

SENIOR COMMUNITY ADVISOR.

Location: Nyanzaga Mine Site, Tanzania

Employment Type: Fixed Term of 24 Months.

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

The Senior Community Advisor is responsible for developing, implementing, and monitoring community engagement and social performance programs that support the successful development, construction, and operation of the Nyanzaga Gold Project. The role serves as a key liaison between the project and local communities, government authorities, traditional leaders, civil society organizations, and other stakeholders to maintain and strengthen the project's social licence to operate.

The incumbent will lead stakeholder engagement initiatives, community development programs, grievance management processes, local content initiatives, and social risk management activities to ensure alignment with Tanzanian regulations, international good practice, and company sustainability commitments.

Key Responsibilities:

Stakeholder Engagement & Relationship Management

- Develop and implement community and stakeholder engagement strategies aligned with project objectives.
 - Build and maintain trusted relationships with local communities, village leadership, district authorities, traditional leaders, NGOs, and government institutions.
 - Facilitate regular community consultations, information-sharing forums, and public participation activities.
 - Ensure community concerns, expectations, and priorities are effectively communicated to project leadership.
 - Strengthen the project's social licence to operate through proactive engagement, trusted relationship building, transparent issue management, and early identification of emerging community concerns.
 - Prepare stakeholder mapping and influence analyses to identify emerging issues and opportunities.
- #### Community Development & Social Investment
- Support the design, implementation, and monitoring of community development programs and social investment initiatives.
 - Facilitate community participation in project-supported livelihood, education, health, water, infrastructure, and economic development projects.
 - Monitor project outcomes and evaluate social investment effectiveness.
 - Ensure community development initiatives align with district and national development priorities.

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- Coordinate partnerships with government agencies, development organizations, and community groups.

Social Performance & Risk Management

- Identify, assess, and manage community-related risks that may affect project activities.
- Support the implementation of Social Impact Management Plans and community mitigation measures.
- Monitor socio-economic conditions and emerging community issues.
- Conduct social baseline assessments and community research as required.
- Prepare recommendations to reduce social risks and enhance positive project impacts.

Grievance Management

- Manage community grievance mechanisms and ensure grievances are recorded, investigated, and resolved within agreed timelines.
- Maintain grievance databases and reporting systems.
- Monitor grievance trends and provide recommendations for preventive actions.
- Ensure transparency, fairness, and accessibility of grievance processes.

Local Content & Community Participation

- Support initiatives that maximize employment, procurement, and business opportunities for local communities.
- Facilitate communication regarding recruitment processes and local content opportunities.
- Promote community awareness of project opportunities and requirements.
- Coordinate with Human Resources and Supply Chain teams to support local participation objectives.

Monitoring, Reporting & Documentation

- Prepare monthly, quarterly, and annual reports on community relations and social performance activities.
- Maintain accurate stakeholder engagement records and databases.
- Monitor and report key social performance indicators.
- Develop presentations, briefing notes, and communication materials for internal and external stakeholders.

Team Leadership & Capacity Building

- Provide guidance and mentorship to Community Officers and Community Liaison personnel.
- Support capacity-building initiatives for employees and contractors regarding community engagement standards.
- Promote adherence to company values, safety standards, and ethical conduct.

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- Foster a culture of respect, inclusion, and community partnership.

Qualifications & Experience:

Education

- Bachelor's degree in social sciences, Community Development, Sociology, Anthropology, Development Studies, Political Science, Public Administration, Environmental Studies, Communications, or related discipline.
- Master's Degree in a relevant field is an advantage.

Experience

- Minimum 8-10 years of experience in community relations, stakeholder engagement, social performance, or sustainable development.
- At least 5 years in the mining, extractives, infrastructure, energy, or large-scale development sector.
- Demonstrated experience managing community engagement programs in rural communities.
- Experience working with government authorities, NGOs, community leaders, and development partners.
- Experience with grievance management and social impact mitigation programs.

Behavioural Competencies

- Excellent interpersonal and relationship-building skills
- Strong negotiation and conflict management capability
- High level of cultural awareness and sensitivity
- Strong communication and facilitation skills
- Strategic thinking and problem solving
- Integrity and ethical conduct
- Ability to influence without authority
- Resilience and adaptability
- Team leadership and mentoring skills

Language Requirements

- Fluency in English (written and spoken)
- Fluency in Kiswahili (written and spoken)

Working Conditions

- Based at the Nyanzaga Gold Project site with frequent travel to surrounding communities and government offices.
- Regular interaction with community leaders, government officials, NGOs, contractors, and employees.

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- May require work outside normal office hours to support community meetings and stakeholder engagement activities.

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 **Senior Community Advisor** as the subject line of the email.

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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