



VACANCY ANNOUNCEMENT

POSITION | Health, Safety and Environment Superintendent
LOCATION | Konongo

OBJECTIVE OF THE ROLE

To foster a proactive safety culture and ensure a workplace that is safe, healthy, legally compliant, and environmentally responsible for all employees, contractors, visitors, and other stakeholders.

KEY ACCOUNTABILITIES

HSE Leadership and Management Systems	<ul style="list-style-type: none">• Lead the implementation, maintenance, and continuous improvement of the organization's HSE management systems to ensure operational effectiveness.• Provide strategic direction, technical expertise, and operational support to supervisors, employees, and contractors to ensure consistent application of HSE standards and safe work practices across all operations.• Drive a proactive safety and environmental culture through visible leadership, behavioural safety initiatives, coaching, and employee engagement to achieve zero harm performance.
Risk Management, Compliance & Assurance	<ul style="list-style-type: none">• Ensure effective preventive measures are implemented to eliminate or reduce incidents and environmental impacts.• Liaise with regulatory authorities, government agencies, and external stakeholders on compliance matters.• Coordinate and oversee internal and external HSE audits, inspections, and compliance assessments and ensure timely closure, verification, and effectiveness of corrective and preventive actions.
Environmental & Occupational Health Management	<ul style="list-style-type: none">• Oversee environmental management programs including waste management, emissions control, pollution prevention, water stewardship, and environmental monitoring to ensure sustainable and compliant operations.• Ensure effective emergency preparedness systems including drills, simulations, and training, while overseeing occupational health and industrial hygiene programs to safeguard employee wellbeing and fitness for work.
Incident Management & Continuous Improvement	<ul style="list-style-type: none">• Lead investigations of accidents, incidents, near misses, occupational illnesses, and environmental events, ensuring thorough root cause analysis and implementation of corrective and preventive actions.• Analyse HSE performance trends, leading indicators, and incident data to identify improvement opportunities and drive continuous enhancement of safety and environmental performance.

QUALIFICATION & EXPERIENCE

- Bachelor's degree in Health and Safety Management, Engineering, Environmental Science, or a related field.
- Professional certification in HSE (e.g., NEBOSH Diploma or equivalent) is highly desirable.
- Minimum of eight (8) years of progressive HSE experience, with at least four (4) years in a supervisory or management role.
- Must be MINCOM certified or eligible to be certified up to Superintendent level.
- Additional certifications in risk management, incident investigation (e.g., ICAM), or environmental management will be an added advantage.

SKILLS & COMPETENCIES

- Proven ability to lead cross-functional teams and make high-stakes decisions under pressure.
- Skilled at translating complex safety data into clear, actionable insights for executives, field operations, and external regulators.
- Adept at identifying systemic vulnerabilities and designing data-driven solutions before they impact operations.
- Deep expertise in building, implementing, and auditing proactive risk management systems.
- A track record of actively influencing and elevating safety culture across every tier of an organization.
- Proficient in leveraging modern HSE reporting systems and analytics to predict trends and mitigate operational hazards.

WHAT WE OFFER

- A highly competitive salary and benefits package tailored to reward industry expertise.
- The chance to drive change within a fast-paced mining operation.
- Structured professional growth, leadership development programs, and clear pathways for advancement.

HOW TO APPLY

Interested candidates who meet the above criteria should submit their CV (**not more than 4 pages**) and a cover letter to the address below, with the subject line: "**HSE Superintendent.**"

TO:

HR & Administration Superintendent
Northern Ashanti Mines Limited Company
P.O. Box 26
Konongo, Ghana

✉ Email: info@northernashantimines.com

Application Deadline: 3rd June 2026

Only shortlisted candidates will be contacted.

OUR CORE VALUES

We are guided by the following principles in everything we do:

- *Integrity*
- *Teamwork*
- *Duty of Care*
- *Accountability*
- *Respect*