

WAREHOUSE SUPERVISOR

Location: Nyanzaga Mine Site, Tanzania

Employment Type: Fixed Term of 24 Months.

Perseus Mining (Tanzania) Limited (SMLC) is seeking a **Warehouse Supervisor**.

The **Warehouse Supervisor** is responsible for the safe, efficient and effective day-to-day operation of the warehouse function, ensuring the timely receipt, storage, control, picking and dispatch of materials, equipment, spares and consumables required to support mining and processing operations.

Working closely with the Supply Chain Superintendent, the position provides operational leadership to the Warehouse team and ensures that warehouse activities are conducted in accordance with company policies, procedures, HSEC requirements, inventory management standards and customer requirements.

The Warehouse Supervisor is accountable for maintaining high standards of inventory accuracy, warehouse organisation, housekeeping, security and service delivery, while driving continuous improvement across warehouse processes.

The position also has a strong data analysis and reporting responsibility, including analysing inventory and warehouse data, monitoring KPIs, identifying trends and inefficiencies, and preparing and presenting accurate management reports to support operational and commercial decision-making.

Position Requirements:

Essentials:

- Demonstrated experience in warehouse operations, preferably within a mining, processing, heavy industrial or similar environment.
- Previous experience operating in a supervisory capacity within a high-pressure warehouse environment.
- Strong understanding of warehouse and inventory management principles.
- Demonstrated experience managing receipt, storage, picking, dispatch and stock control activities.
- Strong understanding of inventory accuracy and stock reconciliation.
- Experience working with ERP systems, preferably Pronto or a similar warehouse/inventory management system.
- Excellent Microsoft Excel skills with demonstrated ability to analyse and interpret warehouse and inventory data.
- Ability to prepare and present professional operational and management reports.
- Strong analytical and problem-solving capability.
- Strong people leadership and performance management skills.
- Excellent communication and interpersonal skills.
- Ability to work effectively under pressure and manage competing priorities.
- Strong commitment to safety, compliance and continuous improvement.

Desirable:

- Experience in a mining or mineral processing operation.
- Experience managing critical spares, consumables and operational inventory.
- Experience with dangerous goods and hazardous materials.
- Experience with inventory optimisation and stock rationalisation.
- Experience using Power BI or other data visualisation/business intelligence tools.
- Knowledge of warehouse Lean, 5S or continuous improvement methodologies.
- Experience working with contractors and third-party logistics providers.
- Experience working in a multicultural and international organisation.

Skills and Experience Required

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Warehouse and Inventory Management

- Strong understanding of warehouse operating principles and inventory control.
- Ability to manage the complete warehouse process from receipt through to storage, picking and dispatch.
- Ability to maintain accurate stock records and investigate inventory discrepancies.
- Understanding of stock classification, critical spares, slow-moving and obsolete inventory.
- Ability to implement effective bin-location, labelling and material identification systems.
- Strong understanding of stocktake, cycle-counting and reconciliation processes.
- Ability to manage warehouse equipment and ensure operational readiness.

Data Analysis and Reporting

A key requirement of the role is the ability to use data to improve warehouse performance and support management decision-making.

The Warehouse Supervisor will be expected to:

- Demonstrate excellent proficiency in Microsoft Excel.
- Analyse inventory and warehouse data to identify trends, exceptions and opportunities.
- Monitor inventory accuracy, stock movements, ageing, usage and availability.
- Analyse slow-moving, obsolete and excess inventory.
- Monitor stock discrepancies and identify root causes.
- Analyse warehouse throughput, picking accuracy, receiving and dispatch performance.
- Develop and maintain warehouse KPI dashboards and reporting tools.
- Prepare weekly, monthly and ad-hoc warehouse performance reports.
- Present warehouse and inventory performance to Supply Chain and operational management.
- Convert data into clear recommendations and practical improvement actions.
- Maintain data integrity between physical inventory and Pronto/ERP records.
- Identify opportunities to improve reporting automation and data visibility.

Leadership

- Ability to lead, motivate and develop a diverse warehouse team.
- Ability to establish clear objectives, responsibilities and performance expectations.
- Strong coaching and mentoring capability.
- Ability to manage performance and address personnel issues professionally.
- Ability to build a strong team culture based on safety, accountability and customer service.
- Ability to effectively allocate manpower to meet operational requirements.

Behavioural Competencies

- Self-motivated and action oriented.
- Proactive and solutions focused.
- Strong personal accountability.
- High level of integrity and honesty.
- Confident and commercially aware.

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- Resilient and adaptable to changing operational requirements.
- Open to new ideas and continuous improvement.
- Strong attention to detail.
- Collaborative and customer focused.
- Able to work effectively across different cultures and functions.
- Committed to personal and team development.

Key Accountabilities

Safety, Environment and Community Relations

- Provide visible HSEC leadership within the warehouse.
- Ensure warehouse activities comply with company safety and environmental standards.
- Ensure employees are trained and competent to perform their duties safely.
- Ensure hazardous and dangerous goods are appropriately received, stored, handled and controlled.
- Report all hazards, incidents, near misses and unsafe acts.
- Participate actively in HSEC inspections, audits, toolbox meetings and improvement initiatives.
- Maintain high standards of warehouse housekeeping and workplace organisation.
- Ensure environmental risks associated with warehouse activities are appropriately controlled.
- Promote responsible interaction with contractors, suppliers and local stakeholders.

People Management

- Supervise and coordinate the Warehouse team and day-to-day warehouse activities.
- Build a high-performing team focused on safety, service, accuracy and operational excellence.
- Establish clear objectives and responsibilities for team members.
- Coach and develop employees to improve capability and performance.
- Maintain an up-to-date training and competency matrix.
- Ensure employees are appropriately trained and competent for their assigned duties.
- Plan and adjust manpower levels to meet daily operational requirements.
- Allocate resources effectively to meet customer and operational requirements.
- Monitor individual and team performance against agreed KPIs.
- Address performance and personnel issues fairly and in accordance with company policy.
- Promote teamwork, accountability and continuous improvement.

Warehouse Operations

- Plan, coordinate and supervise the receipt, inspection, storage, picking, staging and dispatch of goods.
- Ensure materials are received accurately and in accordance with purchase orders and supporting documentation.
- Ensure materials are correctly identified, labelled and stored in designated locations.
- Ensure goods are picked accurately and delivered to customers within required timeframes.
- Minimise material handling, damage, loss and unnecessary movement.
- Ensure all warehouse transactions are accurately recorded in Pronto/ERP.
- Monitor and control all stock movements.

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- Maintain accurate bin locations and warehouse master data.
- Ensure warehouse access is appropriately controlled, and warehouse security standards are maintained.
- Maintain high standards of housekeeping and warehouse organisation.
- Manage the condition and availability of warehouse equipment, including forklifts, stackers, ladders, trolleys and other handling equipment.
- Ensure equipment is inspected, maintained and available to support daily operations.
- Manage supplier returns, rejected materials and damaged goods.
- Coordinate the appropriate disposal or disposition of obsolete and surplus materials.
- Ensure all warehouse procedures and standard work instructions are consistently followed.

Inventory Management

- Maintain high levels of inventory accuracy and integrity.
- Ensure physical stock is accurately reflected in Pronto/ERP.
- Coordinate regular cycle counts and formal stocktakes.
- Investigate and resolve stock discrepancies promptly.
- Analyse inventory variances and identify root causes.
- Monitor critical inventory and ensure availability of materials required to support operations.
- Monitor stock ageing, slow-moving, obsolete and surplus inventory.
- Support inventory optimisation initiatives to reduce excess stock and improve working capital.
- Ensure all stock movements are recorded accurately and promptly.
- Maintain effective inventory controls and segregation of duties.
- Support reconciliation between warehouse records, ERP records and physical stock.
- Provide accurate inventory information to Procurement, Supply Chain, Finance and operational departments

Data Analysis, KPI Management and Reporting

The Warehouse Supervisor will have a specific accountability for warehouse and inventory data analysis and management reporting.

The position will:

- Develop and maintain warehouse and inventory KPI reports.
- Analyse warehouse performance against agreed targets.
- Track inventory accuracy and stock adjustment trends.
- Analyse stock movements, consumption and inventory ageing.
- Monitor critical, slow-moving, obsolete and excess inventory.
- Analyse warehouse throughput and transaction volumes.
- Monitor receiving, picking and dispatch accuracy.
- Track outstanding warehouse transactions and investigate delays.
- Analyse stock discrepancies and identify recurring causes.
- Prepare weekly and monthly warehouse performance reports.
- Present key performance trends, risks, issues and recommendations to the Supply Chain Superintendent and relevant management.

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- Use Excel to create analytical models, dashboards, pivot tables, reports and other management tools.
- Where applicable, use Power BI or other reporting tools to improve data visualisation.
- Ensure reports are accurate, timely and supported by reliable data.
- Provide data-driven recommendations to improve warehouse efficiency, inventory availability and working capital performance.

Education / Qualifications / Tickets / Licences

Essential:

- University Degree or Diploma in Logistics, Supply Chain Management, Warehousing, Transport, Business Administration or a related discipline, or equivalent relevant experience.
- Relevant warehouse/inventory management qualification or certification.
- Certification or demonstrated competency in dangerous goods handling where applicable.
- Forklift licence or relevant warehouse equipment certification where required by site regulations.

Desirable:

- Professional qualification in **Supply Chain**, Logistics or Inventory Management.
- Training or certification in Lean, Six Sigma, 5S or continuous improvement.
- Training in data analytics, Power BI or advanced Microsoft Excel

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 **Warehouse Supervisor** as the subject line of the email.

Applications close on **23rd 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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