

VACANCY ANNOUNCEMENT

GOLD PLANT OPERATIONS MANAGER

Company / Project

Company: Godmwanga Gems Ltd

Project: Handeni Gold Project

Position: Gold Plant Operations Manager

Duty Station: Handeni, Tanzania

Employment Type: Full-time

Overview

Godmwanga Gems Ltd is seeking a highly competent, experienced, and results-oriented Gold Plant Operations Manager to lead and oversee the operation of its gold processing plant at the Handeni Gold Project.

The successful candidate will be responsible for ensuring safe, efficient, reliable, and cost-effective plant operations while achieving production, recovery, metallurgical, quality, and operational targets.

Key Responsibilities

- Provide overall leadership and management of gold processing plant operations.
- Plan, coordinate, supervise, and optimize all plant processing activities.
- Ensure the plant consistently achieves or exceeds throughput, recovery, grade, availability, and production targets.
- Develop and implement effective metallurgical and process-control strategies.
- Monitor and optimize gold recovery and identify opportunities for continuous improvement.
- Oversee key processing circuits, including crushing, grinding, classification, gravity concentration, leaching, adsorption, elution/recovery, detoxification, tailings, water management, and associated systems, as applicable to the plant design.
- Monitor metallurgical accounting, mass balances, sampling, laboratory results, and process performance.
- Establish and maintain effective plant operating procedures, standards, and controls.
- Lead troubleshooting and root-cause investigations of process and equipment-related problems.
- Work closely with Maintenance, Mining, Geology, Laboratory, Engineering, HSE, and other departments to ensure seamless operations.
- Develop and manage plant operating budgets, production costs, consumables, and resource utilization.
- Ensure proper management of reagents, consumables, spares, and critical process materials.
- Lead, mentor, develop, and evaluate plant personnel to build a high-performing operations team.
- Ensure strict compliance with occupational health, safety, environmental, and mining regulations.
- Promote a strong safety culture and ensure all plant activities are conducted in accordance with approved HSE standards.
- Ensure environmental controls relating to tailings, process water, cyanide/reagents, waste management, and emissions are properly implemented.
- Prepare and present regular operational, metallurgical, production, and performance reports to senior management.
- Drive continuous improvement initiatives aimed at increasing recovery, reducing operating costs, improving plant availability, and enhancing overall plant efficiency.

- Ensure effective implementation of quality assurance and quality-control systems within the processing operation.
- Support commissioning, plant modifications, expansion projects, and process optimization initiatives where required.

Minimum Qualifications & Experience

- Bachelor's Degree in Metallurgical Engineering, Mineral Processing, Extractive Metallurgy, Chemical Engineering, or a closely related field.
- Minimum of 10 years' relevant professional experience in the gold processing/mineral processing industry.
- Demonstrated experience in managing or leading gold processing plant operations, preferably in a commercial gold mine.
- Proven experience in metallurgical process optimization and gold recovery improvement.
- Strong understanding of gold extraction and processing technologies.
- Experience in managing multidisciplinary plant teams and shift-based operations.
- Demonstrated experience in production planning, cost control, budgeting, and performance management.
- Experience with plant commissioning, optimization, expansion, or troubleshooting will be a strong advantage.
- Professional registration or membership with a relevant engineering/metallurgical professional body will be an added advantage.

Key Technical & Professional Skills

- Gold metallurgy and mineral processing.
- Crushing, milling/grinding, classification, gravity concentration, and flotation where applicable.
- CIL/CIP/leaching and gold recovery processes, where applicable.
- Elution, electrowinning, smelting, and bullion production.
- Cyanide management and detoxification processes.
- Process control and metallurgical accounting.
- Sampling and laboratory quality-control principles.
- Mass balancing and metallurgical reconciliation.
- Plant performance monitoring and optimization.
- Process instrumentation and automation.
- Equipment reliability and maintenance coordination.
- Tailings and process-water management.
- Reagent management and optimization.
- Production planning and operational cost control.
- Root-cause analysis and structured problem solving.
- Risk assessment and operational improvement methodologies.
- Mining and environmental regulatory compliance.
- HSE management systems and emergency-response procedures.
- Data analysis and preparation of technical/management reports.
- Computerized plant monitoring, process-control, and reporting systems.

Leadership & Management Competencies

- Strong leadership and people-management skills.
- Excellent communication and interpersonal skills.
- Ability to work effectively under pressure and meet demanding production targets.
- Strong decision-making and problem-solving capabilities.
- Ability to develop and motivate technical and operational teams.
- Strong planning, organization, and time-management skills.
- High level of integrity, accountability, and professionalism.
- Commercial awareness and strong cost-management orientation.
- Ability to work collaboratively with senior management and multidisciplinary teams.
- Commitment to continuous improvement and operational excellence.

Additional Advantages

- Extensive experience in Tanzanian or East African gold mining operations.
- Experience with large-scale or modern gold processing plants.
- Experience in plant commissioning and ramp-up.
- Demonstrated history of improving gold recovery and reducing processing costs.
- Experience with metallurgical balance/reconciliation software and process simulation or optimization tools.
- Knowledge of Tanzanian mining, environmental, occupational health, and safety requirements.
- Experience working in remote mine-site environments.

Personal Attributes

Safety-conscious | Results-driven | Technically strong | Analytical | Proactive | Ethical | Team-oriented | Decisive | Adaptable | Accountable

Application

Qualified and interested candidates are invited to submit their updated CV, copies of relevant academic/professional certificates, and a brief cover letter clearly demonstrating their suitability for the position.

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Application Deadline: 30/09/2026

Application Email: godmwangagems@gmail.com

Only shortlisted candidates will be contacted.