How do I apply for a job at GGML?

Apply directly
Vacancies are advertised periodically on our website, where job seekers can apply directly. GGML also advertises vacancies in national newspapers including the Daily News and The Guardian. Sometimes vacancies are advertised internally on staff notice boards, internal emails and also communicated to certain contractors we know that are available. Some job vacancies are only advertised in the Geita town and the surrounding local community.

Apply to do a field attachment
GGML welcomes students for a 3-month field attachment throughout the year. Applications for conducting Field Attachment at GGML must be sent via College/University Administration. We do not accept applications from individual students.

GGML accommodates about 300 students a year on Field Attachments from various colleges/Universities.

Graduate internship programme
GGML also welcomes successful graduates, both male and female ensuring that there is an even split, to apply for a place on the internship program (previously named GRP) for a 12-month internship working in different areas of the mine which will be determined by the course completed.

GGML welcomes all successful graduates, with internship positions throughout the organisation including Engineering, HR, Finance, Mining, Metallurgy, etc.

Overseas applicants
GGML will advertise vacancies through our website, recruitment agents and also on our LinkedIn page.
Where can I find helpful information on the mining sector in Tanzania?

To learn more about the mining industry please seek information from the following institutions:
- Ministry for Minerals
- The Mining Commission
- State Mining Corporation
- Mineral Research Institute (MRI)
- Tanzania Chamber of Mines
- University of Dar Es Salaam
- University of Dodoma

What are the training courses, licenses or qualifications that I need to get a mining job?

Each role will have its minimum requirements, if applicants are applying for a driver’s position, then the applicant would be required to have a valid driver’s licence. Applicants wishing to apply for an engineering role then affiliation to the ERB would be required.

For administrative roles, applicants would be required to have professional qualification in the relevant position applied for and in some roles an applicant may be required to have professional registration, for example, to work in finance and accounts, the applicant would have to have a CPA certification.

So what can the industry and education institutions do to help more young people get into this industry?

Throughout the year, GGML conducts a number of study tours inviting school pupils and university students so that they can learn about the industry and how our mine operates. We want to inspire the next generation of Tanzanian youth to get into the mining industry.

How much can I earn in the mining industry?

Currently, the minimum monthly salary for miners in the mining sector is TZS 400,000. GGML offers competitive remuneration depending on a person’s role/position, experience, individual performance, etc.

In addition to GGML’s generous salaries; we offer a number of attractive employee benefits including medical cover and educational assistance towards our employees’ children’s schooling. We also offer further training courses for all our employees.
Is mining a safe profession?
Safety is our first value and which is something we take very seriously. Safety is firmly embedded into the culture of the business with safety information shared throughout the organisation.

We strive to keep our employees safe and healthy. GGML’s safety strategy is aimed at systematically identifying and eliminating workplace hazards and risks, particularly in the mining environment with many geological challenges, where missteps can have disastrous consequences. GGML has won several safety awards in Tanzania and globally.

Last year, GGML was declared the overall winner in the mining sector by the Tanzanian Occupational Safety and Health Authority (OSHA). This award acknowledges GGML’s high level of safety and health in the workplace.

What are the minimum security and medical requirements?
GGML requires that all applicants consent to a standard background check and we perform due diligence on all applications.

GGML is an inclusive employer and requires that all applicants consent to a basic medical assessment to make sure the applicant is physically fit for the applied position. It should be remembered that pre-employment medical assessment is also a legal requirement.

GGML complies with all employment requirements set out by Tanzanian law and we ensure that all our employees have the necessary medical examinations and medical checks carried out periodically in compliance with the OSHA requirements.

**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 24cethonesty@ethics-line.com or use the internet at www.tip-offs.com