

JOB OPPORTUNITY

African Underground Mining Services (AUMS) is an international leader in mechanised hard rock underground mining with operations throughout Africa (Ghana, Tanzania, Mali, Burkina Faso) Established in 2007, we have spent over 11 years building a strong reputation for being a safe and high performing underground mining services contractor. We are driven by the continued success at our operations and exceeding our client's expectations – both in terms of safety and performance.

AUMS is a joint venture of recently merged Australian Mining Contractors Barmenco Ltd and Ausdrill Ltd making the business the second largest Mining Services provider in Australia.

The collective talent and expertise of our workforce is the key to our success, and we are looking for talented people to join our business. We seek to build teams who are loyal, committed to our company values and dedicated to helping our clients.

In return, we provide state of the art facilities, equipment, technology and opportunities to work on projects in Australia and Overseas. We look forward to receiving your application for the following position.

HR Manager

- Geita Gold Mine, Geita

Position purpose:

AUMS(T)Limited is looking to recruit a Human Resources Manager who will be based at GGM's mine site. The purpose of this role is to provide a broad range of human resources support to ensure smooth realization of company strategic goals in Tanzania. To design and implement integrated systems of work and an organization structure and support systems for effective recruiting, localization, ensuring the right people at the right time.

Duties and Responsibilities:

- Plan and execute human resources services within the mine infrastructure in response to the business unit need and risk; in accordance with legal requirements and with relevant supporting policies.
- Provide specialist human resources support and advice to all the functional divisions at the mine.
- Implement the AUMS values system and account for the on-going application and monitoring of the Organizational values to ensure appropriate behaviours of all Managers and employees.
- Ensure that AUMS is designed and structured in the most cost effective and efficient manner.
- Ensure that managers are provided with a framework for making human resource decisions based on the AUMS business framework.
- Ensure appropriate skills availability (staffing levels and competencies)
- Facilitate the skills retention and succession planning initiatives
- Draw up a comprehensive localization plan
- Ensure that AUMS consistently finds and recruits the right person into the right role
- Understand and apply the theory of remuneration within a Tanzania labour market.
- Establishes the framework within which managers must ensure the ongoing alignment of individual employee activities with the strategic objectives of the business.
- Ensure that the AUMS human resources department are appropriately developed, educated and trained.
- Reporting to and supporting the Operations Manager:AUMS as required
- Interaction with regulators and government functions (as appropriate).
- Implementation of relevant policies; improvement of policies so that they better fit the regional circumstances.
- Ensure all expatriate employees permit and residence documentation is submitted as per the requirements of the government department responsible for processing and periodic follow up in obtaining the permits.

Essential Requirements:

- Graduate in Human Resources Management or equivalent
- Post graduate in business management will be advantageous
- Minimum of 15 years' experience in Human Resources of which 5 years should have been at a Management level.
- 10 – 15 years' post qualification experience
- Able to understand the nature of the gold mining industry and to identify business risks.
- Detail orientated with a preference of checking data twice, before passing it on. Accuracy and quality will be extremely important.
- Able to travel and remain on site as and when required.
- Open to Tanzanian citizens only.
- Valid Tanzanian Driver's Licence

If you have the necessary skills, drive and experience to be an asset to AUMS Operations Team, we welcome your interest and encourage you to apply.

Only applications with a current Resume attached will be considered for employment.

Please send your CV along with a detailed covering letter via email recruitment@aumsgh.com

Application letters should reach the above on or before 17th May 2019, 18hr00.

BEWARE OF CONMEN! AUMS(T)Limited 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 by calling +255 682 660 123 or +255 682 660 256 or +255 682 660 893.