

From early dreams of being a lawyer, now it's all about the numbers



Tatu Tibashengwa, who was appointed to the position of Governance Manager in the Finance Department.

As a young girl, Tatu Tibashengwa wanted to be a lawyer, and the thing that made her want to be a lawyer was a movie called *Neria*. She says, “I really liked the lawyer and the way he defended his clients, and that’s what made me want to become a lawyer.” But when she reached her early teens, she became very interested in accounting.

Tatu’s schooling took her all the way right up to Form 4, then in Form 5 she chose ECA (Economics, Commerce, Accountancy) as her subjects, which she successfully completed two years later. This sparked Tatu’s interest in the world of economics and she promised herself to do everything she could to pursue a Bachelor of Commerce in Accounting at the University of Dar es Salaam. She succeeded in keeping this promise and was accepted at the University of Dar es Salaam, where she graduated in 2010.

After graduating in 2012, she completed her qualifications as a certified public accountant (CPA). She then worked for two years before successfully applying for an Internal Control Officer position at GGML in 2015.

Since joining GGML, Tatu has had a stellar career. In 2017, she was promoted to Superintendent 2 Internal Control in the same finance department. The work environment at GGML has allowed Tatu to learn new skills through constant interaction with her colleagues, and the many trainings ranging from courses on accounting, compliance and management have advanced her career and made her excel even further. After receiving a promotion within two years at GGML, it was clear that Tatu was a dedicated and conscientious employee who caught the attention of senior managers. In 2019, she was selected for the MBA Management programme at ESAMI college in which she studied a range of topics such as leadership, governance, project management and business law, which helped to better equip her for her job. Meanwhile, in 2020, Tatu completed a Certificate in Directorship at The Institute of Directors in Tanzania. The programmes were also an important part of GGML’s succession planning and its commitment to bringing more Tanzanians into leadership positions.

The busy mother of three finds the right balance by having a strong support network. Even when there are problems at one of her children’s schools, she has someone she can rely on, and if the need arises that she has to travel for work, she has someone to help her. The support system she has built ensures that she does not have to worry and can balance her career and being a mother. Tatu is positive about the way GGML supports its employees, “I would say that when you are at GGML you have the opportunity to develop professionally. Because they support you a lot.” Continuing, she said, “There are various trainings, but you also get on-the-job training. You get the opportunity to learn from other mines operated by AngloGold Ashanti in other countries and we learn a lot of things.” For anyone still hesitant about pursuing a career in mining, Tatu says of GGML: “GGML is a good employer that cares about its people first and foremost, and there are many opportunities for someone who is ready to grow.”

While the ratio of women in the mining sector is nowhere near where it should be, companies around the world are striving to undo this legacy. AngloGold Ashanti – Geita Gold Mining Limited has heeded this call and as a company is doing a great deal to move in the right direction. Earlier this year, Tatu graduated from the 8th cohort of the Female Future Tanzania (FFT), program coordinated by the Association of Tanzania Employers (ATE) in collaboration with ESAMI College. The programme aims to strengthen gender equality in the workplace, improve women’s representation in management decision making processes as well as draw women to the top positions of the private and public sectors.

It is no coincidence that upon graduation, in March 2023, Tatu was appointed to the position of Governance Manager in the Finance Department, a milestone for the Company and a commitment that illustrates that inclusivity has moved beyond just being a matter of conscience, making the push for gender parity in the mining industry an inevitability.



Tatu Tibashegwa, Governance Manager of the Finance Department, discusses work with a colleague.