



# 1. JOB TITLE: Electrical & Instrumental Foreman

## JOB DESCRIPTION

### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit a **Foreman - Electrical and Instrumentation** 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

- Plans, prioritizes, assigns, supervises, reviews and evaluates the work of staff involved in electrical, SCADA, Information Technology, instrumentation installations, maintenance and repair.
- Coordinates instrumentation, SCADA, Information Technology, and electrical work with other departments and entities as needed; and assists staff with implementing changes.
- Establishes schedules and methods for the installation, operation, maintenance and repair of a wide variety of electrical assets like MV/ LV Motors, 33 KV Transformer, MV Generator, VSDs & Switchgears, SCADA, Information Technology, and Instrumentation and Pneumatic Equipment.
- Understanding of Power generation system, synchronization system with Grid, Protection relays.

- Knowledge of Predictive Maintenance and critical spares management strategy.
- Evaluates operations and activities; recommends improvements and modifications; prepares various reports on operations and activities.
- Collaborate with cross-functional teams and senior engineers to integrate electrical and instrumentation systems seamlessly with other engineering disciplines, such as mechanical and process engineering.
- Assesses, schedules, and assigns predictive and preventive maintenance tasks; troubleshoots electrical, SCADA, Information Technology, and instrumentation equipment and systems; estimates time, cost, labor, and material needs.
- Work closely with commercial teams to select appropriate materials, equipment, and suppliers for electrical and instrumentation components, considering performance, reliability, and cost-efficiency factors.
- Incorporate adequate protections in electrical installation and assure compliance with the electrical safety standards.
- Supervise installation activities, ensuring that electrical and instrumentation systems are erected according to project specifications and industry best practices.
- Demonstrated leadership by making improvements to work processes and helping to train others.
- Adopt technologically advanced control systems for ease of operation and maintenance, enhanced efficiency, better process control, increased productivity, and improved safety.
- Monitor project progress, prepare regular status reports, and communicate updates to project stakeholders, highlighting milestones and potential risks.
- Stay informed about industry trends, technological advancements, and electrical and instrumentation engineering best practices to drive innovation and operational excellence.
- Oversee partners, contractors and consultants from E&I discipline to achieve desired outcomes.
- Oversee testing, commissioning, and validation of electrical and instrumentation systems, troubleshooting and resolving technical issues to ensure smooth operation.
- Performs related duties as assigned.

### **Qualification requirements**

- A relevant Degree such as Associate and Bachelor's Degree in Technical, Industrial, Electrical Engineering, Engineering, Technology, Manufacturing, Associates, Electrician, Electronics and Industrial Technology.
- Professional certification or licensure in electrical or instrumentation engineering is preferred.

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

- 8+ Years of experience in Electrical, Instrumentation and PLC's.
- Proficiency in electrical design, latest instruments, control systems, and PLC programming.
- Sound Knowledge in Pneumatic systems and Equipment/instrument Calibration.
- Strong understanding of electrical engineering principles.

- Excellent knowledge of technologically advanced instrumentation and control systems.
- Experience in project management principles.
- Critical thinking, coordination, time management, & interpersonal skills.
- High problem solving/troubleshooting Skills.
- Excellent communication skills in English, both written and verbal.
- Hazard identification and Risk assessment.
- Possess a valid light vehicle manual-class driving license.
- High level in systems analysis, evaluation, judgement & decision making.
- 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.
- Significant base knowledge of all the areas depicted in the profile.
- Performance orientated, strongly motivated and maintains a high work standard. Strong work ethic. Shows initiative. Adaptable to change management processes. Focused on continuous improvement.
- Committed and engaged employees who are enthusiastic and passionate about Barrick and carry the company DNA.

## APPLY HERE

## 2. JOB TITLE: Mobile Equipment Operator III - Crane

### JOB DESCRIPTION

#### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit a **Mobile Equipment Operator III-Crane** to join and grow our team.

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- Dedicating themselves to **Building a Sustainable Legacy.**
- Taking **Responsibility and being Accountable.**
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## **Responsibilities**

- 100% Compliance to the use of required PPE for the task at hand.
- Equipment Pre-Start Inspections conducted prior to operating any equipment on a shift basis and sub-standard equipment reported & corrected immediately.
- Tools & Equipment inspected & maintained before and after use daily, correct tools used for the task at hand- no reports of using incorrect tools or equipment for the job.
- Safe & efficient Equipment operation within Standard Operating Procedure requirements
- 100% Achievement of daily planned targets.
- Valid operating permit/license available for all types of equipment operated.
- Carry out housekeeping activities before and after every task completed.
- Carry out Environmental Inspection at workplace at start of every shift.
- 100% Compliance to Equipment Maintenance schedule.
- Only operate Mobile Equipment within prescribed limits, safely at all times.
- 100% of shift reports accurately & correctly completed and handed over by end of shift daily.
- Acquire actively information from the primary source.
- Ascertain the origin, nature, or definitive characteristics of things happening.
- Using interpersonal skills to work collaboratively with colleagues.
- Adjusting own behaviors to work efficiently and effectively in light of new information, changing situations and/ or different environments.
- Being held accountable for the quality of work delivered
- Willing to do any/ all of the work required within your skills set
- Uses practical, direct judgment to achieve desired outputs, using trial and error methods to overcome obstacles.
- Estimate load weight and center of gravity carry out troubleshooting, fault finding and corrective maintenance in order to solve unplanned equipment unavailability events.
- Prevent further equipment damage/ faults.

## **Qualification requirements**

- Certificate of Secondary Education.
- VETA Driving Certificate.
- Possess a Valid Tanzanian driving license, class B, C, D, E, F and G.
- Equipment Operator licenses.

## **Experience and competencies needed.**

- Experience in dealing with multi-cultural orientations.
- At least 3 years industry experience in Mining/Construction Operations
- At least 3 Years' experience in operating Heavy Mining/ Construction Mobile Equipment
- Experience in Operating 25 to 150 ton Capacity Crane.
- Sound knowledge of Surface Operations in Mining/ Construction.
- Sound knowledge of relevant Standard Operating Procedures.
- Formal Training Certification for all types of Equipment claimed to operate. Knowledge of safety systems & incident investigation.
- Hazard Identification & Risk Assessment.

- Sound knowledge of workplace safety & health.
- Country of Origin Driving License.
- Sound Knowledge of Crane Operations, lift plans & Calculations, soil inspections etc.
- Secondary School Education Certificate.
- Able to Drive Manual Transmission/Stick Shift Transmission.
- Sound knowledge of Mining Safety Regulations and best practice.
- Performance orientated, strongly motivated and maintains a high work standard. Strong work ethic. Shows initiative. Adaptable to change management processes. Focused on continuous improvement.
- Committed and engaged employees who are enthusiastic and passionate about Barrick and carry the company DNA.

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### 3. JOB TITLE: Condition Monitoring Officer

#### JOB DESCRIPTION

##### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit a **Condition Monitoring Officer** to join and grow our team.

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##### Responsibilities

- Ensure safe work practices, i.e. 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 relevant policies, procedures and guidelines.
- Perform task risk assessments (JHA, FLRA).
- Ensure equipment operates within acceptable limits and deviations reported.
- Adhere to isolation and lockout permits procedures.

- Adhere to workplace safety policies, regulations and compliances.
- Perform any task as instructed by report line supervisor.
- Performs high quality, planned and unplanned repairs of any mechanical equipment in compliance with applicable codes, standards, safety and environment regulation.
- Carry out routine condition monitoring tasks on all the rotating equipment by data collection using portable data collectors and other tools according to established schedules and plant requirements.
- Carries out extensive analysis on the vibration and other data collected to diagnose, troubleshoot rotating machinery problems and recommend remedial measures.
- Reports any major changes in equipment condition, maintain data in the computerized system, and produce regular reports.
- Carry out routine and non-routine machinery condition monitoring data collection using data collectors and computerized CM systems.
- Carry out trouble-shooting, failure investigation, and lube system inspection, performance testing and commissioning checks of newly installed equipment.
- Carry out routine and non-routine Condition Monitoring activities effectively and safely.
- Collect vibration and operational parameters and upload into the Machine Analyst database. Review all exception reports in the database on daily basis.
- Update overhauls and bearings change events into the history database.
- Review daily trip events (or failure events) and coordinate with production teams to carry out necessary actions.
- Identify and report machines with chronic problems and recommend necessary actions.
- Carry out commissioning checks of newly installed rotating equipment.
- Carry out troubleshooting and failure investigations. Coordinate with area asset teams in troubleshooting activities as necessary.
- Support asset teams in troubleshooting and implementation of improvement initiatives.
- Develop rotating equipment technical database.
- Coordinate with maintenance scheduler and asset teams in prioritizing, scheduling and alignment of Condition Monitoring jobs with their planned activities.
- Alignment of mechanical component using dial indicators, laser alignment tools, feeler gauges, squares and straight edges as required to acceptable tolerances as defined from the operation and maintenance manuals.
- Maintains various software used in Offline and Online data collection and responsible for reliability and availability of these systems.
- Build CM database in the software, scheduling routes for new equipment/plant.
- Performs the job as per Barrick HSE procedures/ guidelines. Interacts and contacts on daily basis with maintenance personnel and operations personnel to arrange for the data collection schedules, work permits and other inspection/ maintenance activities.

### **Qualification requirements**

- Tertiary education in Mechanical diploma or Degree.
- Sound knowledge of Mining Safety Regulations and best practice.

- Recognized Practical qualifications on NDTs.
- Undergone specialize training in vibration analysis and other CM techniques.

**Experience and competencies needed.**

- 4-5 Years' Post Graduate experience in equipment maintenance and machinery monitoring technology.
- Minimum of 3 years' experience in Mining Industry.
- Experience with Mill drives, Conveyor belt systems, pump installations and Compressor installations.
- Minimum of 2 years' experience in a planned maintenance environment.
- Practical skills in maintenance practices and mechanical knowledge.
- Vibration data collection and analysis.
- Infrared thermography.
- Ultrasonic thickness measurement.
- Oil sampling and analysis.
- Magnetic Particle Inspection.
- Dye Penetrant Inspection.
- Tribology.
- Possess a valid light vehicle manual-class driving license.
- 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.
- Significant base knowledge of all the areas depicted in the profile
- Must be motivated individual with ability to operate with minimum supervision.
- Performance orientated, strongly motivated and maintains a high work standard. Strong work ethic. Shows initiative. Adaptable to change management processes. Focused on continuous improvement.
- Committed and engaged employees who are enthusiastic and passionate about Barrick and carry the company DNA.

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## **4. JOB TITLE: Underground Maintenance Engineer**

### **JOB DESCRIPTION**

#### **Position Description**

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

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### **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

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