

VACANCY



People are the business... Our business is people!

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, 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:	Manager - Engineering and Asset Management
Job Number:	GGM-2019-XRI-09
Number of Positions:	01.
Works For:	Operations Manager
Qualifications:	<ul style="list-style-type: none"> University Engineering Degree (Electrical or Mechanical) Or Tertiary Equivalent Qualification.
Experience:	<ul style="list-style-type: none"> At least 7-10 years of direct hands-on experience in a relevant maintenance or service providing environment. Contract management experience would be an advantage. Previous Operational Management experience essential – with proven experience in leading teams in related fields.
Purpose of the Role:	The purpose of this role is to assist the MD and operational managers deliver site targets by development and adoption of both maintenance and asset integrity strategies for all plant, equipment and infrastructure thereby delivering reliable and safe performance at the optimum life cycle cost to support the production plan in the long term. (This includes capital requirements).
Main or Key Accountabilities	<p>The key output of this role is to lead both maintenance and asset integrity strategies for all plant, equipment and infrastructure thereby delivering reliable and safe performance at the optimum life cycle cost to support the production plan. You report directly to the Managing Director with a technical reporting line to the corporate head of function. You are required to form an integral part of both the Geita Gold Mine Management and the AGA International Team.</p> <p>Key areas of accountability for the role include:</p> <p>Overall Engineering Discipline:</p> <ul style="list-style-type: none"> This role is accountable to provide management support in terms of the overall engineering and management function across the site To serve as liaison and first point of contact for engineering and asset management in terms of implementation of strategies and initiatives from both the region and corporate teams. To ensure that all areas of engineering and asset management are staffed by suitable qualified and experience persons and that health of discipline is managed across the site. To liaise with external stakeholders and suppliers thereby ensuring that stakeholder expectations are managed and or complied with To liaise with all other departments and functions thereby ensuring that the engineering function both supports and integrates completely with the other functions from a cross functional perspective Develop, manage and maintain an appropriate level of both engineering and maintenance standards across site <p>Safety:</p> <ul style="list-style-type: none"> To perform the leadership functions of a senior manager in terms of both safety leadership and behaviour To lead a program which identifies and ensure the appropriate mitigation of all hazards (inclusive of the management of major hazards and critical controls) within the engineering function To implement or maintain a 5S program from Six Sigma – Lean theory across the sites engineering installations <p>Site Asset Management & Reliability: This includes all engineering & maintenance departments within Geita Gold Mine</p> <ul style="list-style-type: none"> Develop and implement an integrated asset management improvement plan aligned to both the AGA strategy and the site-specific opportunities. Develop and ensure the revision of maintenance tactics as appropriate but as a minimum to ensure migration towards appropriate condition based strategies for higher criticality equipment. This shall include undertaking RCM studies for new or unreliable equipment. To develop a comprehensive set of performance measures and as required to undertake both analyse and improve or defect elimination strategies to improve overall reliability and availability of plant and equipment. This shall include the completion of RCA's for critical equipment failure Ensure that disciplined implementation of a work planning and control system thereby ensuring that the maintenance strategy is effectively and timeously executed . (This includes major shutdowns on both mobile and fixed high) Develop and implement detailed equipment management plans for both high criticality and high value equipment Included within the role of asset management is to ensure both availability and capability of resources Optimize shutdowns to ensure maximum availability of equipment. <p>Technical Engineering</p> <ul style="list-style-type: none"> To serve as on site discipline master in that this provides specialist skill on an on mine consulting level to the entire complex inclusive for all electrical, mechanical, civil, structural and control engineering functions inclusive ensuring adherence to design, maintenance and operational standards. To lead and or solicit the help of both group and external technical expertise for complex or repeated failure modes. Maintain a library of relevant engineering documentation within the operation inclusive, backups, drawings, manuals, parts list, OEM manuals etc Implementation/development and or management of engineering systems and processes including but not limited to CMMS, Fleet, Scada etc Provide expert technical support during engineering project execution, task and CI initiatives to maintain high standards. Conducts assessments and ensures compliance to standards Conducts risk assessments and highlights shortcomings Leads specialist studies and RCA's into complex failures Develops and or inputs into major equipment repair scopes and conducts off site specialist QA during both manufacturing and repair processes <p>Maintenance Budgeting and Cost Control</p> <ul style="list-style-type: none"> To develop and maintain 3 year budget forecasts aligned to the mine plan To manage engineering and maintenance costs to within the approved budgets To bench mark engineering costs and implement strategies to improve cost performance Provides strong contract management and assurance both on quality and cost in terms of outsourced and other service provider contracts inclusive of query and dispute resolution, warrantee and quality of work/service.
	<p>Site Capital Process:</p> <ul style="list-style-type: none"> To manage a risk and opportunity register for the site and to make appropriate application for capital to mitigate or exploit these To specifically undertake asset integrity reviews thereby ensuring that risks associated with amongst others degenerating equipment/plant, obsolesce etc are specifically addressed To develop business cases to support these investment decisions Manage a capital program for site inclusive of contractor administration and contractual matters arising. <p>As an AGA Geita Gold Mine employee, you are also accountable for the following:</p> <ul style="list-style-type: none"> Commit your best endeavours and full capability to the work assigned to you by your manager. Advise your manager if you do not understand the work they have assigned to you, or if the assignment does not fit with your knowledge of the circumstances, current skills or available time and resources. Advise your manager of any situations or conditions that could create obstacles to, or opportunities for, the work of the managerial team or company. Demonstrate work behaviours consistent with the company values and work within prescribed boundaries, including required behaviours, company policies, standards, procedures and legislation requirements. Disclose timely information to your manager when accountability cannot be met within limits or can be met with less time or resources than planned.
Additional Requirements:	<p>TECHNICAL COMPETENCIES:</p> <ul style="list-style-type: none"> Proven asset management and reliability Capability Computer Literate (Outlook, Internet, MS Office- Word, Excel, PowerPoint) Excellent Organizational and Project management skills Excellent Communication Skills (both written & verbal) Analysis & Problem-Solving skills Interpersonal skills Presentation skills Ability to manager conflict in a constructive manner Influence and motivate others Build relationships Initiative Confidentiality Interviewing techniques Compliance and governance knowledge <p>LEADERSHIP COMPETENCIES:</p> <ul style="list-style-type: none"> To lead the implementation of a site wide asset management program Fostering a team environment -Inspiring and Motivating Others, Promoting Collaboration, Conflict management and Team work, Developing Others, Communicating powerfully and prolifically; Managing oneself- Taking ownership of one's personal development; Building Effective Working Relationships - The ability to build and maintain effective collateral and cross functional working relationship; Building Trust & Accountability - Displaying high levels of integrity and honesty; Creating Organizational Transformation –Displaying strategic perspectives in adapting plans for achieving organizational objectives; Maximizing Performance Results - Solving Problems and analyzing Issues, Driving for Results, Displaying Technical and Professional expertise, Innovating, Taking Initiative, Championing Change, Establishing Stretch Goals.
Mode of Application:	<p>Application cover letter (Subject should be Manager - Engineering and Asset Management and/or quote the job number), detailed CV, copies of relevant certificates, e- mail and telephone contacts, names and addresses of three referees, to be forwarded to below address.</p> <p>You will be required to bring original certificates if you are contacted for interviews.</p>
Contact Address:	<p>Senior Manager Human Resources, Geita Gold Mining Ltd, P.O.Box 532, Geita. Email: jobs.geita@AngloGoldAshanti.com</p> <p>NB: Internal applicants may submit applications to departmental HR Officer. All internal applications must be endorsed by the applicant's head of department.</p>
Application Deadline:	<p>Applications must be received by the above on or before 21st August 2019 at 5:30 Pm Only shortlisted candidates will be contacted for interviews.</p>

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.