

COMMUNITY RELATIONS SUPERINTENDENT.

Location: Nyanzaga Mine Site, Tanzania

Employment Type: Fixed Term of 24 Months.

Perseus Mining (Tanzania) Limited (SMLC) is seeking a Community Relations Superintendent.

The successful candidate for this role is expected to lead and manage the company's community relations strategies and programs, work closely with local communities, government officials and other stakeholders to foster positive relationships, address community concerns, and support the sustainable development goals of the project, ensuring compliance to the Tanzanian legislative framework and adhering to the Industry's International best practices regarding all Engagements, to ensure that the contractors adhere to all relevant community engagement procedure and protocols.

Reporting Relationships:

Internal

- Reports to the Community Relations Manager and Construction Manager.
- Consults and collaborates with the Nyanzaga project team.
- Champion the different departments in meaningful consultations with different project stakeholders.

External

- Liaising with government agencies, and members in the industry to ensure that Community programs are aligned with government objectives and industry best practise.
- Maintain good relationship with regulatory agencies.

Key Responsibilities:

- Develop and implement community relations strategies aligned with the company's goals and local regulations.
- Serve as the primary point of contact between the company and local communities, ensuring open and transparent communication.
- Lead and manage community engagement initiatives, including public consultations, community meetings, and awareness programs.
- Address and resolve community grievances and concerns in a timely and effective manner.
- Collaborate with government authorities, NGOs, and other stakeholders to support community development projects.
- Monitor and report on the social impact of mining activities on local communities, ensuring compliance with environmental and social standards.
- Manage a team of community relations officers and ensure they are equipped to handle community interactions professionally.
- Prepare and submit regular reports on community relations activities, including progress, challenges, and recommendations.
- Support the resettlement and compensation processes, ensuring they are conducted fairly and transparently.
- Promote and uphold the company's commitment to ethical practices, corporate social responsibility, and sustainable development.

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- Distribute information about the RAP implementation process to internal and external stakeholders.
- Be available in the communities daily to address concerns, facilitate discussions, and build relationships.
- Assist with the preparation of internal and external monitoring of stakeholder engagement activities.
- Any other roles as may be assigned by your supervisor.

Qualifications / Experience:

- Bachelor's degree in social sciences, Community Development, Public Relations, or a related field.
- Minimum of 7 years in mine site community roles, with 5 years in a supervisory or superintendent position.

Skills, Knowledge, Abilities and Attributes:

Technical Capabilities:

- Experience in community relations, stakeholder engagement, or social performance within the mining or extractive industries.
- Strong understanding of Tanzanian laws and regulations related to community relations, Social corporate responsibilities and local content.
- Work experience in the social development project management at operations/site level.
- Experience in planning and execution within a project setting.
- Ability to work effectively in a multicultural environment and build strong relationships with diverse stakeholders.
- Strong leadership with the ability to foster a positive teamwork culture.
- Non-Technical Capabilities:
- Proficiency in listening attentively to stakeholders' concerns, feedback, and needs, ensuring they feel heard and understood.
- Strong leadership skills to guide and inspire a team, manage complex projects, and lead community engagement initiatives effectively.
- Strong organizational skills to manage multiple tasks, projects, and stakeholders effectively, ensuring that all aspects of community relations are handled efficiently.
- Confidence and clarity in public speaking to represent the company in community meetings, public forums, and other gatherings.
- Effective communication skills in both English and Swahili, both written and verbal, and demonstrated ability to write reports, make presentations, and run meetings. Basic Sukuma will be an added advantage.
- Resilience, flexibility, and adaptability to manage self and teams, and to balance appropriate professional rigour and detail within a dynamic and often ambiguous environment.
- Self-confidence and composure to effectively interact with personnel at all levels of the organisation.
- Ability to plan, schedule and manage priorities.

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- Good computer literacy skills using standard and custom software packages.
- High levels of personal integrity and financial accountability.

Opportunities:

- Perseus values its people and offers rewarding and diverse career opportunities for aspiring candidates in the international gold mining industry.
- Perseus Mining Limited is a growth focused company providing opportunity to move to new operations.
- Represent Nyanzaga Mine in the public forum.
- Attend regulatory meetings.

Where You'll Be Working:

Nyanzaga Gold Project is Perseus's first planned operation in Tanzania, located in the Lake Victoria Goldfields. A Final Investment Decision was made in April 2025, with first gold production targeted for early 2027.

The project places strong emphasis on sustainability and local development, with programs dedicated to employment, skills training, infrastructure, and long-term social outcomes. Once operational, Nyanzaga is expected to become a key contributor to Perseus's future growth and a flagship project in East Africa.

About Us

Perseus Mining Limited is an ASX and TSX listed gold producer, developer, and explorer focused on the African continent.

With a strong pipeline of projects including our flagship Nyanzaga development in Tanzania and an expanding presence in the region, we currently operate three gold mines: Edikan in Ghana, and Sissingué and Yaouré in Côte d'Ivoire.

Driven by a clear growth strategy to maintain annual gold production exceeding 500,000 ounces, Perseus is focused on operational excellence and long-term value creation.

We are dedicated to developing skills, offering rewarding careers, and providing the opportunity to make a real impact within a progressive and growing organisation spanning multiple African nations.

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How to Apply

Applications will only be received by email to perseus@globeconnect24-7.com with the advertised job title Community Relations Superintendent as the subject line of the email.

Applications close on **15th September 2026**. Perseus Mining reserves the right to remove advertised roles prior to this date. Only shortlisted applicants will be contacted.

To align with Perseus Mining's commitment to safety, the successful candidate will be required to undergo pre-employment checks, including a medical screening.

Perseus Mining is an equal opportunity employer that supports and cultivates a diverse workforce. We value our employees and empower them to enhance their skills and advance their careers

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