



# 1. JOB TITLE: Industrial Relations Officer

Tarime, Mara Region, Tanzania, United Republic of

**BE THE FIRST TO APPLY**

## JOB DESCRIPTION

### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Industrial Relation Officer** 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

- To advise the Company on all legal matters and particularly those which are labor in nature.
- Coordinate management effort and Strategies in resolving imminent industrial disputes or any industrial disputes as they may arise.
- Implement and suggest improvement on HR Policies and practices in relations with the laws of the country
- Provide expert and specialist advice to management on HR and ER and regulatory compliance

- Ensure that the company is always well represented at relevant forums, e.g. CMA and Labor Court.
- Represent the company in dispute resolution processes including mediation, arbitration and negotiation
- Undertake legal analysis and risk evaluation of potential disputes and disputes that are declared to determine the appropriate management strategy
- Advise and trains supervisors in best employee relations practices and strategies for managing supervisor problems and employee grievances. Develops further training as needed.
- Provide training on IR Procedures including how to manage grievances and misconduct, dispute resolution, chairing of disciplinary processes and giving evidence at CMA.
- Represents organization in meetings, and negotiations with employees and labor organizations.
- Collaborates with leadership on matters of policy and terms of memorandum of understanding before and throughout negotiation process.
- Advise leadership on Employee Relations matters and on the appropriate approach to effectively dealing with instances of labor unrest.
- Investigate employees' problems and disciplinary issues
- Maintain accurate records on IR matters and submit high quality reports as required to management and other governance structures.
- Participate in various programs as identified in the HR strategic plans such as In reach Program
- Establish and maintain sound relations with trade unions.
- Perform all other HR and IR duties as assigned time to time by HR Superintendent.

#### **Qualification requirements**

- Bachelor's degree in either Employee Relations, Laws or HR.

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

- Minimum 2 years working experience in a similar role.
- Experience working in Mining Industry is an added advantage.

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## **2. JOB TITLE: Supervisor Instrumentation**

Tarime, Mara Region, Tanzania, United Republic of

**BE THE FIRST TO APPLY**

# JOB DESCRIPTION

## Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Supervisor Instrumentation Technician** 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.8**
- Taking **Responsibility and being Accountable.**
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- Cultivating strong and meaningful **Partnerships.**

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## Responsibilities

- Ensure Coaching and Training of team members are done as per Barrick standard.
- Ensure compliance with all regulatory and Barrick health, safety and environmental policies and procedures.
- Report all Health, Safety and Environmental (HSE) issues via an incident report.
- Supervision of Daily maintenance Inspection and execution of plant Equipment.
- Ensure work completion details are finalized in accordance with work requirements and procedures.
- Maintain the plant according to company operation policies and SOPs.
- Adhered to isolation and lock out permits procedures.
- Ensure that there is enough stock of all the sensors such as Pressures, temperatures, Valves, flow meters etc.
- Trouble shoot process control problems and solve engineering problems.
- Housekeeping and neatness of the site will ultimately be his/her responsibility.
- Check the plant for any defects and whatever maintenance required.
- Maintain plant with guidance to safety regulations.
- Understand the plant operations and control philosophy.
- Report any safety and equipment defects immediately to the supervisor.
- Abide to general housekeeping standards, apply 5S principle.
- Responsible for monitoring or maintaining of flows and feed processes/water quality.
- Supervision on all Inspection, tests, adjusts, and repairs electric, electronic, mechanical, and pneumatic instruments and systems used.
- Records calibrations made, parts and components used, and inventory of parts on hand.
- Conduct instrumentation evaluation and troubleshooting for electrical, pneumatic, electronic as well as programmable logic control (PLC) systems.
- Review and interpret engineering specifications, schematics, and blueprints to determine work procedures.
- Responsible for shift handover at area of responsibility.
- Proactively identifying and acting on plant performance deviation.
- Ensure all projects are done in accuracy within a predetermine time.

- Comply with Engineering standards by cleaning equipment's, using scrapers, wire brushes, and cleaning solvents. (Maintain Housekeeping).

### **Qualification requirements**

- Degree/Diploma in Electronics and Electrical Engineering/Instrumentation or Industrial Automation.
- Instrumentation Trade Test Certificates.

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

- 2 Years - Post Trade Test Experience and in leadership
- Knowledge of diagnostics SCADA system.
- Basic of Allen Bradley PLC maintenance and Installation.
- Basic of Siemens PLCs maintenance and Installation.
- Industrial Field Instrumentation Fault Finding.
- Ethernet Networks (wired and wireless).
- Process Control Systems.
- VSD and Soft Starters.
- Plant maintenance experience on Mills, crushers, conveyors, compressors, pumps, CIL tanks etc.
- Working knowledge of safety standards of equipment.
- Previous maintenance experience in industrialized plant is beneficial.
- Excellent communication skills in English, both written and verbal.
- Hazard identification and Risk assessment.
- Understand technical drawings and manuals.
- VETA Driving Certificate.
- Possess a Valid Tanzanian driving license class B, C, D and E
- Able to Drive Manual Transmission/Stick Shift Transmission.
- Strong technical and strategic planning related experience and background.
- Ability to consistently manage such a diversified portfolio in a high-pressure environment.
- Highly professional conduct always 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.
- Strong technical and strategic planning related experience and background.

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## 3. JOB TITLE: Auto Electrician

Tarime, Mara Region, Tanzania, United Republic of

**BE THE FIRST TO APPLY**

### JOB DESCRIPTION

#### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit **Auto 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.**
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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).
- Maintaining, repairing electrical issues, diagnostics/Fault Finding and routine inspection on a variety of Mining machines (i.e. SANDVIK, CAT, NORMET).
- Coordinate activities in the unit and report supervisor.
- Ensure that mobile equipment maintained in a safe and cost-effective manner.
- Involvement with developing training programs for national workforce and carrying out competency assessments.
- Demonstrate commitment to safe work practices by example and act immediately on any unsafe act or situation observed and monitor standards.
- Full compliance with the OEM repair procedures and all safety and training protocols.
- Complete all training module within the auto electrical and maintenance skills matrix program.
- Monitor mining auto electrical activities and eliminate any wasteful practices, ensuring agreed target for maintenance met.
- Support and work through the departmental tactical plans to achieve the overall business objective.
- Developing and managing equipment component change outs and rebuilds where necessary.

- Investigate and implement latest technology that will improve auto electrical works.
- Perform any task as instructed by report line supervisor.
- Perform basic mechanical fitting, rubber lining, scaffolding and rigging works as instructed by your supervisor.
- Clean equipment, using scrapers, wire brushes, and cleaning solvents to ensure equipment or work area remains clean and tidy.
- Clean, maintain, repair and rebuild mechanical parts, components and equipment as directed by the Supervisor.
- 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.
- Removes defective parts by dismantling devices; using hoists, cranes, and hand and power tools; examining form and texture of parts
- Maintains equipment, parts, and supplies inventories by checking stock to determine inventory level; anticipating needed equipment, parts, and supplies then organize with supervisor.
- Maintains continuity among work teams by documenting and communicating actions, irregularities, and continuing needs.
- Responsible for shift handover at area of responsibility.

#### **Qualification requirements**

- Secondary Education.
- Technical/ Vocational School, Apprenticeship training, on-the-job training (FTC, VETA, IMTT Trade Test or its Equivalent).
- Sound knowledge of Mining Safety Regulations and best practice.
- Certification in air conditioning systems repairs.

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

- Minimum of three (3) years' experience in a mine auto electrical maintenance role.
- Good working knowledge of auto electrical maintenance planning/scheduling.
- Working knowledge of safety standards of equipment.
- Experienced in maintenance practices and techniques.
- Air conditioning systems experience in troubleshooting and repair is necessary.
- Experience in mining industry is essential.
- Strength and physical stamina.
- Time management and planning skills.
- Analytical skills, able to think logically and clearly, Strong attention to detail.
- Communicate clearly and concisely, both orally and in writing.
- 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.

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## 4. JOB TITLE: Mobile Equipment Operator I

Tarime, Mara Region, Tanzania, United Republic of

**BE THE FIRST TO APPLY**

### JOB DESCRIPTION

#### Position Description

The **Barrick Africa Middle East Team** is seeking to recruit a **Mobile Equipment Operator I** 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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- 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.
- Operate Truck safely whilst travelling waste within the surface and Underground.
- Perform pre-start checks, refuel and wash equipment.
- When instructed assist with charge up of faces, re-entry after firing and extension of mine services.
- Work with technical and supervisory staff in quality and safety initiatives.
- Complete all tasks at the required rate and to the required standard.
- Compliance to all applicable mine safe work procedures / safe operating procedures.
- Participation in all applicable safety, prestart and shift team meetings.
- Plan all trips properly and ensure all the necessary equipment is on board for each trip.
- Report any fault to responsible maintenance team and/or a Leader for all tools and /or equipment under area of working. Do not operate substandard equipment at any time.
- Ensure the overall condition of the vehicle is excellent in accordance with company standards.
- Maintain a log of all trips, events, and fuel consumption.
- Develops and updates waste management policies and procedures.

- Loads material, performs excavations, clears land trenches for utilities and performs related work involving the use of this type of heavy equipment like Backhoe Machine Operation.
- Operated a field type tractor with attached, towed mower or cutter bar, equipment may be powered by direct drive from its wheels or a power take-off and is typically operated with hydraulic or mechanical controls.
- Operated and maneuver tractors and equipment in confined areas such as between shrubs, trees, along fences and curbs.
- Worked requires frequent arm and leg movements to operate tractors and mowing equipment.
- Performed routine equipment checks, to include limited operator maintenance, checking and replenishing fluids to proper levels and lubricating the equipment.

### **Qualification requirements**

- Secondary School Education Certificate.
- VETA Driving Certificate.
- Valid Tanzanian driving license, class B, C, D and E.
- Possess a Valid Tanzanian driving license, class B, C, D and E.
- Able to Drive Manual Transmission/Stick Shift Transmission.
- Sound knowledge of Mining Safety Regulations and best practice.

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

- 2-3 years' Mobile Equipment Operator experience in the mining industry.
- Experience in current Mobile Equipment Operator practices/ techniques.eg Backhoe, Service Truck and Tractor.
- Ability to consistently manage such a diversified portfolio in a high-pressure environment.
- Highly professional conduct always and the ability to deal with a diverse client base.
- 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
- Performing tasks under minimal supervision and monitoring
- Establish and maintain effective working relationships with those contacted in the course of work.
- 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.
- Be able to conduct Hazard Identification and Risk Assessment.

**APPLY HERE**