



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.

Duty station

Singida Gold Mine, Ikungi District, Singida Region.

Qualified Tanzanian candidates are strongly encouraged to apply.

1. JOB TITLE: Mine superintendent (1 post)

Role purpose

To manage and coordinate all aspects of underground mine operations to achieve regulatory, safety, production and cost targets, while ensuring that mining

activities support the short-, medium- and long-term operational requirements of Singida Gold Mine.

Key responsibilities

- Lead and coordinate all underground mining operations, ensuring that production and development activities are aligned with short-, medium- and long-term mine plans and that safety, production, cost and operational targets are achieved.
- Provide leadership and direction to Mine Captains and other underground operational teams, ensuring the effective allocation and utilisation of personnel, equipment, contractors and other resources.
- Monitor and analyse operational performance, identify and address constraints, and drive continuous improvement in productivity, cost control, equipment utilisation and overall underground mining performance.
- Ensure all underground mining activities comply with statutory requirements, approved mine plans, Company policies and procedures, and applicable safety, health and environmental standards.

Minimum qualifications and experience

- Degree or Diploma in Mining Engineering or equivalent.
- Relevant underground mine management or statutory competency certification will be an added advantage.
- Valid Tanzanian driving licence.
- Valid blasting and dangerous goods certificates are preferable.
- Minimum of ten (10) years' experience in underground mining environment.
- Extensive underground mining supervisory and operational management experience, preferably in a gold mining environment.

2. JOB TITLE: Mine captain (2 posts)

Role purpose

To coordinate and oversee underground mining operations across assigned areas to ensure the achievement of weekly and monthly production and development plans in a safe, efficient and cost-effective manner.

Key responsibilities

- Coordinate and oversee underground production and development activities across assigned areas and shifts, ensuring that weekly and monthly mine plans, production targets and operational priorities are safely and efficiently achieved.

- Provide operational leadership and direction to Shift Supervisors and underground crews, including the allocation and coordination of personnel, equipment and other resources required for effective mining operations.
- Monitor operational performance, identify and address production constraints, and ensure accurate communication and reporting of safety, production, equipment and other operational matters.
- Ensure all underground activities comply with approved mine plans, Company policies and procedures, statutory requirements, and applicable safety and environmental standards.

Minimum qualifications and experience

- Certificate of Advanced Secondary Education or equivalent.
- Diploma in Mining Engineering or a related mining discipline is preferable.
- Relevant underground mining supervisory competency or certification is preferable.
- Valid Tanzanian driving licence.
- Valid blasting and dangerous goods certificates are preferable.
- Minimum of eight (8) years' experience in underground mining operations, including at least five (5) years in an underground supervisory role.

3. JOB TITLE: Shift supervisor (2 posts)

Role purpose

To supervise and coordinate underground mining activities during the assigned shift to ensure that daily production and development targets are achieved safely and efficiently in accordance with approved mine plans, instructions and operational standards.

Key responsibilities

- Supervise and coordinate all underground mining activities during the assigned shift, ensuring that daily production and development targets are achieved in accordance with approved mine plans and operational priorities.
- Lead underground crews, allocate personnel and equipment, communicate work instructions and ensure that employees have the resources and information required to perform assigned tasks safely and efficiently.
- Monitor shift performance, identify and respond to operational constraints, equipment issues and changing ground conditions, and accurately report production, safety and other operational matters to the Mine Captain.

- Ensure all shift activities comply with Company procedures, statutory requirements and applicable safety and environmental standards, including hazard identification, workplace inspections and incident reporting.

Minimum qualifications and experience

- Certificate of Advanced Secondary Education or equivalent.
- Relevant mining technical qualification or underground supervisory certification is preferable.
- Valid Tanzanian driving licence.
- Valid blasting and dangerous goods certificates are preferable.
- Minimum of five (5) years' experience in underground mining operations, including at least three (3) years in a supervisory or crew-leading role.

4. JOB TITLE: Underground mine surveyor (1 post)

Role purpose

To provide comprehensive survey control services for underground and surface mining activities in support of production and development targets, while ensuring compliance with applicable survey, environmental, health and safety standards.

Key responsibilities

- Establish, maintain and verify accurate survey control networks and provide the set-outs, mark-ups, measurements and other survey services required for underground and surface mining activities.
- Conduct development surveys, pickups, cavity and volume measurements and other field surveys, ensuring that accurate and timely information is available to support production and development activities.
- Process survey data and maintain accurate mine plans, spatial records, survey databases and other statutory and operational survey documentation.
- Provide timely survey information and technical support to mining and technical teams while ensuring that all survey activities comply with applicable standards, procedures and safety requirements.

Minimum qualifications and experience

- Degree or Advanced Diploma in Mine Surveying Technology or equivalent.
- Relevant professional registration or recognised survey competency certification is preferable.
- Proficiency in mine design or CAD software, preferably Deswik.
- Competency in the use of Leica survey equipment, CMS and global positioning systems.
- Valid Tanzanian driving licence.

- Good working knowledge of Microsoft Office applications.
- Minimum of three (3) years' experience in mine surveying in open-pit and underground mining environments.

5. JOB TITLE: Graduate underground mining engineer

Role purpose

To support underground mining engineering activities, including mine planning, scheduling and other technical assignments, while developing the practical knowledge and skills required for safe and effective underground mining operations.

Key responsibilities

- Assist in the preparation and updating of underground mine plans, schedules, design, technical reports and other mining engineering documentation under the guidance of senior mining engineers.
- Conduct underground inspections, collect and analyse operational data, and assist in monitoring production and development performance against approved plans and targets.
- Provide technical support to underground operations and work with mining, geology, survey and other technical teams to understand and address operational requirements.
- Participate in technical assignments, workplace learning and professional development activities designed to build practical underground mining engineering knowledge and competence.

Minimum qualifications and experience

- Bachelor's Degree in Mining Engineering or equivalent.
- Basic knowledge of mine design and scheduling software.
- Good computer, report-writing and presentation skills.
- Practical training or internship experience in a mining environment is advantageous.
- Applicants must demonstrate a strong willingness and ability to learn and work in a physically and mentally demanding underground mining environment.

6. JOB TITLE: Jumbo operator (3 posts)

Role purpose

To safely and accurately drill underground development headings in accordance with approved mine plans and designs, undertake ground support and face preparation activities, and operate jumbo drilling equipment to required safety and productivity standards.

Key responsibilities

- Operate jumbo drilling equipment to drill development headings and other underground excavations accurately and efficiently in accordance with approved drill plans, designs and operational instructions.
- Carry out face preparation, drilling, scaling and ground-support activities and ensure that drilling patterns, hole alignment and other work meet required technical and operational standards.
- Conduct pre-start inspections, monitor equipment condition, perform authorised basic maintenance and promptly report defects or operating issues to maximise equipment availability and safe operation.
- Maintain accurate drilling and shift records and ensure all activities comply with Company procedures, mine standards and applicable safety and environmental requirements.

Minimum qualifications and experience

- Certificate of Advanced Secondary Education or equivalent.
- Recognised competency or certification in the operation of underground jumbo drilling equipment.
- Valid Tanzanian driving licence.
- Valid blasting and dangerous goods certificates are preferable.
- Minimum of three (3) years' recent experience operating jumbo rigs in underground hard-rock mining.
- Experience operating Atlas Copco, Sandvik or similar jumbo drilling equipment.
- Demonstrated experience in drilling techniques, ground-support installation, scaling and basic equipment maintenance.
- Ability to read and interpret underground mine plans and a demonstrated record of safe underground mining practices.

7. JOB TITLE: Development – charge-up (3 posts)

Role purpose

To safely and efficiently prepare, charge and fire development and production drill holes in underground mining operations, ensuring compliance with operational procedures, legislative requirements and applicable safety standards.

Key responsibilities

- Prepare, charge and fire development faces, production stopes and other underground drill holes in accordance with approved blast designs, charge plans and operating procedures.
- Safely receive, transport, handle, store and use explosives and detonators, maintaining appropriate control of explosives and related consumables in accordance with applicable requirements.
- Conduct blast tie-ins, inspect charged faces and ensure blast areas are properly prepared, secured and isolated before firing, including the effective management of underground access and communication controls.
- Operate charge-up equipment, conduct required inspections and basic maintenance checks, and accurately complete blasting reports, charge plans, log sheets and other required records.

Minimum qualifications and experience

- Certificate of Ordinary Secondary Education or equivalent.
- Valid blasting certificate appropriate to the duties to be performed.
- Valid dangerous goods certification or competency, as applicable.
- Valid Tanzanian driving licence.
- Minimum of three (3) years' experience in underground mining operations as part of a charge-up crew.
- Demonstrated practical experience in charging and blasting underground development or production headings.
- Proven track record of safe handling and use of explosives and detonators and safe underground blasting practices.

8. JOB TITLE: Loader operator (2 posts)

Role purpose

To safely and efficiently operate underground loaders (boggers) for the movement and loading of ore and waste materials in accordance with operational instructions, mine procedures and statutory requirements.

Key responsibilities

- Operate underground loaders to safely and efficiently move ore and waste to trucks, ore or waste passes, stockpiles and other designated locations in accordance with shift plans and operational instructions.
- Carry out material handling, secondary breaking support and other authorised underground activities required to maintain safe and efficient production and development operations.
- Conduct pre-start and basic mechanical inspections, maintain equipment cleanliness and condition, undertake authorised minor troubleshooting and promptly report defects or maintenance requirements.
- Maintain accurate production, shift and equipment records and ensure all activities comply with traffic rules, operating procedures and applicable safety and environmental requirements.

Minimum qualifications and experience

- Certificate of Ordinary Secondary Education or equivalent.
- Recognised competency or certification in the operation of underground loaders or boggers.
- Valid Tanzanian driving licence.
- Tele-remote operating competency is required where tele-remote equipment will be operated.
- Minimum of three (3) years' experience operating underground mining machinery, particularly loaders or boggers.
- Minimum of twelve (12) months' tele-remote operating experience where the role requires tele-remote operation.
- Demonstrated experience in underground ore and waste movement and a record of safe underground mobile equipment operation.

9. JOB TITLE: Truck operator (3 posts)

Role purpose

To safely and efficiently operate underground mobile equipment for the haulage of ore and waste rock in accordance with operational instructions, mine procedures and statutory requirements.

Key responsibilities

- Operate underground trucks and other authorised mobile equipment to transport ore and waste safely and efficiently between loading, tipping and designated disposal or stockpile locations.

- Conduct pre-start and routine equipment inspections, monitor operating condition and promptly report defects, hazards or maintenance requirements.
- Follow designated haulage routes, traffic management requirements, radio communication protocols and operational instructions to support safe and efficient underground material movement.
- Maintain accurate shift, production and equipment records and ensure all haulage activities comply with Company procedures and applicable safety and environmental requirements.

Minimum qualifications and experience

- Certificate of Ordinary Secondary Education or equivalent.
- Valid Tanzanian driving licence of the appropriate class for the vehicle or equipment to be operated.
- Recognised competency or certification in the operation of underground trucks or relevant mobile equipment.
- Minimum of one (1) year's experience in underground mining operations.
- Practical experience operating underground trucks or similar heavy mobile equipment.

10. JOB TITLE: Service crew (3 posts)

Role purpose

To safely and efficiently install and maintain underground mining services, including ventilation, water, paste and power infrastructure, in support of underground production and development activities.

Key responsibilities

- Install, extend, relocate and maintain underground services, including ventilation, water, paste and power infrastructure, in line with production and development requirements.
- Inspect underground service systems, identify defects and carry out authorised repairs and maintenance to ensure services remain safe, reliable and available for operations.
- Prepare, transport and use the tools, materials and equipment required for service installation and maintenance and support the timely advancement of services into new working areas.
- Ensure all installations and maintenance activities comply with operational procedures, working-at-height requirements and applicable safety and environmental standards.

Minimum qualifications and experience

- Certificate of Ordinary Secondary Education or equivalent.
- Relevant technical or vocational training in mechanical, electrical, plumbing or a related trade is advantageous.
- Valid Tanzanian driving licence.
- Training or competency in working at height.
- Minimum of one (1) year's experience in underground mining operations or industrial services installation and maintenance.
- Experience in the installation and maintenance of underground ventilation, water, paste or power services is advantageous.

11. JOB TITLE: Nipper (2 posts)

Role purpose

To assist the underground mining team, particularly jumbo operators, in the safe and efficient execution of daily mining activities and achievement of operational targets.

Key responsibilities

- Assist jumbo operators and other underground mining crews with face preparation, drilling support and other assigned production and development activities.
- Transport, prepare, organise and make available the tools, materials and equipment required for underground work, ensuring crews are adequately supported to complete assigned tasks.
- Support the safe preparation and maintenance of underground work areas and assist with other operational tasks as directed by the supervisor.
- Maintain high standards of housekeeping and ensure that work areas, tools and equipment are kept safe, clean and orderly in accordance with site procedures.

Minimum qualifications and experience

- Certificate of Ordinary Secondary Education or equivalent.
- Valid Tanzanian driving licence.
- Previous underground mining experience is advantageous.

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@shantagold.com, clearly indicating the position applied for in the email subject line.

Application deadline: 18th 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.