

AFRICAN MINERALS AND GEOSCIENCES CENTRE



EMPLOYMENT OPPORTUNITIES

The African Minerals and Geoscience Centre (AMGC) is a Pan-African Mineral Service Provider with several analytical services including Geochemical Analytical Services, Mineral Processing Services and Geo-information Services. In this context AMGC is seeking for Senior Exploration Geologist, Senior Geophysist, Senior Hydrogeologist, Junior Chemist/Geochemist, Chemical Laboratory Technician and Metallurgy and Mineral Processing Laboratory Technician.

SUBMISSION OF APPLICATION

Applications should include the following documents: Application letter in English highlighting the candidate's motivation and describing how the candidate meets the essential qualifications and skills for the position; A detailed CV with contact information for three referees (including their affiliation, position, e-mail and telephone number; support letters may also be attached); Certified copies of the academic certificates, as well as other relevant certificates (e.g., training and work experience) and send to:-

Director General, African Minerals and Geosciences Centre (AMGC),
P.O. Box 9573,
Kunduchi Beach Area, Dar es Salaam,
Tanzania;
E-mail: seamic@seamic.org

Note: Only Shortlisted Candidates will be contacted. Deadline is two weeks from the date of advertisement.

The advertised jobs are for AMGC Member States (Angola, Comoros, Ethiopia, Kenya, Mozambique, Sudan, Tanzania and Uganda), which their competent nationals are encouraged to apply.

1. JOB TITLE: SENIOR EXPLORATION GEOLOGIST

SCOPE OF ROLE

LEVEL OF WORK: III

ROLE TYPE: Managerial

REGION/DISCIPLINE: Tanzania

BUSINESS UNIT/ FUNCTION: Dar es Salaam, Tanzania

REPORTING RELATIONSHIP: This position reports directly to the Manager of Geo-Information/Director General

JOB PURPOSE:

To participate in the Centre's assist the National Institutions in standardizing and centralizing their information so that member countries can exchange information and expertise. To create a databank that can be accessed by all member states.

ACCOUNTABILITIES & AUTHORITIES OF THE ROLE

Senior Exploration Geologist has the following accountabilities and authorities:

TECHNICAL DUTIES

Collection and Standardization of Geological Information including related hydrogeological/geophysical data

- Collect information on geology (Lithologies & Structures), hydrogeology and mineral resources from all AMGC's member States and supervise the processing and re-processing of information to produce maps, charts and graphs
- Help in standardizing information in a pre-designed format so as to ensure easy exchange between AMGC's member States
- Ensure that confidentiality of member State information is maintained;
- Organize the information gathered such that it is easily accessible by all member States
- Institute a mechanism whereby information is periodically gathered and updated into the database of the Centre
- Standardize the hardware and software requirements of all member States and co-ordinate the central purchase of hardware and software
- Assist in the installation of equipment and subsequently its upgrade
- Liaise with vendor for the upkeep of the equipment for all member States
- Ensuring that exploration database is well managed and up to date
- Designing and validating conceptual geological models; Continuously review existing geological models as new Information and thinking becomes available and suggests ways to Improve processes In line with the industry best practices
- Perform quality control checks on all geological inputs into the exploration geology database and ensure the existence of an efficient audit trail

CARRY OUT CONSULTANCY, TECHNICAL TRAINING AND DEVELOPMENT PROGRAMS TO TECHNICAL AND NON- TECHNICAL CLIENTS

- Comprehensive exploration targets and plans including compilation of historical data, managing and analyzing site database, surface sampling and mapping, and historical core reviews
- Delineation of rock units, types, structures and deposits in addition to geological geohazards through data capture, validation, interpretation, integration and 3D-geological modelling in compliance with industry best practice
- Ensure exploration offices, core shed, and other exploration facilities are in good order i.e. ensure safe keeping of computers, software dongles/licenses, backups, and housekeeping of the office & core shed to standard; Generate geological cross-sections, long, and flitches
- Prepare training budgets and assist in the development of a training calendar
- Prepare and send guidelines to National Institutions for selection of participants
- Implement training courses as per the training calendar
- Co-ordinate and conduct courses in the Centre and in the member States.

PUBLICATIONS

- Plan and supervise production and standardization of maps
- Publish research developments work periodically

REVENUE GENERATION

- Ensure that revenue targets set for the department are achieved
- Closely monitor income generation activities and utilize opportunities to maximize resources and increase revenue
- Utilize working equipment optimally to generate revenue
- Decide on the pricing of information and ensure that sales targets are achieved
- Strategize to reduce exploration costs by minimizing and eliminating waste

REPORTING

- Preparation of technical reports detailing work completed during a reporting period and work planned for the next reporting period
- Conduct technical presentations on the progress of exploration geology for a client
- Reports new findings to the Manager of Geo-Information department and Director General as part of quality assurance process
- Assumes the responsibilities of the Alternate Exploration Manager/Exploration Manager as might be required
- Administer the recruitment of specialists required to execute programmes in the field of geoscience
- Prepare and submit annual work plans, quarterly and monthly progress reports to the Director General
- Gives high priority to safety, occupational health, and environmental management

MANAGEMENT DUTIES

- Ensures that optimum expenditure of resources, i.e. personnel and equipment such that planned exploration programs are completed on time and within the respective allocated budgets
- Evaluates expected expenditure and provides input on annual budget proposal based on evaluation
- Ensures all correspondences and administration-related records In the Department are in place
- Ensures that the work allocation and supervision and control processes and procedures support the Department's effectiveness, and that organization policies and controls are compiled with
- Submits periodic reports as required or ad hoc reports as required which provide information that facilitate the keeping of an audit trail and the making of decisions by Management
- Participates in the development of Department's strategic plans to ensure that targets are met
- Allocates roles and responsibilities to subordinates and review their works to ensure that Company policies and controls are compiled with
- Demonstrate strong commercial and business improvement acumen and perform overall quality control of the work (budget, schedule, plans, personnel performance) and report regularly on project status

LEADERSHIP DUTIES

- Make decisions based on reason and moral principles
- Conducts daily and weekly meetings with team
- Delegates tasks to the team and review works of subordinates
- Provides feedback to the team on work completed
- Conduct on-job training for professionals
- Discusses performance verbally on weekly basis, and officially once a year

TEAMWORK AND RELATIONSHIPS DUTIES

- Prepare and propose relevant and targeted exploration geology growth programs
- Involves all disciplines within Exploration, Mining, Survey, IT, Procurement, HR, Admin and individuals performing different tasks and roles to optimize productivity and good teamwork
- Encourages team participation in problem solving techniques
- Good working relationship with the local communities in working areas
- Ensures compliance to general safety policy and procedures
- Minimize workplace Incidents (near-misses, Injuries, property damages)
- Provides Input from own field of expertise.

QUALIFICATION AND EXPERIENCE

- Bachelor of Science Degree in geology with minimum 6 years of experience required, Master's Degree in in Economic Geology preferred. Membership of a reputable professional body would be an added advantage;

- Minimum 6 years progressive experience with a strong emphasis in geological mapping, exploration, mineral economics, and leadership required;
- A strong foundation of geological mapping, exploration procedures, business acumen, and commercial skills required;
- knowledge of African geology, mineral deposits and mining with experience across multiple terranes required;
- Experience across auriferous veins and Polymetallic replacement deposit types required;
- Experience with a full range of targeting tools including, but not limited to geophysical, geochemical, remote sensing, and geologic field methods;
- Excellent data and business analysis skills - ability to conduct detailed analysis, define milestones, and provide business logic and calculations;
- Ability to conduct research and development of leading-edge exploration technology;
- Proficiency in English, with excellent written and oral communication skills;

KNOWLEDGE AND SKILLS

- A sound understanding of geological mapping principles and experience in hands-on and management of exploration field works including drilling;
- An understanding of structural geology
- Strong computer skills and proficient in ArcGIS and Microsoft Office (Word, Excel, Outlook, PowerPoint, and Access) required
- Working knowledge of Geological Software (Micromine / Leapfrog/ Surpac/ Datamine, etc.)
- Good in data collection and management techniques
- Leadership experience and a strong interpersonal skill
- Experience in coaching and mentoring subordinates
- Ability to deliver concise technical and business focused presentations and reports in simple to understand format to a broad audience of cross functional peers and stakeholders
- Creative thinker with a desire to challenge the status quo and conventional thinking with the ability to implement new ideas, processes, and technologies
- Organized, disciplined, and motivated self-starter with high standards expected of themselves and others;
- Ability to work in a fast-paced environment and collaborate in multidisciplinary team environment
- Ability to work under pressure with minimal supervision

BEHAVIORAL COMPETENCIES

- Diligence
- Integrity
- Ethical
- Timeliness

2. JOB TITLE: SENIOR GEOPHYSIST

SCOPE OF ROLE

LEVEL OF WORK: III

ROLE TYPE: Managerial

REGION/DISCIPLINE: Tanzania

BUSINESS UNIT/ FUNCTION: Dar es Salaam, Tanzania

REPORTING RELATIONSHIP: This position reports directly to the Manager of Geo Information/Director General

ACCOUNTABILITIES & AUTHORITIES OF THE ROLE

Senior Geophysist has the following accountabilities and authorities

TECHNICAL DUTIES

Collection and Standardization of Geological Information including related geophysical/hydrological data

- Collect information on geophysics, geology (Lithologies & Structures), hydrogeology and mineral resources from all AMGC' s member States and supervise the processing and re-processing of information to produce maps, charts and graphs
- Institute a mechanism whereby information is periodically gathered and updated into the database of the Centre that can be accessed by all member States
- Ensure that confidentiality of member State information is maintained
- To assist the National Institutions of AMGC' s member States in controlling quality of the geophysical data collected through cataloguing, standardizing, reprocessing and interpreting for effective application of existing geophysical data and in the production of regional, national and local thematic maps
- To help the National Institutions in standardizing and centralizing their information so that member countries can exchange information and expertise;
- Standardize the hardware and software requirements of all member States and co-ordinate the central purchase of hardware and software
- Assist in the installation of equipment and subsequently its upgrade for all member States
- Liaise with vendor for the upkeep of the equipment for all member States
- Plan and supervise production and standardization of maps
- Examine the physical properties of rocks, as well as gathering and evaluating well data in order to build reservoir models
- Acquire existing geophysical data and convert them into computer readable regional standardised data sets
- Interpret geophysical data using state-of -the-art methodology and standards and present the results through maps, articles, publications etc.
- Interpreting and mapping of 2D and 3D seismic data
- Prepare detailed inventories of existing geophysical surveys in the member States
- Identify areas of incomplete geophysical data coverage and decide on strategies to fill in the gaps

MANAGEMENT, CARRY OUT CONSULTANCY, RESEARCH, TECHNICAL TRAINING AND DEVELOPMENT PROGRAMS

- Comprehensive exploration targets and plans including compilation of historical data, managing and analyzing site database, surface sampling and mapping, and historical core reviews
- Delineation of rock units, types, structures and deposits in addition to geological geohazards through data capture, validation, interpretation, integration and 3D-geological modelling in compliance with industry best practice
- Ensure exploration offices, core shed, and other exploration facilities are in good order i.e. ensure safe keeping of computers, software dongles/licenses, backups, and housekeeping of the office and core shed to standard; Generate geological cross-sections, long, and fitches
- Prepare training budgets and assist in the development of a training calendar
- Prepare and send guidelines to National Institutions for selection of participants
- Implement training courses as per the training calendar
- Co-ordinate and conduct courses in the Centre and in the member States;
- Co-ordinate and conduct courses in the Centre and in the member States;
- Conduct research work on the following topics in order to incorporate all the available geophysical data into the geophysical regional thematic sets:
 - Effects of using sample media;
 - Methods of normalising for different analytical methods
- Publish promotion material, monthly newsletter and research developments work periodically
- Ensure that revenue targets set for the department are achieved
- Closely monitor income generation activities and utilise opportunities to maximize resources and increase revenue
- Utilize Geophysical equipment optimally to generate revenue
- Decide on the pricing of information and ensure that sales targets are achieved
- Administer the recruitment of specialists required to execute programmes in the field of geoscience
- Prepare and submit annual work plans, monthly, quarterly and annual progress reports to the Director General

LEADERSHIP DUTIES

- Make decisions based on reason and moral principles
- Conducts daily and weekly meetings with team
- Excellent time management skills with the ability to manage multiple assignments concurrently and meet critical deadlines
- Delegates tasks to the team and review works of subordinates
- Provides feedback to the team on work completed
- Conduct on-job training to professionals
- Discusses performance verbally on weekly basis, monthly, quarterly and annually

TEAMWORK AND RELATIONSHIPS DUTIES

- Prepare and propose relevant and targeted exploration geology growth programs
- Involves all disciplines within Exploration, Mining, Survey, IT, Procurement, HR, Admin and individuals performing different tasks and roles to optimize productivity and good teamwork
- Encourages team participation in problem solving techniques
- Good working relationship with the local communities in working areas
- Ensures compliance to general safety policy and procedures
- Minimize workplace Incidents (near-misses, Injuries, property damages)
- Provides input from own field of expertise

QUALIFICATION AND EXPERIENCE

- Bachelor of Science Degree in geophysics with minimum 6 years of experience required, Master's Degree in geophysics preferred. Membership of a reputable professional body would be an added advantage
- Minimum 6 years progressive industry experience in collecting and processing of a comprehensive range of land-based geophysical data including seismic, EM, GPR, magnetic, gravity and resistivity for geotechnical and environmental applications and leadership required; Have experience in modelling and simulation of geophysical systems
- Knowledge of seismic acquisition techniques, seismic data processing, seismic wave propagation, digital signal processing, numerical modelling and inversion, and optimization
- Demonstrated record of technical problem solving and innovation in seismic imaging and inversion research
- knowledge of African geology, mineral deposits and mining with experience across multiple terranes required
- Ability to conduct and lead research and development/research projects of leading-edge geophysical technology
- Ability to deliver concise technical and business focused presentations and reports in simple to understand format to a broad audience of cross functional peers and stakeholders
- Proficiency in English, with excellent written and oral communication skills

KNOWLEDGE AND SKILLS

- Strong computer skills and proficient in Geophysical Software, GIS based programs and data processing software (ACAD, ArcGIS, Global Mapper, HYPACK, SonarWiz, MagPick, Caris, Open source QGIS, etc.), and Microsoft Office (Word, Excel, Outlook, PowerPoint, and Access)
- Expertise in subfield of choice
- Good in data collection and management techniques
- Creative thinker with a desire to challenge the status quo and conventional thinking with the ability to implement new ideas, processes, and technologies;
- Leadership experience and a strong interpersonal skill
- Experience in coaching and mentoring subordinates

- Ability to deliver concise technical and business focused presentations and reports in simple to understand format to a broad audience of cross functional peers and stakeholders
- Organized, disciplined, and motivated self-starter with high standards expected of themselves and others
- Ability to work in a fast-paced environment and collaborate in multidisciplinary team environment
- Ability to work under pressure with minimal supervision

BEHAVIOURAL COMPETENCIES

- Diligence
- Integrity
- Ethical
- Timeliness

3. JOB TITLE: SENIOR HYDROGEOLOGIST

SCOPE OF ROLE

LEVEL OF WORK: III

ROLE TYPE: Managerial

REGION/DISCIPLINE: Tanzania

BUSINESS UNIT/ FUNCTION: Dar es Salaam, Tanzania

REPORTING RELATIONSHIP: This position reports directly to the Manager of Geo Information/Director General

JOB PURPOSE:

To participate in the Centre's assist the National Institutions in standardizing and centralizing their information so that member countries can exchange information and expertise. To create a databank that can be accessed by all member states.

ACCOUNTABILITIES & AUTHORITIES OF THE ROLE

The Senior Hydrogeologist has the following accountabilities and authorities:

TECHNICAL DUTIES

Collection and Standardization of Hydrological Information including related geological/geophysical data

- Collect information on geology (Lithologies & Structures), hydrological resources and mineral resources from all member States and supervise the processing and re-processing of information to produce maps, charts and graphs;
- Help in standardizing information in a pre-designed format so as to ensure easy exchange between the member States

- Ensure that confidentiality of member State information is maintained
- Organize the information gathered such that it is easily accessible by all member States
- Institute a mechanism whereby information is periodically gathered and updated into the database of the Centre.
- Use their hydrogeological decision-making and interpretation skills in the evaluation of newly discovered or referred sites for action.
- Use their hydrogeological expertise to review, interpret, and evaluate data associated with hazardous waste site evaluations and remedial actions and conduct all activities necessary to facilitate site clean-up and/or management of immediate threats to public health or the environment.
- Evaluate and prioritize inactive hazardous substance or waste disposal sites by evaluating routes of exposure through groundwater, surface water, air and direct contact with the hazardous waste.
- Plan and conduct sampling activities across the member state provide technical and regulatory support, including analytical strategies, remediation measures, and rule development.
- Work closely with mining stakeholders to provide geological and hydrogeological technical expertise on projects.
- Apply knowledge of geology and hydrogeology to aid development and management of groundwater resources for clients.
- Evaluation and interpretation of test data.
- Interpret and analyze various forms of geological and hydrogeological data to build model of the groundwater regime including contamination.
- Participate with a team of engineers to perform groundwater flow and transport modelling in support of project work (environmental, water supply, urban drainage etc.)
- Determine the nature, extent, fate and transport of contaminants and source areas at environmental sites;
- Carry out technical training and development programs to technical and non-technical clients;

STANDARDIZATION OF HARDWARE AND SOFTWARE

- Standardize the hardware and software requirements of all member States and co-ordinate the central purchase of hardware and software
- Assist in the installation of equipment and subsequently its upgrade
- Liaise with vendor for the upkeep of the equipment for all member States
- Ensuring that hydrological database is well managed and up to date
- Designing and validating conceptual hydrological models; Continuously review existing hydrological models as new Information and thinking becomes available and suggests ways to improve processes in line with best practices
- Perform quality control checks on all hydrological inputs into the hydrological database and ensure the existence of an efficient audit trail

CARRY OUT CONSULTANCY, TECHNICAL TRAINING AND DEVELOPMENT PROGRAMS TO TECHNICAL AND NON- TECHNICAL CLIENTS

- Comprehensive hydrological targets and plans including compilation of historical data, managing and analyzing site database, surface sampling and mapping, and historical core reviews

- Delineation of aquifers, types, structures in addition to geohazards and hydrology through data capture, validation, interpretation, integration and 3D- hydrological modelling in compliance with best practice
- Ensure safe keeping of computers, software dongles/licenses, backups, flitches and generation of lithological log and hydrogeological log in well drilled
- Prepare training budgets and assist in the development of a training calendar
- Prepare and send guidelines to National Institutions for selection of participants
- Implement training courses as per the training calendar
- Co-ordinate and conduct courses in the Centre and in the member States.

PUBLICATIONS

- Plan and supervise production and standardization of maps
- Publish research developments work periodically.

REVENUE GENERATION

- Ensure that revenue targets set for the department are achieved
- Closely monitor income generation activities and utilize opportunities to maximize resources and increase revenue
- Utilize working equipment optimally to generate revenue
- Decide on the pricing of information and ensure that sales targets are achieved.
- Strategize to reduce exploration costs by minimizing and eliminating waste;

REPORTING

- Preparation of technical reports detailing work completed during a reporting period and work planned for the next reporting period
- Conduct technical presentations on the progress of hydrogeological work for a client;
- Reports new findings to the Manager of Geo-Information Department and Director General as part of quality assurance process;
- Assumes the responsibilities of the Alternate Hydrological Manager as might be required
- Administer the recruitment of specialists required to execute programmes in hydrogeology and related fields
- Prepare and submit annual work plans, quarterly and monthly progress reports to the Director General
- Gives high priority to safety, occupational health, and environmental management

MANAGEMENT DUTIES

- Ensures that optimum expenditure of resources, i.e. personnel and equipment such that planned exploration programs are completed on time and within the respective allocated budgets
- Evaluates expected expenditure and provides input on annual budget proposal based on evaluation

- Ensures all correspondences and administration-related records In the Department are in place
- Ensures that the work allocation and supervision and control processes and procedures support the Department's effectiveness, and that organization policies and controls are compiled with
- Submits periodic reports as required or ad hoc reports as required which provide information that facilitate the keeping of an audit trail and the making of decisions by Management
- Participates in the development of Department's strategic plans to ensure that targets are met
- Allocates roles and responsibilities to subordinates and review their works to ensure that Company policies and controls are compiled with.
- Demonstrate strong commercial and business improvement acumen and perform overall quality control of the work (budget, schedule, plans, personnel performance) and report regularly on project status

LEADERSHIP DUTIES

- Make decisions based on reasons and moral principles
- Conducts daily and weekly meetings with team
- Delegates tasks to the team and review works of subordinates
- Provides feedback to the team on work completed
- Conduct on-job training for the professionals
- Discusses performance verbally on weekly basis, and officially once a year.

TEAMWORK AND RELATIONSHIPS DUTIES

- Prepare and propose relevant and targeted hydrogeology growth programs
- Involves all disciplines within hydrogeology, exploration, mining, survey, IT
- Procurement, HR, Admin and individuals performing different tasks and roles to optimize productivity and good teamwork
- Encourages team participation in problem solving techniques
- Good working relationship with the local communities in working areas
- Ensures compliance to general safety policy and procedures
- Minimize workplace Incidents (near-misses, Injuries, property damages)
- Provides Input from own field of expertise.

QUALIFICATION AND EXPERIENCE

- Bachelor of Science degree in hydrogeology, and related field is required, Master's Degree preferred.
- Minimum of five to ten years of verifiable experience in hydrogeology, and related field is required.
- Experience with dewatering systems, hydrologic and hydrogeological principles, and hydrologic modelling preferred.
- Direct experience with well drilling, preferably with deep, large diameter, large volume production/dewatering wells preferred.
- Underground mine operation and passive drainage experience preferred.
- Excellent communication skills and ability to work with other departments, contractors, stakeholders, and regulators required

- Application of standard methods in determination of discharge and presence

KNOWLEDGE AND SKILLS

- Expert knowledge of computer skills for data management and reporting (Excel, Word, PowerPoint, Vulcan, mine-site, Deswick, leapfrog or other Hydraulics/Hydrology/Mining software, Image Processing/Analysis Software and various database systems) required;
- Proficiency in numerical and spatial data analysis skills and familiarity with watershed or marine modelling;
- Computer scripting (using Python, R, and/or Matlab) for mapping, statistical and/or spatial analysis, and data visualization techniques;
- Experience Leadership, coaching, mentoring subordinates and a strong interpersonal skill;
- Well-developed oral and written communication skills in English;
- Positive attitude towards learning and being trained by a workmates and experts;
- High level of personal accountability and sense of responsibility;
- Ability to work under pressure with minimal supervision;

BEHAVIORAL COMPETENCIES

- Diligence
- Integrity
- Timeliness

4. JOB TITLE: JUNIOR CHEMIST/GEOCHEMIST FOR ANALYTICAL GEOCHEMISTRY

SCOPE OF ROLE

LEVEL OF WORK: IV/V

ROLE TYPE: Operational

REGION/DISCIPLINE: Tanzania

BUSINESS UNIT/ FUNCTION: Dar es Salaam, Tanzania

REPORTING RELATIONSHIP: This position reports directly to the Manager of Chemical and Environmental Services / Director General

ACCOUNTABILITIES & AUTHORITIES OF THE ROLE

A qualified junior Chemist/Geochemist for working in the Analytical Finger Printing (AFP) laboratory using laser-ablation inductively coupled plasma mass spectrometer (LA-ICP-MS) and a scanning electron microscope (SEM). The candidate is also to set up and run the chemical and environmental laboratory (CED) which is equipped with XRF, AAS and ICP. The junior Chemist/Geochemist has the following accountabilities and authorities:

TECHNICAL DUTIES

- Receive, record and analyse geological and other types of samples from clients
- Record, interpret and report results to the client

- Knowledge of geochemistry and analysis of geological materials
- Knowledge of Environmental analysis
- Be responsible for running the above mentioned analytical equipment to produce analytical data necessary for the AFP and CED
- Check the analytical quality of the obtained results
- Perform adaption of the used methods if necessary
- Support the development of additional applications of the equipment within the framework of the AMGC service portfolio
- Perform the basic technical service for the above mentioned equipment
- Organize technical support by the equipment manufacturer if necessary
- Conduct on-job training for professionals interested to upgrade the practical know-how knowledge

MANAGEMENT DUTIES

- Evaluates expected expenditure and provides input on annual budget proposal based on evaluation
- Ensures all correspondences and administration-related records In the Department are in place
- Ensures that the work allocation and supervision and control processes and procedures support the Department's effectiveness, and that organization policies and controls are compiled with
- Submits periodic reports as required or ad hoc reports as required which provide information that facilitate the keeping of an audit trail and the making of decisions by Management
- Participates in the development of Department's strategic plans to ensure that targets are met
- Allocates roles and responsibilities to subordinates and review their works to ensure that Company policies and controls are compiled with
- Demonstrate strong commercial and business improvement acumen and perform overall quality control of the work (budget, schedule, plans, personnel performance) and report regularly on project status

QUALIFICATION AND EXPERIENCE

- Bachelor of Science degree in Chemistry and/or Geochemistry, and related fields is required, Master's Degree preferred
- Minimum of six years of verifiable practical experience in Chemistry and/or Geochemistry, and related field is required (including the application and development of modern instrumental analytical methods preferably in geological laboratories)
- Experience in mineralogy, inorganic instrumental analytical chemistry or chemo-metrics would be an advantage
- Having a knowledge of environmental analysis would be an advantage
- Working on AAS, ICP and XRF equipment will give an added advantage
- Excellent data and business analysis skills - ability to conduct detailed analysis, de fi ne milestones, and provide business logic and calculations required

- Ability to deliver concise technical and business focused presentations and reports in simple to understand format to a broad audience of cross functional peers and stakeholders required
- Organized, motivated self-starter with high standards expected of themselves and others required
- Ability to work in a fast-paced environment required

Knowledge and Skills

- Well-developed oral and written communication skills in English
- Expert knowledge of standard office software (Excel, Word, PowerPoint and Data Analysis Software) required
- Experience in leadership, coaching, mentoring subordinates and a strong interpersonal skills
- Positive attitude towards learning and being trained by a workmates and experts
- High level of personal accountability and sense of responsibility
- Ability to work under pressure with minimal supervision

Behavioral Competencies

- Diligence
- Integrity
- Timeliness

5. JOB TITLE: LABORATORY TECHNICIAN (CHEMICAL AND ENVIRONMENTAL DEPARTMENT)

SCOPE OF ROLE

LEVEL OF WORK: V/VI

ROLE TYPE: Operational

REGION/DISCIPLINE: Tanzania

BUSINESS UNIT/ FUNCTION: Dar es Salaam, Tanzania

REPORTING RELATIONSHIP: This position reports directly to the Manager of Chemical and Environmental Department / Director General

ACCOUNTABILITIES AND AUTHORITIES OF THE ROLE

The laboratory technician should have the following accountabilities:

TECHNICAL DUTIES

- Undertake sample handling and sample preparation for chemical analysis using appropriate techniques and gears.
- Perform physical and/or chemical tests as directed
- Routine care, cleaning and maintain working environment
- Maintain laboratory instrumentation and equipment; diagnose problems, calibrate and retest as appropriate; ensure laboratory has appropriate supplies for operation

- Conduct capacity building training for laboratory personnel and other stakeholders in techniques and use of instrumentation covering scheduling issues, sample preparation.
- Organize and store all samples, chemicals, reagents and compressed gases along with spares' inventory according to safety instructions
- Record all data and results in specified forms (paper and electronic) with accuracy and responsibility
- Perform other duties as required: Laboratory QA/QC, Safety and Hazardous Waste Disposal

QUALIFICATION AND EXPERIENCE

- A valid Diploma in Technical Laboratory Science with at least five years of working experience
- Proven experience as Laboratory Technician or relevant position
- Experience in operating different machines such as AAS, XRF, ICP-MS, ICP-OES, C-S analyser, Mercury analyser, UV-VIS spectrometer and multi-probes.
- In depth knowledge of ISO systems, OSH Systems, preventative measures and good laboratory best practices
- Computer literacy such as MS Office (especially Excel) and database systems

KNOWLEDGE AND SKILLS

- Ability to understand and apply verbal and written work and safety-related instructions and procedures given in English.
- Ability to communicate in English with respect to job assignments, job procedures, and applicable safety standards
- Must be able to work in a potentially stressful environment
- High level of personal accountability and sense of responsibility.
- Ability to work as a team and under pressure with minimal supervision
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BEHAVIORAL COMPETENCIES

- Diligence
- Integrity
- Timeliness

6. JOB TITLE: LABORATORY TECHNICIAN (METALLURGY AND MINERAL PROCESSING)

SCOPE OF ROLE

LEVEL OF WORK: V/VI

ROLE TYPE: Operational

REGION/DISCIPLINE: Tanzania

BUSINESS UNIT/ FUNCTION: Dar es Salaam, Tanzania

REPORTING RELATIONSHIP: This position reports directly to the Manager of Mineral Processing and Small Scale Mining Department / Director General

ACCOUNTABILITIES & AUTHORITIES OF THE ROLE

He/she will be handling laboratory bench scale equipments and facilities to analyse samples or substances for the development and testing of energy-saving and low-cost mineral beneficiation and recovery methods and reporting findings to the Engineer or Supervisor. The ideal candidate will have experience in working under possibly hazardous conditions (e.g. chemicals). He/she will be well-trained to maintain safety conditions and will be passionate for doing work that makes things move forward. The laboratory technician should have the following accountabilities:

TECHNICAL DUTIES

- Prepare samples for analysis/runs tests using appropriate techniques and perform sample preparation for quality control program
- Conduct bench scale experiments/monitors sample progression under direction of Engineer or Supervisor; or set up test plant or operational flow for sample preparation, sample analysis and mineral beneficiation and recovery.
- Provide operation diagnostics and adjustments for tests equipment
- Maintain laboratory instrumentation and equipment; diagnose problems, calibrate and retest as appropriate; ensure laboratory has appropriate supplies for operation
- Conduct capacity building training for laboratory personnel and other stakeholders in techniques and use of instrumentation covering scheduling issues, sample preparation, mineral beneficiation and recovery.
- Perform other duties as required: Laboratory QA/QC, Safety, Hazardous Waste Disposal, and Material Collection.
- Provide input and recommendations to Engineers regarding laboratory testing
- Data entry and spreadsheet development for test results
- Perform other duties as required Design and execute laboratory testing according standard procedures, make observations and report findings
- Conduct experiments under defined conditions to verify/reject various types of hypotheses using refined scientific methods
- Organize and store all samples, chemicals reagents, and compressed gases according to safety instructions
- Record all data and results in specified forms (paper and electronic) with accuracy and responsibility
- Maintain equipment and assist in ordering laboratory supplies
- Ensure that all safety guidelines are followed strictly at all times and maintain a clean and orderly environment.
- Assisting in carry out technical training and development programs to technical and non-technical clients;

QUALIFICATION AND EXPERIENCE

- A valid Diploma in Metallurgy and Mineral Processing with at least five years of working experience
- Proven experience as Laboratory Technician or relevant position

- Experience in operating electrical and nonelectrical laboratory equipment and potentially dangerous chemicals (floatation reagents, cyanides, acids etc.)
- In depth knowledge of OSH Systems, preventative measures and laboratory best practices
- Working knowledge of MS Office (especially Excel) and database systems
- Ability to work autonomously and under pressure

KNOWLEDGE AND SKILLS

- Ability to understand and apply verbal and written work and safety-related instructions and procedures given in English.
- Ability to communicate in English with respect to job assignments, job procedures, and applicable safety standards
- Must be able to work in a potentially stressful environment
- Work is in a mineral and metallurgical laboratory, which may include exposure to extremes in temperature and humidity, moving mechanical parts, risk of electrical shock, toxic chemicals, fumes or airborne particles.
- Personal protective equipment is always required when performing work in a mineral processing environment, including, hearing protection, safety glasses, safety footwear, and as needed, respirator, rubber steel-toe boots, protective clothing, gloves and any other protective equipment as required
- High level of personal accountability and sense of responsibility.
- Ability to work under pressure with minimal supervision.

BEHAVIORAL COMPETENCIES

- Diligence
- Integrity
- Timeliness