

JOB OPPORTUNITIES

Chirano Gold Mines Limited is an underground and open pit gold mine in the Western North Region of Ghana, within the Bibiani gold belt. It is a subsidiary of Asante Gold Corporation.

Chirano Gold Mine is looking for highly qualified, proactive, motivated, and resourceful people to fill the following vacant positions.

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| 1. Health and Safety Manager | 4. Lead Hand Auto Mechanic, LV |
| 2. Senior Geotechnical Engineer | 5. Tailings Dam Operator |
| 3. Reliability/Condition Monitoring Technician | |

1. Health & Safety Manager

Reporting to the General Manager, the role will provide leadership and oversee a Safety Management System that will promote a Healthy and Safe working environment for employees (including contractors) and visitors, and ensure compliance to all relevant standards, procedures and legislation.

To provide direction and formulate strategies that ensures the continuous growth of the functional activities of the department and to maximize operational efficiencies, safety, and profitability that align with the organization's overall goal.

Key Responsibilities

- Ensure relevant Safety, Mining and other statutory Codes and Regulations remain in full compliance.
- Actively promote Safety Culture and Hazard Awareness on the Mine by achieving zero reportable safety incidents, zero compliance breaches and continually review the safety standards and work practices for the workforce.
- Formulate and execute safety strategies that support the growth of mine operations & employees' wellbeing; ensures strategies are linked to the organization's overall strategy.
- Maintain Health & Safety Programmes and ensure operational readiness to support emergency responses and crisis management plans (rapid response).
- Facilitate and participate in risk assessments, support the development, implementation and review of site H&S Risk Register and Control Plans.
- Facilitate and coordinate coaching, inspections, audits, training, and awareness campaigns to ensure compliance with safety standards and critical controls.
- Ensure compliance with the requirements of local government agencies, shareholders' interests, environmental health and safety legislation and company regulation.
- Manage health and safety responsibilities including, but not limited to, accident and injury reporting, investigation reports, statistical analysis, property damage costs, worker's compensation claims and associated costs.
- Perform safety audits and evaluate current safety hazard controls and safety initiatives for compliance with Asante Environment, Health, and Safety Management System (EHSMS).
- Manage the human, financial and operational resources of the department; set priorities and allocate resources.

- Manage technical projects which includes defining and achieving project goals, anticipating and minimizing risks, managing resources and delegating tasks.
- Implement change efforts which includes designing and implementing change strategies and mitigating risks.
- Measure, audit and evaluate the health and safety programs for all activities to ensure compliance with regional and global health and safety and legislative requirements and communicate the results of the evaluations to management and the appropriate corporate personnel.
- Influence leaders and key stakeholders to support health and safety change efforts that will result in sustained competitive advantage.
- Prepare business cases and reports regarding projects and initiatives and present recommendations and status updates to key stakeholders.
- Review best practices and the competitive landscape and recommends continuous improvement efforts in health and safety.
- Provide input into the development of policies and practices and ensure adherence to established methods.
- Set performance targets and measures, monitor, and manage overall performance of employees and/or contract workers at the department
- Build the capabilities of the team to enhance the team's ability to achieve financial and operating strategy; identifies succession role requirements and high potential talents, and actively develop key talents
- Responsible for conducting performance evaluations and carrying out corrective actions as needed.

Education, Work Experience & Key Competencies

- Bachelor's Degree in Occupational Health and Safety or tertiary qualification in Engineering (Mining, Electrical, Mechanical) with a minimum of ten (10) years practical experience in a senior H&S role/leadership role in a mining environment.
- A post graduate/master's degree in any of these fields will be an advantage.
- HSE Manager's Certification from Inspectorate Division of the Mineral Commission
- NEBOSH Diploma
- Ability to develop, implement and audit Health & Safety systems and programmes in an extractive industry.
- Qualified and experienced in leading and participating in Investigations and ability to understand basic safety data and can manipulate data to develop short and long-term safety improvement plans and strategies.
- Ability to develop processes and procedures that integrate behavioral aspects into a system and be able to integrate across the departments
- In-depth knowledge and understanding of the Duty of Care Standards, Occupational Health & Safety Regulations, and Mining Inspection Act & Regulations.
- Has the skill of planning, deciding priorities and able to plan jobs in coordination with colleagues, other Departments and Government Authorities
- Must be able to apply standards, policies and procedures relating to confidentiality and the protection of personal and sensitive data.

- Experience managing diverse employees (language, cultural, religious, etc)
- Expertise in applying safety management techniques, risk management, root cause analysis, advanced accident investigation techniques, program auditing, and emergency response/crisis management is required
- Management skills with ability to engage and transfer knowledge to all subordinates.
- Ability to communicate effectively both written and oral and apply appropriate discipline when required
- Flexible rotations including night shift and demonstrated ability to work under pressure safely.
- Perform other duties assigned by supervisor.

2. Senior Geotechnical Engineer

Reporting to the Chief Geotechnical Engineer, the role will focus on maintaining and developing strategic geotechnical functions at both Underground & Open Pit Operations to maximize operational efficiencies and profitability. Evaluate and propose optimum geotechnical engineering solutions in achieving the planned objectives and conduct analysis of stope and pillar designs, mining sequencing, and ground support designs.

Key Responsibilities

- Practice and promote Company environmental, health, safety and operational policies and procedures and actively participate in the Company's Continuous Improvement Programme.
- Proactively participate in safety meetings and promotes safe working practices.
- Ensure underground/pit wall stability and quality control of support measures through the supervision of ground control, quality and testing programs;
- Refine stope designs and extraction sequences to optimize mine longevity and ore recovery.
- Execute intermediate and long-term strategies that support growth of geotechnical function.
- Assist in the execution of strategies to enhance current geotechnical practices and performances in achieving the organization's overall strategy.
- Contribute to the business' capability to mine safely by actively identifying risks and threats to achieving targets and develop & manage programs to minimize or eliminate those risks
- Design and develop geotechnical processes, practices and methodologies in engineering and ensure alignment with the organization's long-term strategy
- Develop systems & measures that appropriately assess geotechnical performance and review progress to ensure achievement of targets.
- Inspect underground geotechnical activities at start of shift to ensure correct procedures are being followed.
- Coordinate the collection of data, its analysis and evaluation of reports in order to ensure sound geotechnical designs.
- Conduct advanced evaluation and trend assessments and reports the results at daily/weekly production meetings.
- Work closely with the mine planning engineers and geologists as well as with Operations to ensure robust and safe designs.

- Build the capabilities of the team to enhance the function's ability to achieve financial and operating strategy; identifies succession role requirements and high potential talents and actively develops key talent.
- Perform other duties as assigned by Supervisor/ Manager.

Education, Work Experience & Key Competencies

- First degree in Geological, Mining / Civil Engineering, preferably with specialization in Geotechnical Engineering or Rock Mechanics.
- Post Graduate qualification in Geotechnical Engineering or a related field will be an asset.
- Minimum of five (5) years' practical experience in both Surface & Underground mining environment.
- Demonstrated capability to conduct technical geotechnical work with limited supervision.
- In-depth knowledge and understanding of all the aspects of design basis and mechanisms identification and demonstrated ability to address their impact on the designs.
- Good operating knowledge and interpretation skill of numerical modelling tools such as DIPS, UNWEDGE, MAP3D and PHASE 2.
- Must have knowledge and understanding of the Duty of Care Standards, Occupational Health & Safety Regulations 2012 L.I 2182, and Mining Inspection Act & Regulations.
- Must have thorough understanding of underground mining operations, and solid safety performance at the personal and professional level.
- Understanding of Mining Health & Safety Procedures.
- Must possess a valid Ghanaian Driver's License with good and defensive driving skills.

3. Reliability/ Condition Monitoring Technician

Develop strategies to increase equipment life and reliability by improving equipment condition, using advanced tools such as vibration analysis and predictive/preventative maintenance techniques, and recommend operational, maintenance, and process changes to maximize equipment reliability and life expectancy. The role will focus on enhancing the maintenance cycle of plant equipment based on KPI measures, identify maintenance activities downfalls and equipment downtime and breakdowns causes and implement improvement plans.

Key Responsibilities

- Manage maintenance data collection and information gathering to effectively enhance planned maintenance services.
- Daily vibration monitoring, thermography, oil analysis, and equipment trouble shooting.
- Conduct root cause failure analysis (RCFA) and monitor equipment trends.
- Analyze failure data and furnish reliability test report
- Support any sustaining activities in relation to reliability planning / conduct testing
- Ensure condition monitoring program (vibe, oil, IR, NDT, etc.) are established for critical equipment and program is efficiency and effectively managed.
- Work closely with Maintenance and Operations teams to review areas of improvement and opportunity.
- Support the maintenance and planning with continuous improvement of equipment health monitoring systems.

- Verify compliance with engineering safety and procedures, as well as to investigate, assign and follow up on corrective action items.
- Perform other duties as may be assigned by supervisor.

Education, Work Experience & Key Competencies

- HND or Degree in Mechanical/ Electrical/ Instrumentation/ Maintenance Engineering or relevant qualification from a recognized tertiary institution.
- Minimum of five (5) years' experience preferably in a mining industry with reference to Gold Processing Plant.
- Experience in utilizing data insights and analysis to drive key business and improvement decisions.
- Experience with manual and computerized maintenance management systems (CMMS)
- Experience using analytical tools and processes that improve Asset Management performance, reliability, and safety, reducing operating costs and maximizing return on assets.
- Experience facilitating statutory / regulatory requirements.
- Experience with root cause analysis of production loss and development of successful solutions to reduce losses.
- Maintenance downtime analysis using MTBF and MTTR.
- Ability to quickly assess information to diagnose problems and opportunities, with a track record of strong professional judgement and critical thinking.
- Strong understanding of mechanical, electrical and maintenance concepts.

4. Lead Hand Auto Mechanic - Light Vehicle

Key Responsibilities

- Perform periodic and scheduled inspections to maintain CGML light vehicles & trucks in accordance to established mine maintenance and engineering standards.
- Execute planned jobs according to priorities and the availability of equipment and in accordance with CGML work management practices.
- Troubleshoot and diagnose mechanical, pneumatic, and hydraulic faults accurately for reliability and functionality.
- Inspect vehicle engine and mechanical/electrical components to diagnose issues accurately.
- Conduct routine maintenance work (replacing fluids, lubricating parts etc.) aiming to vehicle functionality and longevity.
- Schedule future maintenance sessions and advise operators on good vehicle use.
- Provide accurate estimates (cost, time, effort) for a repair or maintenance job.
- Examine vehicles to determine the extent of damage or malfunction and repair, maintain and upgrade.
- Maintain a high level of housekeeping in the workshop and working areas at all times.
- Responsible to ensure all works are completed in a safe manner.
- Overhaul and test machines or equipment to ensure operating efficiency.
- Control on the usage of materials and supplies to achieve cost effective work.
- Perform other duties as assigned by supervisors.

Education, Work Experience & Key Competencies

- Minimum of basic educational qualifications (BECE/SSSCE/NVTI) or its equivalent from a recognized institution.
- Trade / Craft certification.
- Minimum five (5) years' experience in maintenance in light vehicles and trucks.
- Good knowledge of Hydraulic Systems, Compressed Air, Bearing Specifications and Mechanical Drive Systems and lubrication systems.
- Proven ability to read and interpret technical drawings, parts books, and service manuals (including specifications) for Company Equipment.
- Experienced with Preventive / Predictive Maintenance Processes.
- Have adequate craft knowledge and skill to accurately estimate labor hours, material requirement and skills needed to complete a job. Must have a demonstrated ability to visualize and communicate the execution of work.
- Must possess a valid Ghanaian Driver's License with good and defensive driving skills.

5. Tailings Dam Operator

Key Responsibilities

- Inspect and perform minor repairs on all faulty valves, spigots and pressure systems during operations.
- Monitor all water sources to the plant from the Tailings Storage Facility
- Ensure all the bore pumps are running and take readings for effective monitoring.
- Patrol along all the tailings slurry lines to ensure no leakages of slurry into the environment
- Perform routine tailings dam inspection on both day and night and complete the required documentation at the end of shift.
- Communicate with thickener operator on flows to the tailings dam.
- Responsible for monitoring system on tailings line and assist in performing adjustments as necessary.
- Responsible for having.
- Perform proper lock-out procedures of tailings line and perform valve replacements.
- Ensure proper procedures for controlling pressure of slurry into tailings dam and changing pressure on main tailings line.
- Responsible for having knowledge of algae pond process which includes monitoring and setting flow rates into correct lines.
- Report all accidents and incidents, including "near misses" and participate in the investigation processes.
- Perform other duties as assigned by your supervisor.

Education, Work Experience & Key Competencies

- Minimum of basic educational qualifications (BECE/SSCE/NVTI) or its equivalent from a recognized institution.
- Minimum of three (3) years working experience in tailings storage facility.
- Must demonstrate comprehensive knowledge of the relevant Minerals and Mining Regulations.
- Ability to use HDPE wedge machine and hands on experience on Poly Welding Machine.

- Ability to conduct shift handover, detailing all relevant information correctly in the logbooks.
- Must be strong and energetic and medically fit to work for longer hours whenever required.
- Possess valid Ghanaian Driving License and proficiency in driving light vehicle.
- Ability to read, write and speak good English.

Mode of Application:

Interested applicants who meet the above criteria for the respective roles should send their application and CV to chiranohr.recruitment@chiranogold.com with the **preferred position indicated in the subject area**. The deadline for submission of application is **31st May 2023**.

Please note: ONLY shortlisted candidates will be contacted.

Chirano Gold Mines Limited is an equal opportunity employer.