ANGLOGOLDASHANTI

NEW VACANCY POSTING

POSITION	Sr. Specialist Legal, - Tanzania
DEPARTMENT	Legal
LEVEL	2H/D2
LOCATION	Geita Gold Mine, Tanzania
EMPLOYMENT STATUS	Full Time

OBJECTIVE OF THE ROLE

- Provide effective legal advisory, litigation management, contractual support, and corporate governance services to the Company, ensuring compliance with applicable Tanzanian laws and regulations. Support sound business and investment decisions by identifying, assessing, mitigating, and reporting legal risks across mining operations, commercial transactions, employment and labour relations, land access, health, safety and environment, and regulatory matters. Work closely with the Head of Legal, Management, and cross-functional departments across GGML and AGA to protect the Company's legal and commercial interests through timely, practical legal solutions delivered with integrity, confidentiality, and regulatory compliance.

ROLE ACCOUNTABILITIES

- Provide legal opinions and practical advice on exploration, mine development, financing, construction, permitting, mining operations, security and human rights, sustainability, and related commercial activities in Tanzania and other jurisdictions.
- Monitor legislative, judicial, and regulatory developments, assess their impact on Company operations, maintain legal updates and compliance records, and advise Management on required actions.
- Draft, review, and advise on commercial agreements, service contracts, procurement documents, contractor agreements, employment-related documents, policies, and other legal instruments to ensure appropriate allocation of risk, protection of Company interests, and compliance with applicable law.
- Participate in contractual negotiations and stakeholder discussions, provide legal risk assessments, recommend contractual safeguards, and support authorized business representatives in achieving commercially sound outcomes.
- Coordinate Board and committee meetings, prepare meeting packs and governance documentation, take or coordinate minutes, maintain corporate records, support statutory filings, and monitor compliance with corporate governance and statutory obligations.
- Assist in disciplinary processes and draft or review policies required by Management.
- Coordinate the preparation, submission, follow-up, and maintenance of applications for permits, licenses, approvals, consents, and authorizations required from relevant central and local government authorities and regulators such as the Mining Commission, BRELA, NEMC and others.
- Support Management in engagements with national and local government authorities, the judiciary, regulators, and other stakeholders on matters requiring legal or regulatory expertise.
- Identify material legal risks, evaluate their potential consequences, recommend mitigation measures, monitor implementation, and escalate significant exposures to the Head of Legal and relevant Management.
- Provide legal guidance to relevant departments and affiliated companies in Tanzania, ensuring that legal requirements are integrated into operational decisions, internal policies, procurement, human resources, finance, projects, and other business activities.
- Maintain accurate and confidential legal files, litigation registers, contract records, regulatory calendars, and compliance trackers, and prepare reports on legal matters, emerging risks, and outstanding actions.
- When required, prepare, review, draft, and coordinate the filing of pleadings, applications, affidavits, submissions, and other legal documents required in civil, criminal, employment, labour, commercial, and other proceedings involving the Company, as instructed by the Head of Legal.

- Support case strategy, evidence management, external counsel coordination, and reporting on litigation exposure.
- Uphold professional ethics, independence of judgment, confidentiality, legal privilege where applicable, and the Company's governance, risk management, and compliance standards.

ROLE REQUIREMENTS

Education & Qualification

- LLB degree from a recognized University in Tanzania or overseas.
- Law School Certification.
- Must be an Advocate of the High Court of Tanzania.
- A master’s degree will be an added advantage.

Experience

- A minimum of 10 years’ work experience ideally in a leading organization.
- Experience in the mining industry would be an added advantage.
- Proven experience in criminal prosecution or defense and civil litigation.
- Demonstrated success in managing and conducting a variety of court cases related to labour and other litigation matters.
- Proven track record of providing accurate and effective legal counsel.
- Proven track record of adding value to an organization through the development of comprehensive contract documents that mitigate risk and penalties.

Knowledge & Skills

- Excellent relationship management and communication skills necessary for interaction with Government officials, the Judicial system and negotiating parties.
- Knowledge of and experience with laws dealing with government and commercial contract administration, particularly contract negotiation, preparation and administration.
- Ability to provide independent advice orally and in writing to senior level management on highly technical matters.
- High level of professional integrity, honesty and confidentiality.
- Good planning and organization skills.
- Ability to work independently, under minimum supervision, under pressure and deliver by meeting deadlines.
- Tanzanian legal and regulatory expertise.
- Litigation and dispute resolution capability.
- Understanding of legal and regulatory requirements applicable to exploration, mining rights, mineral development, permitting, mine operations, regulatory reporting, and related commercial activities.
- Knowledge of employment legislation, labour relations, disciplinary and grievance procedures, employment disputes, workplace policies, termination processes, and applicable dispute-resolution mechanisms.
- Understanding of legal requirements concerning land use and access, environmental management, occupational health and safety, permitting, statutory notifications, and regulatory enforcement.
- Knowledge of corporate governance principles, Board and committee procedures, company records, statutory registers, regulatory filings, directors' duties, and applicable company law requirements.
- Legal research, drafting and opinion writing.
- Legal risk assessment and mitigation.
- Legislative and regulatory monitoring.
- Legal technology and information management.
- Legal advisory and business partnering.
- Litigation and matter management.
- Contract lifecycle management.
- Regulatory compliance coordination.
- Governance administration.
- Stakeholder relationship management.

- Risk prioritization and reporting.
- Planning, organization and execution.
- Communication and negotiation.
- Integrity, confidentiality and professional independence.
- Professional judgment and accountability.
- Commercial and strategic thinking.
- Influencing and advisory leadership.
- Risk ownership and proactive problem-solving.
- Collaboration and relationship building.
- Resilience and delivery under pressure.
- Continuous improvement and knowledge sharing.
- Ethical leadership.

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 "**Director Human Resources", Geita Gold Mining Ltd**". Subject should be **Sr. Specialist, Legal - Tanzania**

Application Link: https://careers.anglogoldashanti.com/job-invite/31864/

- If you struggle to apply via the link provided, please head over to our website www.anglogoldashanti.com/company/careers 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 **16th November 2026 at11:59 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