



Marampa Mines Limited (MML) is Hiring

Job Advertisement

Developing and growing talent and skills within Sierra Leone, for Sierra Leone.

Position Title	Sustainability Head of Department	MML is an equal-opportunity employer. Women are strongly encouraged to apply for roles at MML.
Job Code/Level	Manager	
No. of Positions	1	
Department	Environment Sustainability Governance (ESG)	
Location	Marampa Mines Site, Lunsar	
Reporting to	Vice President Corporate Affairs	
Salary	Attractive	

ABOUT US

Marampa Mines Limited (MML), a subsidiary of Gerald Group, is engaged in the exploration, development, and production of high-grade iron ore concentrate, branded as Marampa Blue™, in the Port Loko District, Northern Province of Sierra Leone. MML aims to build a resilient and long-life iron ore mine in Sierra Leone and to expand operations by integrating mining, processing, infrastructure, and export logistics, alongside playing a responsible role in the economic and social stability of the region.

Founded in 1962, Gerald Group is the world’s largest employee-owned commodities trading company, focused purely on the merchandising of non-ferrous, ferrous, and precious metals, as well as related concentrates and raw materials. The Group offers its services and expertise across the entire global value chain, including sourcing, storage, logistics, finance solutions, hedging, marketing, and risk management. Headquartered in London, our foundation is in the United States; we operate trading hubs in China, the UAE, and Switzerland.

ROLE AND PURPOSE

The Sustainability Manager will work closely with HoDs across the mine site to identify opportunities for enhanced operations, as guided by MML’s Sustainability Policy, metrics and goals. This position reports to VP, Corporate Affairs, supervises the ESG Project Manager, and will work closely with Gerald’s corporate Sustainability & ESG team. At MML, Sustainability is the functional umbrella for structured collaboration between HSE, Procurement, Projects, Mining, Procurement and Community Relations & Development (CR&D), including technical leadership on resettlement projects, as guided by international best practices.

The successful candidate for this role will have an extensive and demonstrated history of successfully managing sustainability programs for large mining projects. He/she should have a comprehensive understanding of the main sustainability challenges associated with mining such as climate/decarbonization, biodiversity, conservation, land rehabilitation/reclamation, community engagement and circularity. The Sustainability Manager will assume a leadership role on site by ensuring that cross-departmental projects, particularly resettlement projects, are executed



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efficiently. The Sustainability Manager's overarching objective is to foster connectivity and synergy between the mine site's operations units, and our primary host communities, and to build processes and systems that make MML into a world-class case study for the mining industry.

We are looking for a strong project manager with the ability to streamline data collection, ensure Key Performance Indicators (KPIs) are met, foster strategic cross-organizational relationships, and contribute to the Group's annual Sustainability Reports with exceptional written communication skills. By implementing international best practices in sustainable mining operations, this role will be central to ensuring the success of MML's iron ore concentrate (Marampa Blue™) in the global market. This role may require occasional travel.

Although we have defined expectations for the successful candidate in this role as listed here, we are open to candidates with backgrounds outside of these listed. Please show alignment in your cover letter.

RESPONSIBILITIES

- Technical and operational leadership on resettlement projects initiated by the company, including but not limited to drafting and executing Resettlement Action Plans, budgeting and financial reporting for projects from start to finish, and all elements of the project conform to IFC standards (PS 6).
- Technical and operational leadership in forging and implementing MML's sustainability program ensuring sustainability objectives are met.
- Effective relationship management and team-building capabilities to unite various mine site departments to efficiently achieve Sustainability goals for the company.
- Supervision of all Sustainability KPIs, metrics and reporting for Senior Management and ensuring all KPIs are met quarterly.
- Point person for project management between MML stakeholders, ensuring minimal lag and efficient execution.
- Engage with HoDs in one-on-one meetings to foster strategic cross-organizational relationships between MML, Gerald's corporate ESG team, contractors, and other stakeholders.
- Support to Corporate ESG team and local HSE team on reporting requirements.
- Support HSE and Legal on ESG compliance requirements.
- Track and manage approval processes, optimizing efficiency in moving projects forward
- Proactively identify value-creation opportunities at the mine site.
- Provide guidance and ensure operational excellence for the ESG team.



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- Identify operational risks and, in coordination with other heads of department and relevant colleagues and work proactively to mitigate and address them.
- Provide leadership, in close coordination with the other MML teams, on the implementation of the company's selected decarbonization pathway.

EDUCATION & EXPERIENCE

- Completed Master's degree or higher in Engineering, Environmental Management, Geology, Mining Engineering/Management, Biology, or Chemistry; MBA; MS/MA in an adjacent field.
- 10+ years' experience in Sustainability/ESG, preferably in the mining and metals industry.
- Prior experience in a project management capacity is preferred
- Prior experience with data collection and systems architecture is preferred
- Prior cross-organizational capacity-building experience is preferred

REQUIRED SKILLS

- Demonstrated strong written and verbal communication abilities.
- Self-starter, able to work independently or in a team.
- Strong proficiency in relevant computer skills and software, including Excel, ArcGIS/QGIS, MML data platforms, etc.
- Highly proactive approach, adaptability, and a positive attitude.
- Self-driven with a high sense of quality, accuracy, efficiency and meeting tight deadlines.
- Great relationship and impeccable time-management.
- Strategic thinking and ability to adapt to change.
- Understanding of risk management and ability to enhance sustainability.

WORK ENVIRONMENT AND PHYSICAL REQUIREMENTS

- The individual must be physically and mentally fit for a fast-paced work environment such as in mining and rural communities.
- Requires flexibility to work in shifts and extended hours including weekends and holidays; 24 hours on call.
- May involve extensive travel trips within project beneficiary communities.



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HOW TO APPLY & CLOSING DATE

Please forward your application including your CV, cover letter, copies of your educational and professional certificates, and any other supporting documents to **Marampa Mines Ltd. Human Resources** desk via the main entrance gate of the Mine Site, Lunsar, or e-mail: MMLRecruitment@marampamines.com

The closing date for receipt of applications is the 22nd of July 2024.

Only shortlisted candidates will be contacted, and you may be subjected to written and practical tests where applicable.

Women are strongly encouraged to apply.