

VACANCY



ABOUT GEITA GOLD MINING LTD

Geita Gold Mining Ltd (GGML) is Tanzania's leading gold producer with a single operation in Geita Region. The company is a subsidiary of AngloGold Ashanti, an international gold producer headquartered in Denver, USA. AngloGold Ashanti (AGA) has operations in more than ten countries across four continents. Geita Gold Mining Limited (GGML) is situated in the Lake Victoria Gold fields of Northwestern Tanzania, only about 120 km's from Mwanza City and 20 km's Southeast of the nearest point of Lake Victoria. The company has its main office and operations in Geita, only 5 Km's west of the fast-growing town of Geita, and a supporting office in Dar es Salaam. Applications are invited from ambitious, energetic and performance driven individuals to fill in vacant position(s) mentioned below:

Position:	Specialist 1 - Safety (UG).
Contract type & Duration:	Unspecified Time Contract
Department:	HSE.
Reporting to:	Superintendent - Safety.
Number of Positions:	One (1)

GGML is an equal opportunity employer.

PURPOSE OF THE ROLE:

To Providing the technical support to GGM employees, visitors, contractors and assisting Safety Superintendent, Manager Safety, ERT and Senior Manager HSE to develop and implement GGM Integrated Safety Management System, Major hazard standard, Critical controls monitoring, Zero Harm innovation/initiatives and a safe working environment sufficient to maintain GGM's social license to operate in Tanzania and comply with the AGA, Ghana, and Tanzania BU and GGM frameworks for best practice internationally.

QUALIFICATIONS:

- A minimum Certificate of Secondary School Education Examination (CSEE).
- Tertiary Safety Qualifications – Certificate / Diploma / Degree or equivalent (NEBOSH, IOSH, SAMTRAC/SHEMTRAC, NOHSC One & Two, Chamber of Mine Safety, Management qualification (SDP))
- Possession of a Valid Tanzanian Driving License Class D or above and with ability to drive in Mining environment.

EXPERIENCE:

- A minimum of 5+ years' experience in mining safety is required.
- A minimum of 5+ years' experience in Underground Mining and in a large-scale mining.
- Experience in Safety Management Systems.
- Experience and ability in implementing ISO 45001: 2018 standard.
- Experience and knowledge to conduct Bow Tie Analysis.
- Experience in accident/Incident Investigation.

MAIN OR KEY ACCOUNTABILITIES:

- 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 Requirements.

- Advise and assist the Safety Superintendent to plan, implement and monitor implementation of the GGM Integrated Safety Management System, including ISO 45001:2018, legal, and AGA/BU policy standards.
- Providing professional and technical support to the Safety Superintendent in the monitoring and developing programs to ensure that all GGM operating procedures comply with AGA, BU and GGM Safety frameworks and best practice standards.
- Conduct research and recommend to the Safety Superintendent on developing Safety Programs based on new findings.
- Review safety performance and recommend to the Safety Superintendent a systematic program to monitor employees, equipment, and contractors, for effective compliance with Safety Management practices, standards, and requirements.
- Cooperate, participate, and facilitate IIP & Advanced Investigations, with a focus on Near misses & High potential incidents.
- Actively support the implementations, review and monitoring of targeted Safety Campaigns and related improvement initiatives.
- Cooperate and Support the Safety Superintendent with the implementation of a GGM Fatal Risk Champion Program and related activities.
- Participate and coordinate risk assessment process on regular basis (BLRA, issue based and continuous.)
- Implement leading indicators Inspections, Hazards reporting and actions, Risk assessment, Plan tasks Observations, Safety Interventions, Safety Interaction, Caught in Act with the set target 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.
- Manage ISIMS effectively and efficiently including training to all personnel under your area of accountability.
- Enforce Hazard Management Program by ensuring CCV are performed in a quality manner, facilitate AuRisk Review within Underground Mining and updates CURA system.
- Develop your own PTOs Plans, undertake planned task observations, and assist with the development of job safety analysis.
- Facilitate the 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 potential 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 assist in the formulation and implementation of GGM policies, guidelines, procedures, and codes of practices in your area of accountability.
- To monitor and audit the GGM's compliance with all acts, regulations, policies, codes, procedures, and guidelines in the area of 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 Geita Gold Mine.
- Submission of monthly activity report and any other report as required.
- Coordinate departmental & Contractor's month 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.
- Assist and take part in the IMIU auditing processes.
- Lead the review to all documentation to align to document KIOSK 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 teams in the mining operation.

ADDITIONAL REQUIREMENTS:

- Able to operate at least one UG equipment's.
- Ability to identify potential hazards and advise on minimizing risks and assessing controls effectiveness.
- Ability to understand and review EHS systems.
- Ability to manage Occupational Health & Safety programs and interpreting safety data/information.
- Understanding site risks and recognizing emerging workplace hazards.
- Ability to formulate, present and evaluate training courses.
- Ability to establish priorities, follow up and complete tasks.
- Ability to facilitate four layers of risk management.
- Ability to facilitate Critical Control Verification for major hazard standards.
- Ability to develop safe working procedures.
- Ability to analyze incident trends and come up with improvement plans.
- Ability to investigate all safety incidents in a quality manner.
- Ability to write reports on HSE performances.
- Ability to facilitate management review.
- Ability to facilitate setting of objectives and targets.
- Ability to facilitate Bow Tie Analysis

MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the **link** or type the **URL** address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e- mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager Human Resources", Geita Gold Mining Ltd". Subject should be "**Specialist 1 - Safety (UG)**".

Application Link: <https://careers.anglogoldashanti.com/job-invite/25094/>

- If you struggle to apply via the link provided, please head over to our website <https://www.geitamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (*SuccessFactors*).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **20th September 2024 at 5:30 PM**.
- Only shortlisted candidates will be contacted for interviews.

BEWARE OF CONMEN! GGML does not receive money in exchange for a job position. Should you be asked for money in exchange for a job offer or suspect such activity, please report this immediately to our Security Department, Investigation Unit, by calling +255 28 216 01 40 Ext 1559 (rates apply) or use our whistle-blowing channels by sending an SMS to +27 73 573 8075 (SMS rates apply) or emailing speakupAGA@ethics-line.com or use the internet at www.tip-offs.com

VACANCY



ABOUT GEITA GOLD MINING LTD

Geita Gold Mining Ltd (GGML) is Tanzania's leading gold producer with a single operation in Geita Region. The company is a subsidiary of AngloGold Ashanti, an international gold producer headquartered in Denver, USA. AngloGold Ashanti (AGA) has operations in more than ten countries across four continents. Geita Gold Mining Limited (GGML) is situated in the Lake Victoria Gold fields of Northwestern Tanzania, only about 120 km's from Mwanza City and 20 km's Southeast of the nearest point of Lake Victoria. The company has its main office and operations in Geita, only 5 Km's west of the fast-growing town of Geita, and a supporting office in Dar es Salaam. Applications are invited from ambitious, energetic and performance driven individuals to fill in vacant position(s) mentioned below:

Position:	Coordinator 1 - UG Training (Loading and Simulator).
Contract type & Duration:	Unspecified Time Contract
Department:	Human Resources.
Reporting to:	Senior Officer - UG Mining Training
Number of Positions:	One (1)

GGML is an equal opportunity employer.

PURPOSE OF THE ROLE:

The primary purpose of the role is to develop the professional capabilities of Loading Equipment's operators to Operators or trainees, furthermore, to provide on job trainings and coaching to UG shift bosses and shift trainers regarding the guidance and management of equipment as per trainings and safety standards at GGM within the context of training, coaching and assessment.

QUALIFICATIONS:

- Completion of Secondary School or higher
- A recognized underground mine equipment training certificate/ experience.
- A Training certification (ToT) – added advantage.
- Relevant Mechanical and operational certificate – added advantage.

EXPERIENCE:

- 3 – 5 years as a multi-skilled underground mine loading equipment operator / trainer preferred on loading UG Equipment's
- Experience working as UG equipment trainer will be preferred.
- Considerable knowledge of underground mining practices and efficient operations of underground equipment

MAIN OR KEY ACCOUNTABILITIES:

- Comply with all Learning & Development policies, procedures, and instructions. This includes the correct use of safety devices and protective equipment, prompt reporting of any hazardous situations which cannot be corrected by an individual himself, making the necessary changes to eliminate or control the hazard and reporting immediately any accident or injury which arises in the course of work.
- Take reasonable care for your own safety and that of other persons who may be affected by your acts.
- Ensure that all tools are serviceable and safe to use.
- To maintain Safety standards to comply with the Company safety program.

- Ensure effective transfer of skills and knowledge to Equipment Operators (National Manual Loader & Tele remote Operators) following the set development plans.
- Develop and review comprehensive training modules for a wide range of underground mine equipment to be used for training Tanzanian equipment operators to meet business standards.
- Enforce the company Training calendar along with underground Training Matrix schedule.
- Prepare bi-annual training report on the progress of the identified national successors on-the-job development.
- Abide by Training Golden Roles and Ethical behavior all times and in everything you do.
- No Training changes will be done without the advice or the involvement of Senior Officer-UG Mining Training
- Coordinate and administer Loading Equipment's Operation Training Solutions as per available training Matrix.
- Provide simulator training to both new and old loading-equipment operators depending on the training need.
- Assess to three dimensions Loading Equipment's operation skilled knowledge for operators for effectiveness.
- To help new and less experienced colleagues to become more multi skilled to develop their own careers.
- Understand how training and development fits into Talent & Succession Management.
- Develop training programs and mentoring systems to ensure the health of the underground Loading discipline.
- Accountability for the effective use of people, resources, and assets associated with GGM Operations and External Training Providers
- Compliance with Tanzania Labour Act, AGA and GGM HR policies on training and development
- Observe costs and ensure waste management in all your activities to enhance productivity.
- Deliver the work of the UG Mining Training department within approved budget targets and specified. timeframes, costs and related KPIs
- Assist with the Development of the annual UG Mining Training budget to achieve the targeted. annual, medium term and LoM business plans
- Develop and maintain constructive relationships with Internal Stakeholders (Health, Safety and Training team) and external Stakeholders (Shift Bosses, Maintenance Engineers, Planning Engineers etc.) to establish existing and changing societal and regulatory expectations and requirements.

ADDITIONAL REQUIREMENTS

- Demonstrable people Management Capability.
- Knowledge on MS word, power point and excel.
- Knowledge on operating mining equipment simulator.
- Effective communication skills
- Good Analytical skills
- Strong L&D Creativity
- Strong Interpersonal skills

MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the **link** or type the **URL** address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e- mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager Human Resources", Geita Gold Mining Ltd". Subject should be "**Coordinator 1 - UG Training (Loading).**"

Application Link: <https://careers.anglogoldashanti.com/job-invite/25093/>

- If you struggle to apply via the link provided, please head over to our website <https://www.geitamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (*SuccessFactors*).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

APPLICATION DEADLINE:

- Applications should reach the above on or before **20th September 2024 at 5:30 PM.**
- Only shortlisted candidates will be contacted for interviews.

BEWARE OF CONMEN! GGML does not receive money in exchange for a job position. Should you be asked for money in exchange for a job offer or suspect such activity, please report this immediately to our Security Department, Investigation Unit, by calling **+255 28 216 01 40 Ext 1559** (rates apply) or use our whistle-blowing channels by sending an SMS to **+27 73 573 8075** (SMS rates apply) or emailing speakupAGA@ethics-line.com or use the internet at www.tip-offs.com