



Tembo Nickel Corporation (“Tembo”) is an operational company established through the Framework Agreement (19 January 2021) between Kabanga Nickel Limited (“Kabanga Nickel”) and the Government of Tanzania (“GoT”) for the development of the Kabanga Nickel Deposits in the Ngara District in North-West Tanzania. Under the terms of the Framework Agreement, Tembo (owned 84% by Kabanga Nickel and 16% by GoT) has been officially formed for the mining and processing of nickel, copper and cobalt.

The Project is a fully integrated, greenfield development that will produce nickel, copper, and cobalt products for the global market. As one of the world’s largest undeveloped high-grade nickel sulfide deposits, the Project represents a globally significant opportunity aligned with the accelerating transition to a low-carbon economy and is positioned to deliver both strategic value to the global supply chain and meaningful economic and social benefits to Tanzania and its citizens. The Kabanga Mine, Concentrator, and associated infrastructure are situated at the Kabanga Site, where nickel sulfide concentrate will be produced.

RESETTLEMENT MANAGER

Position Summary:

Tembo Nickel is seeking to recruit a **Resettlement Manager** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Resettlement Manager leads the planning, execution, and governance of a complex, multi-year resettlement program in alignment with IFC Performance Standard 5, Tanzanian legislation, and company standards. The role is accountable for ensuring that land acquisition, compensation and physical relocation are delivered ethically, transparently, and efficiently, with strong risk management and robust community engagement. The role works closely with the Resettlement Livelihood Manager and Monitoring, Evaluation and Learning (MEL) Manager to ensure the Resettlement Process improves the livelihood and wellbeing of impacted households. This position provides strategic leadership to a multidisciplinary resettlement team and serves as a key advisor to senior leadership on resettlement risks, performance, and compliance.

Duties and Responsibilities

Strategic Leadership and Governance

- Lead the end-to-end implementation of the Resettlement Action Plan (RAP), ensuring alignment with IFC PS5, national regulations, and internal governance frameworks.
- Provide strategic advice to the Head of Community and Resettlement and Project Leadership on resettlement progress, risks, and mitigation strategies.
- Establish governance systems, quality assurance processes, and performance indicators to ensure transparent oversight of resettlement activities.
- Represent the company in high-level engagements with government authorities, shareholders, lenders, auditors, and external stakeholders on resettlement matters.

Resettlement Planning and Execution

- Oversee land acquisition processes, including Notice to Vacate, Relocation, Transitional Support and on-going Livelihood Restoration, in collaboration with the Livelihood Manager.
- Lead the planning and delivery of physical relocation, ensuring households and associated graves are moved safely, respectfully, and in accordance with agreed entitlements.
- Work closely with the Resettlement Construction manager to ensure the houses are built to standard and support the needs and inspections of impacted households.
- Work closely with Livelihood Restoration Manager to ensure the design and implementation of livelihood restoration programs, are culturally appropriate, market-aligned, and measurable.
- Ensure all commitments made in the RAP are tracked, delivered, and verified.

Team Leadership and Capability Development

- Lead a team of resettlement officers, and work closely with livelihood specialists, survey teams, community monitors, and technical consultants.



- Provide coaching, performance management, and professional development to build internal capability and effective project delivery.
- Foster a culture of accountability, learning, and high performance.

Stakeholder Engagement and Issue Resolution

- Support the Country Manager in preparing for high-level government engagements, including briefings, talking points, and follow-up documentation.
- Work closely with the Manager, Government & Community Relations to ensure coordinated engagement with affected communities and government authorities.
- Oversee the resolution of resettlement-related grievances, ensuring timely, fair, and transparent outcomes.
- Work closely with the Grievance/Data team to ensure grievances are accurately recorded, investigated, and resolved in line with company procedures and IFC PSS.
- Engage with vulnerable households and community groups to ensure their needs are identified and addressed.

Risk Management and Compliance

- Identify, assess, and manage social, operational, and reputational risks associated with resettlement.
- Regularly review resettlement risks and effectiveness of critical controls.
- Ensure compliance with investor/lender requirements, audit findings, and corrective action plans.
- Oversee the preparation of documentation for internal and external audits, including lender reviews.

Monitoring, Reporting and Continuous Improvement

- Working with the MEL Manager, ensure the resettlement process adopts a continuous learning focus regularly integrating learnings into the process to minimise negative impact to resettled families and continued alignment with international standards.
- Support the development of monitoring systems to track RAP implementation, livelihood outcomes, and household wellbeing.
- Integrate lessons learned into resettlement planning and operational decision-making.
- Produce high-quality reports for senior management, lenders, and government authorities.

Health, Safety and Conduct

- Demonstrate full knowledge of HSE standards and ensure all engagement activities are conducted safely.
- Participate in HSE meetings and report any incidents or community-related risks.
- Ensure timely reporting of any HSE incidents related to Tembo Nickel operations.

Qualifications

Bachelor's degree in social sciences, Development Studies, Land Management, or related field. Postgraduate qualifications in Social Performance, Resettlement, or Project Management are an advantage.

Knowledge and Experience

- Minimum 10 years' experience in resettlement, land acquisition, or large-scale social performance programs.
- Demonstrated experience leading complex RAP implementation in mining, infrastructure, or energy sectors.
- Experience managing multidisciplinary teams and external consultants.
- Demonstrated experience working in complex, multicultural environments and with local workforces.



Tembo Nickel Corporation Limited
Kimbi House, Plot 344 Toure Drive, Oysterbay.
P.O. Box 106119, Dar es salaam, Tanzania

Tembo Nickel offers a competitive remuneration package, and **ONLY** shortlisted candidates will be contacted.

How to Apply

Applicants are invited to send their resumes indicating the role title in the subject via email jobs@tembonickel.com

Application closing date is 14th June,2026

Note: We are committed to provide equal employment opportunities based on merits, and we do not charge candidates any fees in the whole recruitment process.

Women are strongly encouraged to apply.



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HEAD OF COMMUNITY AND RESETTLEMENT

Position Summary:

Tembo Nickel is seeking to recruit a **Head of Community and Resettlement** to join Tembo Nickel Project Team. This role is based at **Dar es salaam with frequent travel to site**. The Head of Community and Resettlement provides strategic leadership, governance oversight, and senior-level direction for all community relations and resettlement related work, ensuring the company maintains a strong social license to operate and meets its commitments to communities, government, investors, and regulators. The role oversees Resettlement Implementation, Government & Community Relations, Livelihood Restoration, and Monitoring, Evaluation & Learning (MEL)—ensuring all programs are integrated, compliant with IFC Performance Standards, and aligned with business objectives. This position is accountable for managing social and reputational risks, ensuring ethical and transparent engagement with stakeholders, and driving high-quality delivery of resettlement, community development, and social risk mitigation activities across the project lifecycle.

Duties and Responsibilities

1. Strategic Leadership and Governance
 - Provide overall leadership and strategic direction for the Community and Resettlement function, ensuring alignment with corporate strategy, operational priorities, and international standards.
 - Serve as the principal advisor to the Executive Leadership Team on social risks, community dynamics, resettlement progress, and stakeholder expectations.
 - Lead the development and implementation of the Social Performance Strategy, ensuring coherence across resettlement, livelihoods, community relations, and MEL workstreams.
 - Establish governance frameworks, quality assurance systems, and performance indicators to ensure transparent oversight and continuous improvement.
 - Represent the company in high-level engagements with government, lenders, auditors, and external stakeholders on social performance matters.
2. Resettlement, Livelihoods, Community Relations and MEL
 - Provide direction and oversight to all Project activities including Resettlement Construction, Implementation, Livelihood restoration, and MEL.
 - Ensure delivery of activities meets IFC PS5, national legislation, and lender requirements.
 - Drive an approach that creates an environment where PAPs can achieve sustainable improvements in living standards.
 - Ensure Government & Community Relations activities strengthen trust, maintain social license, and support operational continuity.

- Drive a continuous learning approach to ensure robust monitoring, evaluation, and learning systems that enable evidence-based decision-making and accountability.
 - Ensure all workstreams operate in an integrated, coordinated manner with clear interfaces and shared objectives.
 - Work closely with the site General Manager and Project Director to ensure RAP and Community activities enable operational deliverables and operational activities enable quality social performance.
3. Stakeholder Engagement and Relationship Management
- In Collaboration with the CEO/Country Manager lead high-level engagement with regional and national government authorities, ensuring transparent communication and constructive relationships.
 - Oversee the company's approach to stakeholder and community engagement, ensuring it is culturally appropriate, inclusive, and aligned with stakeholder expectations.
 - Ensure effective management of grievances, commitments, and stakeholder issues, with timely escalation and resolution.
4. Social Risk Management and Compliance
- Identify, assess, and manage social, operational, and reputational risks across the project lifecycle.
 - Ensure compliance with IFC Performance Standards, Equator Principles, UNGPs, Tanzanian legislation, and lender requirements.
 - Oversee internal and external audits, ensuring findings are addressed and corrective actions implemented.
 - Ensure social risks are integrated into enterprise risk management processes and operational decision-making.
5. Planning, Reporting and Assurance
- Lead the development of annual Social Performance plans, budgets, and resource allocations.
 - Oversee the preparation of high-quality reports for senior management, the Board, lenders, and government authorities.
 - Ensure accurate, timely, and transparent reporting on resettlement progress, livelihood outcomes, stakeholder engagement, and social risk trends.
 - Lead social reporting for the LZM Sustainability Report.
 - Ensure data integrity and strong documentation practices across all workstreams.
 - Govern all Social Performance Standard Operating Procedures (SOPs).
 - Own and develop the Social Performance budget.
6. Team Leadership and Organisational Capability
- Lead and mentor the Social Performance Lead Team (Managers for Resettlement, Livelihoods, Government & Community Relations, and MEL).
 - Build organisational capability in social performance, resettlement, and community engagement through training, coaching, and professional development.
 - Foster a culture of accountability, collaboration, and continuous learning across the department.
 - Ensure adequate staffing, resourcing, and support for Community and Resettlement function.
7. Cross-Functional Integration
- Work closely with Project Operations, HSE, Security, HR, Supply Chain, Legal, and Communications to ensure social considerations are integrated into planning and execution.



- Ensure alignment between land access, construction schedules, resettlement sequencing, and community engagement.
 - Support local content initiatives, including local employment, procurement, and capacity-building.
8. Health, Safety and Ethical Conduct
- Ensure all Social Performance activities are conducted safely and in accordance with HSE standards.
 - Model ethical, respectful, and culturally sensitive behaviour in all interactions.
 - Ensure team compliance with safety protocols and timely reporting of incidents.

Qualifications

Bachelor's degree in social sciences, Development Studies, Public Policy, or a related field.

Postgraduate qualifications in social performance, resettlement, ESG, or leadership is an advantage.

Knowledge and Experience

- Minimum 12–15 years' experience in social performance, resettlement, community relations, or related fields.
- Significant experience in mining, infrastructure, or large-scale development projects.
- Demonstrated experience leading complex resettlement programs aligned with IFC PS5.
- Proven track record managing senior teams and multidisciplinary functions.
- Experience engaging with government, lenders, auditors, and community stakeholders at senior levels.

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