



EMPLOYMENT OPPORTUNITIES

Shanta Mining Company Limited intends to recruit suitably qualified and experienced personnel for the commencement of underground mining operations at Singida Gold Mine.

Singida Gold Mine is entering a new phase of development involving the establishment of underground mining infrastructure, including portal development, decline excavation and associated underground mine development activities. To support this expansion from open-pit to underground mining, the Company invites applications for the following positions.

This recruitment offers successful candidates an opportunity to be part of the team establishing and developing a new underground mining operation from its early stages. Qualified Tanzanian candidates are strongly encouraged to apply..

1. GEOTECHNICAL ENGINEER (1 POST)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Camp resident

Role Purpose

To provide geotechnical engineering support to underground mining operations through ground-condition assessment, geotechnical data collection and analysis, ground-support evaluation, monitoring and modelling to promote safe and efficient mine development and production.

Key Responsibilities

- Conduct underground inspections and geotechnical observations to assess excavation performance, ground conditions, ground-support effectiveness, stope behaviour and pillar stability, and recommend appropriate corrective actions.
- Collect, analyse and reconcile geotechnical data from mapping, core logging, testing and site investigations, and develop and update geotechnical models to support mine design and operational decisions.
- Manage geotechnical instrumentation and ground-monitoring programmes and support backfill placement, quality assurance and quality control activities to ensure reliable geotechnical performance information.
- Provide geotechnical advice and training to operational personnel, collaborate with mining and technical teams, and participate in investigations of geotechnical incidents to identify causes and prevent recurrence.

Minimum Qualifications and Experience

- Bachelor's Degree in Mining Engineering, Geological Engineering, Geotechnical Engineering or a related discipline.
- Proficiency in relevant geotechnical and mining software; experience with Map3D, RS2, UnWedge, Leapfrog or Deswik is advantageous.
- Minimum of three (3) years' relevant experience in underground mining, geotechnical engineering or mine engineering.
- Practical experience in geotechnical mapping, ground monitoring, ground-support systems and analysis of underground excavation performance.

2. SAFETY AND TRAINING OFFICER (3 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non Camp resident

Role Purpose

To support safe and competent underground mining operations by implementing safety systems, delivering and assessing operational training, monitoring workplace compliance and developing employees' practical skills and safety awareness.

Key Responsibilities

- Conduct workplace inspections, hazard identification and risk assessments, monitor compliance with safe work procedures and participate in incident investigations and implementation of corrective actions.
- Develop, review and deliver theoretical and practical underground mining training, including induction, refresher and task-specific training, and assess employee competence in the workplace.

- Coach and support underground employees in safe mining practices, including drilling, charging and blasting, mine services, mobile equipment and other activities within the Officer's area of competence.
- Maintain accurate training, assessment and safety records; develop training materials and procedures; and work with operational leaders to identify competency gaps and improve safety and training performance.

Minimum Qualifications and Experience

- Certificate of Ordinary Secondary Education or equivalent.
- Current Tanzanian Blasting Certificate.
- Recognised training and workplace assessment qualification or equivalent trainer/assessor certification.
- Valid Tanzanian driving licence.
- Mine Rescue and Emergency Response qualifications are advantageous.
- Minimum of seven (7) years' practical experience in underground mining operations.
- At least three (3) years' experience in underground safety, training, workplace assessment or a related operational training role.

3. MAINTENANCE FOREMAN (2 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Camp resident

Role Purpose

To coordinate and supervise maintenance activities to ensure that underground mobile mining equipment, fixed plant and associated infrastructure are safely maintained, available and reliable in support of production and development targets.

Key Responsibilities

- Plan, coordinate and supervise preventive and corrective maintenance, breakdown response and repair activities for underground mobile equipment, fixed plant and associated infrastructure.
- Lead maintenance crews, allocate work and resources, monitor workmanship and productivity, and ensure maintenance activities are completed safely and in accordance with operational priorities.
- Monitor equipment condition and maintenance performance, identify recurring failures and support reliability, maintenance planning and continuous-improvement initiatives.
- Ensure accurate maintenance records, effective communication with operations and compliance with maintenance standards, Company procedures and applicable safety requirements.

Minimum Qualifications and Experience

- Recognised Trade Test Certificate in Mechanical Fitting, Diesel Fitting or a related mechanical trade.
- Diploma or advanced technical qualification in Mechanical Engineering or a related discipline is advantageous.
- Minimum of seven (7) years' maintenance experience involving heavy mobile equipment, fixed plant or mining equipment.
- At least three (3) years' experience in a maintenance supervisory or foreman role.
- Demonstrated experience supervising maintenance of **Sandvik underground mining equipment**, including **TH663i, TH430, LH621i, DD422i and DL422i**, will be an added advantage.

4. MAINTENANCE PLANNER (2 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Camp resident

Role Purpose

To plan, schedule and coordinate maintenance activities to ensure the effective use of labour, materials and equipment and improve the availability and reliability of underground mining assets.

Key Responsibilities

- Develop and maintain preventive and corrective maintenance plans, job packages and schedules based on equipment priorities, operational requirements and maintenance strategies.

- Coordinate labour, materials, tools, parts and contractor requirements to ensure maintenance work is properly prepared and can be executed safely and efficiently.
- Maintain accurate equipment histories, work orders, maintenance records and planning data and monitor work completion, backlog and schedule compliance.
- Analyse maintenance performance and equipment history, support shutdown and project planning, and identify opportunities to improve reliability, maintenance processes and resource utilisation.

Minimum Qualifications and Experience

- Technical Certificate, Diploma or higher qualification in Mechanical, Electrical, Maintenance Engineering or a related technical discipline.
- Proficiency in Microsoft Office and computerised maintenance management systems.
- Exposure to project scheduling software and computer-aided drafting packages is advantageous.
- Relevant risk assessment training is advantageous.
- Minimum of five (5) years' experience in mining, heavy industry or industrial equipment maintenance.
- At least three (3) years' experience in maintenance planning or scheduling within a production environment.
- Experience planning maintenance activities for **Sandvik underground mining equipment**, including **TH663i, TH430, LH621i, DD422i and DL422i**, will be an added advantage.

5. ELECTRICAL FOREMAN (1 POST)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Camp resident

Role Purpose

To lead and coordinate electrical maintenance and installation activities, ensuring the safe, reliable and compliant operation of underground electrical systems, equipment and infrastructure.

Key Responsibilities

- Plan and coordinate electrical installation, preventive maintenance, shutdown, fault-finding and repair activities across underground electrical systems and infrastructure.
- Provide leadership and technical direction to Electrical Supervisors and electrical personnel, allocate resources and monitor work quality, productivity and operational priorities.
- Diagnose complex electrical problems and provide technical guidance on motor controls, instrumentation, generators, distribution systems and other electrical equipment.
- Monitor electrical performance, maintain required records and ensure all electrical activities comply with approved drawings, technical standards, statutory requirements and safe work practices.

Minimum Qualifications and Experience

- Full Technical Diploma in Electrical Engineering, recognised Electrician Apprenticeship or equivalent technical qualification.
- Recognised Electrical Trade Certificate.
- PLC training or advanced PLC certification is advantageous.
- Minimum of seven (7) years' experience in industrial electrical installation, maintenance and repair.
- At least three (3) years' experience in an electrical supervisory or leadership role.
- Experience in underground mining or heavy industry and demonstrated ability to interpret electrical drawings, schematics and specifications are highly desirable.

6. ELECTRICAL SUPERVISOR (2 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Camp resident

Role Purpose

To directly supervise electrical maintenance and installation activities and ensure the safe, reliable and efficient operation of underground electrical systems, equipment and infrastructure.

Key Responsibilities

- Supervise daily electrical installation, inspection, preventive maintenance, fault-finding and repair activities in accordance with work plans and operational requirements.
- Allocate work to electricians, monitor work quality and progress, coordinate materials and tools, and ensure tasks are completed safely and efficiently.
- Provide technical support in diagnosing and resolving electrical faults involving motor controls, instrumentation, generators and electrical distribution systems.
- Maintain accurate work records and ensure compliance with electrical standards, Company procedures and applicable safety requirements.

Minimum Qualifications and Experience

- Full Technical Diploma in Electrical Engineering, recognised Electrician Apprenticeship or equivalent technical qualification.
- Recognised Electrical Trade Certificate.
- PLC training or advanced PLC certification is advantageous.
- Minimum of five (5) years' experience in industrial electrical installation, maintenance and repair.
- At least one (1) year's experience in an electrical supervisory, team-leading or senior tradesperson role.
- Underground mining or heavy industrial electrical experience is advantageous.

7. IT OPERATOR (3 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non Camp resident

Role Purpose

To safely and efficiently operate Integrated Tool Carriers and other authorised heavy mobile equipment to transport, handle and position materials, supplies and equipment in support of underground mining, production, maintenance and infrastructure activities.

Key Responsibilities

- Operate Integrated Tool Carriers and other authorised mobile equipment with appropriate attachments to safely load, transport, position and unload materials and equipment.
- Transport mining supplies and consumables, including pipes, cables, ventilation components, drill consumables and spare parts, to underground working locations.
- Support production, maintenance, electrical and communications crews by transporting and positioning heavy equipment, components and materials required for underground operations.
- Conduct pre-start inspections, risk assessments and hazard identification; carry out authorised basic maintenance and lubrication; maintain good housekeeping; and comply with applicable safety, health and environmental requirements.

Minimum Qualifications and Experience

- Certificate of Ordinary Secondary Education or equivalent.
- Relevant technical or vocational training in heavy mobile equipment operation is advantageous.
- Diploma in Mining Engineering or a related discipline is an added advantage.
- Valid Tanzanian driving licence of the appropriate class for the equipment to be operated.
- Recognised competency or certification in the operation of Integrated Tool Carriers or similar heavy mobile equipment.
- Minimum of three (3) years' practical experience in underground mining operations, including experience operating Integrated Tool Carriers or similar heavy mobile equipment.

8. FITTER MECHANIC (3 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non-Camp resident

Role Purpose

To inspect, maintain, diagnose and repair underground mobile equipment, fixed plant and mechanical infrastructure to ensure safe, reliable and efficient operation.

Key Responsibilities

- Perform preventive and corrective maintenance, fault diagnosis and repairs on underground mobile mining equipment, fixed plant and associated mechanical systems.
- Inspect, dismantle, repair, replace, assemble and test mechanical components, including gearboxes, pumps, valves and other mining equipment.
- Carry out authorised machining, fabrication, construction and modification work and support equipment reliability and maintenance-improvement activities.
- Complete accurate maintenance records and ensure all work is performed safely and in accordance with technical standards, maintenance procedures and operational requirements.

Minimum Qualifications and Experience

- FTC or Trade Test Certificate Grade I, II or III in Mechanical Fitting,

- Diesel Fitting or a related mechanical trade.
- Minimum of five (5) years' mechanical maintenance experience involving heavy mobile equipment, fixed plant or mining equipment.
- Practical experience in general machining, fault diagnosis, component repair and preventive maintenance.
- Underground mining maintenance experience is highly desirable.
- Experience in equipment modification, reliability improvement and maintenance planning is advantageous.
- Experience maintaining **Sandvik underground mobile equipment**, including **TH663i, TH430, LH621i, DD422i and DL422i**, will be an added advantage.

9. AUTO ELECTRICIAN (1 POST)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non Camp resident

Role Purpose

To inspect, diagnose, maintain and repair electrical, electronic and control systems on underground mobile mining equipment to ensure safe and reliable equipment availability.

Key Responsibilities

- Diagnose, maintain and repair electrical and electronic systems on underground mobile equipment, including starting, charging, lighting, control, communication and air-conditioning systems.
- Conduct inspections, preventive maintenance and fault-finding using appropriate diagnostic tools, schematics and technical information.
- Maintain and repair remote-control and other specialised electrical systems fitted to underground mining equipment and support equipment reliability improvements.
- Complete accurate maintenance records and ensure all work complies with technical standards, Company procedures and applicable safety requirements.

Minimum Qualifications and Experience

- FTC in Auto Electrical work, including Air Conditioning and Radio Communication; or Trade Test Grade I, II or III in Auto Electrical work, including Air Conditioning and Radio Communication.
- Computer literacy, including Microsoft Office; exposure to AutoCAD and Microsoft Project is advantageous.
- PLC exposure and advanced PLC certification are advantageous.
- Minimum of three (3) years' experience in heavy-equipment or industrial auto-electrical maintenance.
- Practical experience working on underground, mining or earthmoving mobile equipment is highly desirable.
- Practical experience diagnosing and maintaining the electrical and electronic systems of **Sandvik underground mobile equipment**, including **TH663i, TH430, LH621i, DD422i and DL422i**, will be an added advantage

10. BOILERMAKER (2 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non-Camp resident

Role Purpose

To fabricate, install, inspect, maintain and repair metal structures, pipes and mechanical components required for underground mining and maintenance operations.

Key Responsibilities

- Read and interpret drawings, work orders and specifications and fabricate or repair metal components using approved cutting, forming and welding methods.
- Perform cutting, gouging and welding activities using appropriate processes to fabricate, join and repair metal structures and components.
- Inspect fabricated and repaired work for defects and dimensional accuracy and repair or replace worn pipes, valves, joints and other metal components.
- Maintain tools and equipment, support fabrication and maintenance projects and ensure all work is carried out safely and to required technical standards.

Minimum Qualifications and Experience

- Recognised Trade Test Certificate in Boilermaking, Welding and Fabrication or a related metal trade.
- Minimum of three (3) years' experience in boilermaking, fabrication and welding.
- Demonstrated ability to read and interpret drawings and specifications and safely use relevant welding, cutting and metalworking equipment.
- Mining, underground or heavy industrial maintenance experience is advantageous.

11. ELECTRICIAN (2 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non Camp resident

Role Purpose

To install, inspect, maintain, troubleshoot and repair underground electrical systems and equipment to ensure safe, reliable and continuous operation.

Key Responsibilities

- Install, inspect, maintain and repair electrical systems, equipment, fixtures and distribution infrastructure in accordance with approved drawings and technical requirements.
- Diagnose and rectify electrical faults involving motor controls, instrumentation, generators, circuits and related electrical equipment.
- Conduct preventive maintenance and testing, maintain accurate work records and promptly report defects and unsafe conditions.
- Ensure all electrical work complies with applicable standards, Company procedures and safe work practices.

Minimum Qualifications and Experience

- Full Technical Diploma in Electrical Engineering; or completion of a recognised Electrician Apprenticeship with an appropriate Electrical Trade Certificate.
- PLC training or advanced PLC certification is advantageous.
- Minimum of three (3) years' experience in industrial electrical installation, maintenance and repair.
- Experience working with high-voltage and low-voltage electrical systems.
- Underground mining or heavy industrial electrical experience is advantageous.

12. JUMBO OFFSIDER (3 POSTS)

Duty Station: Singida Gold Mine, Ikungi District, Singida Region
Roaster: 6/3
Accommodation: Non Camp resident

Role Purpose

To assist Jumbo Operators with the preparation, movement, setup, operation and basic maintenance of underground drilling equipment and associated activities to support safe and efficient mine development.

Key Responsibilities

- Assist with the movement, setup and preparation of jumbo drilling equipment and connect required power, water and air services. Support drilling activities by preparing tools, consumables and equipment and assisting with drilling processes and efficient work at the face.
- Operate authorised pumps and support equipment, assist in resolving routine drilling-related problems and carry out authorised minor maintenance, lubrication and cleaning.
- Maintain equipment and work areas in a safe and orderly condition and follow the instructions of the Jumbo Operator and supervisor in accordance with operational and safety requirements.

Minimum Qualifications and Experience

- Certificate of Ordinary Secondary Education or equivalent.
- Vocational, apprenticeship or technical training in drilling, mechanical work or heavy-equipment operation is advantageous.
- Certificate in Drilling and Exploration is advantageous.
- Minimum of two (2) years underground mining experience, preferably involving drilling equipment or development activities.
- Previous experience assisting with underground drilling operations is advantageous.
- Emergency Response training or experience is an added advantage.

GENERAL COMPETENCIES

All successful candidates will be expected to demonstrate a strong commitment to safety, integrity, teamwork and operational excellence. They must comply with Company policies, procedures and applicable laws and be capable of working effectively in an underground mining environment. Position-specific licences, certifications, competencies and site inductions will apply where required.

MODE OF APPLICATION

Applicants are invited to submit an application letter, an updated CV and copies of relevant certificates by email to recruitment@shantagoldltd.com, clearly indicating the position applied for in the email subject line.

Application Deadline: 24 July 2026

Only shortlisted candidates will be contacted. If you are not contacted by Shanta Mining Company Limited within fourteen (14) days after the closing date, please consider your application unsuccessful.

Shanta Mining Company Limited is an equal opportunity employer and does not charge any fee at any stage of the recruitment process.