

SENIOR PLANT METALLURGIST.

Location: Nyanzaga Mine Site, Tanzania.

Employment Type: Fixed Term of 24 Months.

Perseus Mining (Tanzania) Limited (SMLC) is seeking a **Senior Plant Metallurgist**.

The Senior Plant Metallurgist reports to Metallurgical Superintendent. The Senior Plant Metallurgist will provide technical leadership and support to optimize metallurgical processes, drive continuous improvement initiatives, and ensure the operation meets safety, production, and recovery targets.

Key Responsibilities:

Management of Health, Safety, Environment, & Community Relations

- Adhere to company policies and procedures regarding health, safety, environment, health and community.
- Champion a zero-harm safety culture within all processing operations.
- Ensure processing facilities and practices meet all environmental obligations and permit conditions.
- Lead incident investigations related to processing operations and make sure learnings are captured and transformed into actions.
- Ensure all metallurgical activities comply with safety and environmental regulations.

Leadership & People Management

- Provide strong leadership, coaching, and technical guidance to metallurgical and laboratory teams.
- Develop team capability through structured training programs, mentoring, and performance management, fostering technical growth and knowledge transfer.
- Foster a high-performance culture built on accountability, collaboration, and continuous improvement.
- Ensure workforce planning meets operational requirements, including succession planning and skills development.
- Promote positive employee relations and ensure compliance with workplace policies, codes of conduct, and industrial relations frameworks.
- Encourage workforce engagement through clear communication of goals, expectations, and performance outcomes.
- Uphold a culture of process optimization and continuous improvement within the metallurgical team.
- Collaborate across functions without losing sight of processing priorities.
- Provide training and guidance to operations staff on safe and effective metallurgical practices.

Operations

- Provide timely and accurate metallurgical reporting to site leadership and corporate stakeholders.
- Assure that metallurgical data is properly interpreted and translated into actionable improvements on the plant floor.
- Ensure metallurgical test work, plant trials, and data analysis are conducted to support operational improvement and cost optimization.
- Collaborate closely with Processing Superintendent, Maintenance, and Technical Services to align metallurgical performance with production targets.
- Monitor key metallurgical KPIs and implement corrective actions where performance deviates from plan.
- Support commissioning, ramp-up, and optimization activities to deliver stable and efficient operations.
- Own and drive the overall processing strategy and keep it aligned with business objectives and production targets.

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- Lead the identification and implementation of process improvements that deliver measurable gains in throughput, recovery, and cost efficiency.
- Evaluate and challenge existing processing assumptions, continuously seeking better approaches and technologies.
- Review and approve technical reports, metallurgical studies, and processing documentation to ensure rigor and accuracy.
- Partner with the Gold Room Coordinator and Metallurgical Superintendent to align metallurgical findings with processing operations and drive implementation of recommendations.
- Provide technical direction on capital projects tied to processing infrastructure, plant upgrades, and capacity expansions.
- Provide technical expertise and support to the operations team.
- Engage with external consultants, technology providers, and industry bodies to keep the company at the forefront of processing practice.

Skills, Knowledge, Abilities and Attributes:

Essential

- Proven experience in metallurgical leadership within a gold processing or similar mineral processing operation.
- Strong understanding of processing plant operations and metallurgical performance drivers affecting recovery, throughput, quality, and cost.
- Demonstrated commitment to safety leadership, with sound knowledge of HSE systems and regulatory compliance.
- Well developed analytical and problem solving skills, with the ability to interpret data and drive operational improvements.
- Effective people leadership capability, including coaching, workforce development, and performance management.
- Strong communication skills with the ability to deliver clear, timely metallurgical reporting.
- Collaborative approach and ability to work effectively with Processing, Maintenance, Technical Services, and site leadership.
- Proficiency in data analysis, process control systems, and metallurgical accounting.
- Excellent communication and interpersonal skills.
- Strong alignment with Perseus values, including accountability, teamwork, and continuous improvement.

Desired

- Experience in plant commissioning, ramp up, or major optimisation programs.
- Exposure to continuous improvement and operational excellence initiatives.
- Experience managing laboratory operations and metallurgical test work programs.
- Understanding of environmental and sustainability considerations related to metallurgical processing.
- Technically authoritative, commanding respect through deep knowledge and sharp judgement.
- Driven and results-oriented, setting ambitious targets and relentlessly pursuing them.
- Direct and decisive, willing to make hard calls and push back when needed.

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- Commercially astute, understanding the link between processing performance and business value.
- An engaging leader who inspires high performance and develops those around them.
- Solutions-focused, identifying problems quickly and moving with urgency to resolve them.
- High-integrity, honest, transparent, and consistent in approach.
- Familiarity with process simulation and modelling tools.

Qualifications and Licences:

- Tertiary qualification in Metallurgy, Minerals Processing, Chemical Engineering, or a related discipline.
- Strong practical and technical foundation in mineral processing and metallurgical plant operations.
- Minimum of 7 years of progressive experience in metallurgical or mineral processing roles, preferably gold processing operations.
- Minimum of 5 years of experience in a senior or supervisory metallurgical role, such as Senior Metallurgist or equivalent.

Additional Information:

- Prepared to undertake external training to complement the operation.
- Incumbent may be expected to work outside Normal Working Hours on occasions.
- Incumbent will from time to time be required to travel on company business.

Opportunities:

- Perseus values its people and offers rewarding and diverse career opportunities for aspiring candidates in the international gold mining industry.

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 **Senior Plant Metallurgist** as the subject line of the email.

Applications close on (09th 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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