safety inspections and identify safety hazards.
- Possession of good vision and be able to identify different color and symbols.

APPLY HERE

7. JOB ADVERT- UG Production Superintendent

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Underground Production Superintendent** 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

- Lead and direct mining operations contractors to adhere to mining strategies, budgets, plans and safety standards.
- To develop systems to ensure that the mining contractors operate in a safe and efficient way that produce ore to maximize profit for the organization.
- Maintain and monitor systems to enable the swift correction of unfavorable cost and physical variances.
- Implement employee performance management processes to ensure optimum employee performance and take appropriate action to remedy any substandard employee performance or behavior.
- Provide leadership, training and support to ensure that employees and contractors comply with safety standards that exceed industry practice and any applicable legislative requirements.
- Create a working environment, which ensures that employees gain new skills and achieve their full potential by developing and implementing effective training and mentoring programs.
- Planning work schedules to ensure efficient and safe operations.

- Inspecting mines to determine safety hazards and potential improvements to working conditions.
- Conducting mine inspections to ensure safety standards are being met by employees.
- Reviewing mining plans to ensure they meet regulatory requirements.
- Reviewing mining plans to ensure they meet regulatory requirements.
- Maintaining records of daily mining activities, including production volumes and costs
- Leading daily communication and interaction with the technical services team and the maintenance team to efficiently meet production targets.
- Assisting in the development of strategic life of mine plans
- Implementing and assisting in the development of medium- and short-term operations plans

Qualification requirements

- BS in Mining Engineering, technical degree, or equivalent experience
- Mine Overseers Certificate of Competency or the equivalent will be an added advantage.

Experience and Competencies needed.

- Experience in previous roles that demonstrates a strong commitment to health and safety issues as they relate to the mining industry.
- Minimum 10 years' Experience in Underground Mining production including several years in leadership roles.
- Understanding of mining equipment, geology, and mine safety procedures
- Able to work independently and be self-motivated.
- Proven ability to handle multiple tasks and demands.
- Excellent written and verbal communication skills
- Demonstrated ability to lead a team safely and improve team safety awareness.
- Ability to react well to changing and difficult conditions.
- Up to date knowledge of underground mining technology and heavy production equipment
- Ventilation and ground support.

APPLY HERE

8. JOB ADVERT- Electrician

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Electrician** 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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- 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 safe work practices by attending compulsory safety courses and meetings, use of required PPE, incident/accident reporting and ensuring total adherence to all Safety, Occupational Health, and Environmental Policies, as well as other policies, procedures, and guidelines.
- Monitoring and assessment of plant and electrical equipment
- Troubleshooting, diagnosing, and repairing industrial control systems using root-cause problem-solving and critical thinking skills.
- Perform high voltage switching and operate generators in support of operations to standard Operation procedures.
- Effectively inspect tools, report findings and complete given tasks in a safe and a timely manner.
- Perform equipment installation and repair; and ensure tools / appliances integrity.
- Install, repair, and trace faults on HV Switch gears and protection relays.
- Install and maintain single phase motors and three phase Induction Motors 0.37kw up to 6000kw.
- Perform HV electrical devices installation and wiring.
- Install, repair and trace faults on variable speed drives.
- Accurately install, maintain, repair and trace faults on three phase motor starters, protective devices,
- Accurately install, maintain, repair, and troubleshoot fault on three phase motor starters (0.37KW -4500KW), protective devices, DOL, soft starter, Liquid resistance starter, Auto-transformer starter, star- delta and DC machines.
- Perform transformer installation and maintenance effectively.
- Ensure compliance to Standard Operating Procedures for safe work, daily when performing Lock-Out, Tag-Out, Try-Out (LOTOTO)
- Conduct scheduled equipment inspections on a daily, weekly, monthly and ensure identified defects are reported within the shift in accordance to the specific Standard Operating Procedure.
- Ensure compliance to Equipment Preventive Maintenance Schedule and duty performed effectively and accordingly on a daily basis.
- Respond to calls on breakdowns and give them first priority and manage them as soon as practically possible.
- Ensure inspection of Measuring/ Testing Instruments is conducted on a daily basis prior to use and Calibrations are performed to OEM schedule or when required.
- Use, Interpret OEM Manuals for maintaining and repairing of required equipment accurately and to OEM Specifications and avoid discrepancies.
- Ensure daily assigned Electrical tasks are implemented effectively and efficiently; and are completed to required standards.
- Ensure all required power tools and hand tools are inspected and maintained daily.
- Execute all new Domestic Electrical installations efficiently every day and ensure compliance to Standard Operating Procedures while working.
- Ensure compliance to Standard Operating Procedures for all Electrical Maintenance and Repair work conducted daily.
- Ensure all Equipment used is kept safely and correctly at all times.
- Optimize cost by ensuring expenditure for electrical work is not exceeding the budget; support reduction of wastage and repair before replacing parts where possible.

Qualification requirements

- Electrical Trade Certification/ Full Technician's Certificate/ VETA Grade One/ IMTT NTA Level Three in Electrical Engineering.
- Diploma in Electrical Engineering (NTA Level Four) or Trade Equivalent from recognized collage.
- Sound knowledge of Mining Safety Regulations and best practice.

- Valid Tanzania Driving License Class D-E

Experience and competencies needed.

- 2-3 years in a Maintenance role responsible for electrical systems
- Demonstrated electrical experience in a processing plant equipment.
- Experience in MV/HT Systems
- Experience in refrigeration & air conditioning
- Experience in installation of electrical systems for projects
- Excellent safety and Environmental record
- Experience in maintenance shutdown management
- Experience in materials and spares management
- Good communication and fluent in speaking and writing Kiswahili and English.

APPLY HERE

9. JOB ADVERT- Hauling Equipment Operator III-Front End Loader

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Hauling Equipment Operator III-Front End Loader** 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

- All possible hazards on route and inside assigned working places identified, rectified and / or reported daily when on shift (Minimum 5 per shift)
- Zero involvement in an incident or accident, those occurred are reported to Supervisor within shift.
- Field Level Risk Assessment completed accurately for every task assigned.
- Team Based Job Safety Analysis completed for every task without a Standard Operating Procedure
- Carry out housekeeping activities before and after every task completed.
- Compliance to the use of required PPE for the task at hand
- Attendance daily, on time

- Zero complaints from customers about your work
- Supervisor/Leader confirms through evidence that you value team membership & actively participate.
- Compliance to related Standard Operating Procedures
- Equipment Pre-Start Inspections conducted prior to operating any equipment on a shifty basis and sub-standard equipment reported & corrected.
- Workplace inspections conducted shift as assigned and substandard conditions reported and / or corrected within shift.
- Maintain communication throughout the shift by reporting in intervals not exceeding one hour.
- Safe & efficient Equipment operation within Standard Operating Procedure requirements, as per production plan
- Proven ability to meet production targets in a safe manner.
- Achievement of daily planned targets
- Zero Damage to equipment because of poor operating techniques, negligence, failure to operate or drive defensively.

Qualification requirements

- Ordinary Secondary Education (Form 4)
- Sound knowledge of Open Pit Mining Operations
- Exemplary Front End Loader operation skills
- Basic ground Control Training
- Valid Tanzanian Drivers Licence
- Formal Training Certificate from in HME training institute e.g. from VETA Institute.

Experience and competencies needed.

- Experience in dealing with multi-cultural orientations.
- At least 3 years industry experience in Open Pit Mining Operations
- At least 3 years' experience in operating Front End Loader CAT 988, 990, 992 or equivalent brands
- Experience in operation of other Heavy Mobile Equipment in Mining or Construction such as Motor Graders, Dump and Articulated Trucks, Hydraulic Excavators, Track Dozers is an added advantage.

APPLY HERE

10. JOB ADVERT- Hauling Equipment Operator II-DT

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Hauling Equipment Operator II-DT** 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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- 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

- Identify all hazards on route and inside assigned working place, rectify and / or report daily when on shift (Minimum 5 per shift).
- Zero involvement in an incident or accident, those occurred are reported to Supervisor within shift.
- Complete Field Level Risk Assessment accurately for every task assigned.
- Complete Team Based Job Safety Analysis for every task.
- Carry out housekeeping activities before and after every task completed.
- Compliance in use of required and proper PPE for the task at hand.
- Compliance to all Standard Operating Procedures.
- Conduct Equipment Pre-Start Inspection prior to operate any equipment on shifty basis, all sub-standard equipment is reported and corrected.
- Conduct workplace inspections conducted shifty as assigned and substandard conditions reported and / or corrected within shift.
- Maintain communication throughout the shift by reporting in intervals not exceeding one hour.
- Achievement of daily planned targets.
- Zero Damage to equipment because of poor operating techniques, negligence, failure to operate or drive defensively.

Qualification requirements

- Ordinary Secondary School Education.
- Sound knowledge of Open Pit Mining Operations.
- Dump Truck Operator license.
- Basic ground Control Training.
- Valid Tanzanian Drivers Licence.
- Able to Drive Manual Transmission/Stick Shift Transmission.
- Formal Training Certificate from VETA in HME operation training institute e.g. from VETA.

Experience and competencies needed.

- At least 3 years industry experience in Open Pit Mining Operations
- At least 3 Years' experience in operating Dump Trucks CAT 777E, 785C or the equivalent brands
- Experience in operation of other Heavy Mobile Equipment in Mining or Construction such as Water Trucks, Articulated Dump Trucks, Front End Loaders, Motor Graders, Hydraulic Excavators is an added advantage.

APPLY HERE

11. JOB ADVERT- UG Maintenance Supervisor

Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **UG Maintenance Supervisor** 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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- Delivering solutions that are **Fit for Purpose.**
- Dedicating themselves to **Building a Sustainable Legacy.**
- Taking **Responsibility and being Accountable.**
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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 safety of all employees and contractors working in operating unit or department by driving continuous improvement towards a true safety culture
- Closely apply and follow-up all SAP Process to manage notifications, work orders preparation and closing, parts ordering, job history recording and ensure work order closed after work completion with updated report and attachments
- Fluent with Inventory and Materials Management concepts, such as inventory control and analysis, material lead times, cost analysis, usage analysis
- Develops and implements standard work procedures to continually improve overall team productivity
- Responsible for safe work practices
- Be able to make decisions based on knowledge and experience
- Commissioning duties for the Mechanical discipline
- Develop and maintain reporting procedures for maintenance, planning and cost reporting.
- Manage workshop facilities, ensuring excellent housekeeping and that tooling is secured, maintained and replaced as required.
- Support the UG Mobile Fleet Superintendent in budgeting and control of maintenance costs. Implement and monitor systems and take corrective action where necessary to ensure that consumable usage and costs remain favorable to budget.
- Support the UG Mobile Fleet Superintendent in development of a long-term maintenance plan, which includes all identified routine, non-routine and probable maintenance work, and capital required to ensure safe and effective performance of the Underground Maintenance on a yearly basis and for Life of Mine.
- Provide input into development of maintenance training packages.
- Provide ongoing training, mentoring and employee performance management, to develop and maintain a safe, competent and results orientated Underground Maintenance team, and to ensure that employees gain new skills and achieve their full potential.
- Develop and implement Safe Work Procedures and other maintenance procedures. Assist in training of these procedures and ensure they are adhered to.
- Take appropriate action (initiate disciplinary warnings) when substandard performance or behavior of employees is observed.
- Be proactive in all aspects of Underground Maintenance security to prevent and eliminate theft and fraud.
- Perform any other duty that may be assigned by superior.

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.
- Complex problem-solving skills required.
- Clear and effective communication skills in written and spoken English. Communicate clearly and concisely, both orally and in writing.
- Customer services skills
- 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.

Experience and Competencies needed.

- At least five (5) years working experience in Underground Maintenance Operation
- A relevant trade qualification in Mechanical Engineering or its equivalent from a recognized institution.
- Experience in systematic coaching and training of employees is essential.
- Experience with computerized maintenance systems, e.g. SAP, is essential.
- Reliable, trustworthy and be able to cope with pressure.
- Vast experience in maintenance of Sandvik underground equipment including Drills, Trucks and loaders.
- Experience in maintenance of underground auxiliary equipment including but not limited to CAT Integrated Tool Carriers, Normet Agi's & Spraymec, Macleans EC3 units.
- Excellent knowledge of standards, methods and maintenance procedures of the job.
- Well-developed oral and written communication skills as well as the ability to interact with People of diverse cultures and levels.
- Ability to work for long hours.
- Medical fitness for the position and environment.
- Good oral and written communication skills.
- Valid Tanzanian driver's license and proficiency in driving light vehicles

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