

Position Title	Biodiversity Specialist	MML is an equal opportunity employer, and women are strongly encouraged to apply.
Department	Health, Safety, and Environment	
Location	Marampa Site, Lunsar, Sierra Leone	
Reporting to	Environmental Superintendent	

Position Summary

Marampa Mines Limited is looking to hire a suitable candidate for the role of Biodiversity Specialist, who will directly report to the Environmental Superintendent in the Health and Safety Department. The position entails supporting the planning and implementation of strategies to reduce MML's biodiversity impact and achieve nature-positive outcomes.

Key responsibilities include developing biodiversity management initiatives, promoting Nature-based Solutions (NBS), and assessing opportunities for carbon credit generation or certification. The ideal candidate will be able to lead data collection, deliver on performance KPIs, foster collaboration, and produce high-quality reporting. By applying global best practices, he/she will play an important role in advancing Marampa Mines' Diversity Program.

Key Responsibilities

- Lead the development and implementation of the company's Biodiversity Management Plan, including long- and short-term interventions such as conservation area planning, nursery management, planting activities, and wildlife resettlement.
- Coordinate biodiversity data collection and monitoring by working closely with the Environmental Monitoring Team and external partners (e.g., Nature Metrics for eDNA sampling).
- Engage and build partnerships with host communities on biodiversity and conservation initiatives.
- Integrate international standards and frameworks (ICMM, IFC Performance Standards, ISO 14001/45001, World Bank EHS Guidelines) into MML's Biodiversity Management Plan and operations.
- Identify and manage operational biodiversity risks, proactively developing solutions and contributing to rehabilitation and decarbonization activities.
- Provide input to compliance and sustainability reporting, ensuring accurate and timely delivery of biodiversity-related contributions.
- Collaborate across departments to support HSE operations, biodiversity-related value creation opportunities, and cross-organisational initiatives.
- Drive continuous improvement and knowledge transfer, mentoring colleagues, fostering capacity building, and promoting a culture of sustainability and accountability.

Qualifications and Experience

- Minimum of five (5) years of progressive experience in natural resources management, with strong exposure to biodiversity, conservation, and environmental sustainability practices.
- Prior experience within the mining industry, wildlife management, ecosystem assessment, environmental enforcement, or licensing frameworks will be considered a strong advantage.
- Background in ESG/sustainability reporting and operations is highly desirable.

Skills and Competencies

- Strong working knowledge of ISO 14001 Environmental Management System and ISO 45001:2018 Health and Safety Management System.
- Good knowledge of GoSL environmental standards, acts, and regulations, along with familiarity with IFC Performance Standards, World Bank EHS Guidelines, and other frameworks essential for developing and implementing sustainable biodiversity programs within mining environments.
- Proven ability to deliver results and act as a change agent.
- Demonstrated application of continuous improvement ideas.
- Excellent analytical skills, attention to detail, and strong organisational skills.
- Prior experience in project management capacity is preferred.
- Prior experience with data collection and systems architecture is preferred.
- Prior cross-organisational capacity building experience is preferred.
- Demonstrated strong written and verbal communication abilities.
- Self-starter, able to work independently or in a team environment.
- Strong proficiency in MS Office applications.
- Highly proactive approach, adaptability, and a positive attitude.

Work Environment and Physical Requirements

- The individual must be physically and mentally fit for a fast-paced work environment.
- Standard office hours apply, with some flexibility required.

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 Limited. Human Resources** desk via the main entrance gate of the Mine Site, Lunsar, or e-mail:

MMLRecruitment@marampamines.com
<https://marampamines.com/careers/>

The closing date for receipt of applications is October 10, 2025.

Only shortlisted candidates will be contacted and may be required to perform written and practical assessments, where applicable.

Women are strongly encouraged to apply for roles at MML.