

VACANCY



INTERNAL ONLY

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 (AGA), an international gold producer headquartered in South Africa, with operations in more than ten countries, in four continents. The mine is situated in the Lake Victoria Gold fields of North Western Tanzania, only about 85 km's from Mwanza City and 20 km's South East of the nearest point of Lake Victoria. The company has its head office in Geita, only 5 Km's west of the fast-growing town of Geita, and also 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:	Managing Director
Contract type & Duration:	Unspecified time contract
Department:	Executive Management
Reporting to:	Senior Vice President – AGA East Africa
Number of Positions:	One (1)

PURPOSE OF THE ROLE:

AngloGold Ashanti's vision is to be the leading mining company. We will achieve this vision by creating a sustainable business in line with AGA strategy for our shareholders and business partners without compromising our values.

The Managing director of Geita is accountable to the SVP East Africa for the delivery of the targeted gold production at the right production cost margin for our Geita Mine in Tanzania. This will deliver the shareholder value that is required to grow Geita Gold Mine (GGM) consistently over the next period. The management of available cash flow and capital for further investment is a key accountability. The incumbent will represent the company in Tanzania, working closely with the VP Sustainability to build government relations. The MD is accountable to prepare the board reports and to represent the company at all board meetings.

As AGA is globally going through active shareholder value analysis, the role is also to work with the GGM team to build various hypotheses and in conjunction with the Project 500 team, analyze and identify the best opportunities for cost optimization. A key accountability will be to build the management's team competence and capability to achieve a critical turnaround for Geita Gold Mine, driving costs down and production output up, improves and stabilizes Geita's profitability. This must be achieved by using consistent leadership processes and systems.

The role of Managing Director will be accountable for the analysis of risks and opportunities for improvement of technologies and methodologies for operations, as well as ensure the effective integration between operational activities and drive an annual management cycle, aligned to the BU, to ensure improved planning processes for all core operations departments in Geita.

QUALIFICATIONS:

- Geoscience qualification, Mining Degree is preferable.

EXPERIENCE:

- Minimum 10 years as General Manager of Underground and Surface operations.
- 20 years' experience in underground mechanized mining from multiple operations.
- Expat / Overseas experience at senior management level and at Mining Operations.
- 25 years operational experience.
- 15 years underground mining, 5 years Surface mining.

- Underground trackless mechanized mining.
- Managed Underground mining contractors.
- Held senior statutory positions while working at General Manager level.

MAIN OR KEY ACCOUNTABILITIES:

The role holder has the following accountabilities and authorities pertaining to the role of Managing Director in the overall context of AGA East Africa and GGM system and processes.

Safety & Health

- Demonstrate behavior that is consistent with the AGA Safety Vision and Values
- Accountable for the zero incident and accident requirements for Geita mine
- Ensure all functions adhere to and implementation AGA Safety Standards within the business unit.
- Ensuring that health and safety guidelines are followed by all functions and that their Safety Programs are set up annually, measured and improved continuously, thus creating a safe environment where employees can work, and their families can live.
- Accountable for the quality of Geita's housekeeping in all areas.

Strategic Management of Geita Gold Mine:

- Optimize Operational Effectiveness and Production Efficiencies in support of one to five years Production Targets
- Ensure business surveys and measurement metrics are set in place to measure and monitor improving the environment as continuous improvement programs are rolled out over a 5-year period.
- Develop strategies for the Business Unit that will recognize changes in the country (i.e. political, social, legal, and commercial) in order to maintain and sustain a particular part of the operational competitiveness;
- Developing the life of mine (LOM) plan options with the support of cross-functional resources that are made available in assuring a reliable and achievable production plan, thus positioning the mine for stability in current operations and growth potential for the future;
- Integrating the work of all production units and support functions such that targets are achieved in manner that optimizes the assets and consistent with the plan;
- Continuously improve the business, safeguard the assets, and implement new approaches that result in best practices among the peer group within the industry.

Sustainability, Stakeholder Engagement & Communication:

- Work closely in a collateral relationship with the VP Sustainability, agree on the External Communication and Stakeholders Engagement Models of the company in Tanzania. Sustainability is accountable for the development of these and various other environmental and community programs outside the mining fence.
- Provide support to the VP Sustainability as and when required in support of relevant Environmental and Community Development Programs.
- Engage internal & external stakeholders on business related matters working within Corporate and Regional stakeholder engagement & communication standards, guidelines and strategies;
- Take the necessary actions to comply with and protect the environment consistent with legislation and company values and policies;
- Establish a sound Health, Environment and Safety track record on the mine and within the community with a pro-active approach to action in line with the greater AGA strategy and direction;
- Ensure all measures are taken to secure and maintain the licenses to operate within the timeframes required by legislation in all jurisdictions in which Geita has current and future interests;
- Engage internal and external stakeholders to ensure all matters pertaining to Operations, working in a cross functional manner with all relevant Unit Managers in Geita, as well as BU Regional Management.
- Deal with internal and external stakeholders, contractors and specialists to ensure the latest global and regional benchmarks are taken into consideration, enabling Geita to operate "ahead of the curve" in terms of standards and procedures.

Risk Management

- Accountable for the identification and management of operational risks and issues on the plant, as per the global and the local OHSE Legislative frameworks.
- Identify and prioritize all operational risks and liabilities and monitor the implementation and effectiveness of risk and liability mitigation action plans.

Planning & Budget

- Ensure the development of an improved department budget planning system or framework, in conjunction with Finance, in order to demonstrate efficiency and effectiveness in achieving business performance objectives.
- Analyze monthly variance reports from all departments, identifying potential areas for improvement, low hanging fruit in optimization of cost and operations.
- Understand where cost savings will come from and identify opportunities for changes to the way the company plans to achieve its promised objectives.
- Analyze business performance and profitability margin cost drivers and endeavor to improve the margin at all times, analyzing environmental aspects' impact on the ability of the company to produce more at higher margin.

Reporting, Monitoring & Evaluation,

- Provide direct output to the SVP in ensuring that all BU monthly and quarterly board reporting is aligned with standards, guidelines and schedules;
- Monitor and evaluate BU reporting for executive decision-making and internal/external information sharing;
- Monitor and evaluate relevant pieces of work, delivering an analysis thereof to the SVP, as and when required.
- Prepare regional reports to the Operations division, pertaining to trends and improvement of capital projects, leadership systems, processes, systems, frameworks and the implications thereof.
- Prepare reports to Project 500 pertaining to identified opportunities for optimization.

People

- Maintain and improve the GGM People Planning process, designing work aligned to business requirements and meets Government of Tanzania legislation.
- Support Line Managers to achieve annual leadership systems and process deadlines and objectives, mentoring new managers and existing managers of the appropriate behaviors and values within work management.
- Increase the organizational effectiveness of the Tanzania business, by ensuring all Line Managers are trained in the organizational design model and that it is used in the daily improvement of who should be making what decisions, building their capability to make more effective decisions, executing work at the right level of work, ensuring processes and procedures that allows for follow-through to completion.
- Coach and mentor to enable all line managers to achieve the operational results safely and within time and quality parameters.
- Ensure competent resources at the right level are recruited and people are continuously developed, to provide best practices in achieving production targets at required quality and cost per ounces, over a longer period of time.
- Ensure the right people in the right role to ensure a new and improved future state of operational excellence.
- Ensure a culture of performance excellence and the setting of operational standards are achieved.
- Create and maintain a participative decision-making culture, giving specific attention to Employee Value Propositions, making it an Employer of Choice in Tanzania and across the AGA Corporation.

Contractor Management

- Develop Contracting Models to ensure the right parts of the work is outsourced, or that that correct Contractors are considered by Heads of Departments, when they need to make their choices.
- Ensure a culture of Contractor Management exists where Managers do not delegate the control of contractors to their staff and that Contractors must report formally, monthly, against their cost and promised service delivery.

Role Authority

- The role holder holds authorities as per the signing authority level in the company Delegation of Authority (DoA) Policy.

Authority to represent the Company:

The role holder has the authority to represent the company as per the (DoA) policy on the following:

- Board of Directors for Geita Gold Mining Ltd
- Government officials
- Non-Government Officials (Policy Control Direct Output)
- The Media (Policy Control Direct Output)
- Advisors and Contractors (Policy Control Direct Output)

- Union representatives (Policy Control Direct Output)
- Surrounding Communities & Other stakeholders
- Chamber of Mines (Policy Control Direct Output)

ADDITIONAL REQUIREMENTS:

- Demonstrate behaviors consistent with AngloGold Ashanti Values.
- Ability to build relationships
- Team based focus
- Proven ability to organize and prioritize tasks and working under pressure to achieve set deadlines.
- Ensure the quality of deliverables align with the needs of the company.

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 “**Managing Director**”

Application Link:

<https://performancemanager5.successfactors.eu/sf/jobreq?jobId=17718&company=AGAprd>

- 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 January 2022 at 5:30 Pm**
- Only shortlisted candidates will be contacted for interviews.

NOTE ON COVID-19 PREVENTION:

- Please note when you are invited for interviews, you will be required to present proof of vaccination against COVID-19 (Covid-19 vaccination certificate) or if you are not vaccinated, please go for a Covid-19 test and obtain a 96 - hour valid PCR Covid-19 negative certificate.
- You are also advised to adhere to all recommended prevention measures including proper wearing of face masks and washing or sanitizing your hands before you are allowed through Geita Gold Mine entry points.

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