

<b>Position Title</b>	Health and Safety Superintendent	<b>MML is an equal opportunity employer, and women are strongly encouraged to apply.</b>
<b>Department</b>	Health, Safety, and Environment	
<b>Location</b>	Marampa Site, Lunsar, Sierra Leone	
<b>Reporting to</b>	HSE Manager	

### Position Summary

Marampa Mines Limited is looking to hire a suitable candidate for the role of **Health and Safety Superintendent**. The successful candidate will be responsible for overseeing the implementation and enforcement of health and safety policies, procedures, and protocols across MML operations. This role ensures compliance with statutory regulations, national and international standards, and industry best practices, maintaining a safe and environmentally responsible workplace. The position also emphasises risk minimisation and fostering a proactive safety culture through effective leadership, targeted training initiatives, and continuous improvement programs.

### Key Responsibilities

- Implement and oversee HSE systems, procedures, and standards to ensure compliance with statutory regulations, national and international standards, and company requirements.
- Supervise and mentor the site HSE team, defining KPIs, monitoring performance, and providing technical guidance to ensure effective execution of safety programs.
- Conduct workplace inspections, audits, risk assessments, and Senior Leadership Walkabouts (SLWA), recommending corrective actions and monitoring their closure.
- Ensure incident investigations are carried out effectively using ICAM or equivalent methodology, with corrective and preventive actions tracked to closure.
- Develop, deliver, and monitor HSE trainings, inductions, and toolbox talks, conducting training needs analysis (TNA) across departments to enhance workforce competence.
- Promote a proactive safety culture through coaching, mentoring, and engagement with leadership, employees, and contractors.
- Support management in developing HSE improvement plans, emergency response testing, and crisis management strategies, including conducting drills and evaluations.
- Prepare and submit HSE reports, monitor leading and lagging indicators, track safety metrics, and support performance evaluations of safety equipment and service providers.

### Qualifications and Experience

- Bachelor's degree in occupational health & safety, Engineering, Environmental Science, or a related field.

- Professional HSE certification (e.g., NEBOSH, IOSH, ISO 45001 Lead Auditor) preferred.
- Minimum of 7–10 years' experience in HSE roles, with at least 5 years in a supervisory capacity (preferably in mining, oil & gas, or heavy industry).
- The incumbent **MUST** hold a valid driving license.

#### **Skills and Competencies**

- Strong knowledge of HSE legislation, standards, and best practices.
- Experience in incident investigation and risk management techniques.
- Excellent leadership, communication, and interpersonal skills.
- Proficiency in MS Office with advanced level in Excel and HSE management systems.
- Strong leadership and team management abilities.
- Analytical and problem-solving skills.
- Ability to influence and drive a positive safety culture.
- Strong report writing and presentation skills.
- High attention to detail and commitment to compliance.

#### **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](mailto: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.**