

COMMUNITY ADVISOR

Location: Nyanzaga Mine Site, Tanzania

Employment Type: Fixed Term of 24 Months.

Perseus Mining (Tanzania) Limited (SMLC) is seeking a **Community Advisor**.

The Community Advisor supports the implementation of community engagement, stakeholder relations, social performance, and community development initiatives for the Nyanzaga Gold Project. The role is responsible for maintaining positive relationships between the project and host communities, ensuring effective communication, supporting grievance management processes, and contributing to the project's social licence to operate.

The Community Advisor serves as a key point of contact between the project, local communities, village leadership, government authorities, and other stakeholders to ensure community concerns are understood, addressed, and managed in a transparent and timely manner.

Key Responsibilities:

Community Engagement and Stakeholder Relations

- Build and maintain positive relationships with local communities, village leaders, traditional authorities, and government representatives.
- Conduct regular community visits and engagement activities to understand community concerns, expectations, and priorities.
- Support the implementation of stakeholder engagement plans and community consultation programs.
- Organize and facilitate community meetings, focus group discussions, and stakeholder forums.
- Ensure project information is communicated accurately, consistently, and in a culturally appropriate manner.
- Maintain records of stakeholder engagement activities and outcomes.

Community Development Programs

- Support the planning and implementation of community development and social investment initiatives.
- Assist with the identification of community needs and development priorities.
- Monitor the progress of community projects and provide recommendations for improvement.
- Promote community participation in project-supported development programs.
- Support partnerships with local authorities, NGOs, and community-based organizations.

Grievance Management

- Receive, document, and track community complaints and grievances.
- Support investigations and resolution of grievances in accordance with company procedures.
- Ensure all grievances are managed respectfully, transparently, and within agreed timelines.

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- Conduct follow-up engagements with stakeholders to verify satisfaction with grievance outcomes.
- Maintain grievance records and prepare regular reports.

Social Performance Monitoring

- Collect and analyze community feedback and social performance data.
- Support social impact monitoring and reporting activities.
- Identify emerging social risks and opportunities and escalate them as required.
- Assist with baseline surveys, socio-economic studies, and community assessments.
- Monitor and report on community sentiment and stakeholder perceptions.

Local Content and Community Participation

- Support communication of local employment, training, and procurement opportunities.
- Assist local communities in understanding project recruitment and contractor engagement processes.
- Work with Human Resources and Supply Chain teams to promote local participation objectives.
- Support initiatives aimed at enhancing local livelihoods and economic development.

Government and External Stakeholder Engagement

- Maintain constructive relationships with hosting communities.
- Support compliance with community-related regulatory requirements.
- Assist in preparing reports and presentations for government and community stakeholders.
- Represent the company at community and stakeholder meetings when required.

Health, Safety, Environment and Compliance

- Comply with all company health, safety, environmental, and social performance standards.
- Promote safe work practices during community engagement activities.
- Ensure all community activities are conducted in accordance with company policies and applicable regulations.
- Support the implementation of company sustainability commitments and standards.

Qualifications & Experience:

Education

- Bachelor's Degree in Community Development, Sociology, Anthropology, Development Studies, Social Sciences, Public Administration, Communications, Environmental Studies, or a related field.

Experience

- Minimum 3-5 years of experience in community relations, stakeholder engagement, social performance, community development, or a related field.
- Experience working in mining, infrastructure, energy, agriculture, or large-scale development projects is preferred.

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- Demonstrated experience working with rural communities and local government authorities.
- Experience in grievance management and community consultation processes is desirable.

Language Requirements

- Fluency in Kiswahili (written and spoken)
- Good command of English (written and spoken)

Working Conditions

- Based at the Nyanzaga Gold Project with frequent travel to host communities and surrounding districts.
- Regular interaction with community leaders, government officials, NGOs, contractors, and project personnel.
- Occasional work outside standard business hours to attend community meetings and stakeholder engagements.

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.

How to Apply

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

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Applications close on **4th October 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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