

EXPLORATION SUPERINTENDENT

Job Purpose

The Exploration Superintendent is responsible for leading and managing all brownfields and near-mine exploration activities at the Nzema Gold Mine. The role is accountable for identifying, evaluating, and defining Mineral Resources that support reserve replacement, mine life extension, and future growth.

Reporting to the Geology Manager, the Exploration Superintendent provides technical leadership in exploration strategy execution, geological interpretation, drilling programmes, resource definition, data quality, and exploration reporting. The role ensures exploration activities are completed safely, on schedule, within budget, and in accordance with industry best practice and applicable reporting standards, including the JORC Code (2012) and NI 43-101.

The Exploration Superintendent supports the preparation of annual Mineral Resource and Ore Reserve statements and contributes to the long-term growth strategy of the operation.

Key Accountabilities & Responsibilities

1. Leadership and Management

- Lead and develop the Exploration Geology team.
- Foster a high-performance culture focused on safety, accountability and continuous improvement.
- Develop individual capability through coaching, mentoring and succession planning.
- Allocate resources to meet exploration objectives.
- Manage exploration contractors and service providers.
- Promote effective communication and collaboration across departments.

2. Exploration Strategy Implementation

- Execute the approved exploration strategy.
- Prioritize exploration targets based on geological prospectivity and business value.
- Develop annual and quarterly exploration work programmes.
- Recommend adjustments to exploration priorities based on drilling results.
- Contribute to Life of Mine planning through resource growth initiatives.

3. Resource Definition and Resource Growth

- Plan and supervise resource definition drilling programmes.
- Identify opportunities to replace depleted Mineral Resources.
- Evaluate extensions to existing orebodies.
- Assess new exploration targets within the mining lease and surrounding licences.



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- Support conversion of Inferred Resources to Indicated and Measured categories.
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4. Geological Interpretation and Modelling

- Interpret geological, structural and alteration data.
 - Develop geological models supporting Mineral Resource estimation.
 - Review cross-sections, long sections and geological plans.
 - Evaluate geological controls on mineralisation.
 - Recommend additional drilling based on interpretation.
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5. Drilling Programme Management

- Ensure exploration databases are accurate and up to date.
 - Maintain sampling and QAQC protocols.
 - Monitor laboratory performance.
 - Review analytical quality control results.
 - Ensure compliance with Company geological standards.
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6. Data Management and QAQC

- Ensure geological databases remain accurate and current.
 - Maintain sampling protocols and QAQC programs.
 - Monitor assay quality and laboratory performance.
 - Ensure all geological data complies with Company standards.
 - Maintain documentation supporting Mineral Resource updates.
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7. Mineral Resource Support

Working closely with Corporate Geology:

- Support annual Mineral Resource updates.
 - Prepare geological interpretations for estimation.
 - Review drilling databases prior to resource estimation.
 - Provide geological input into MROR preparation.
 - Assist with technical reviews and audits.
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8. Mineral Resource Support

- Support the maintenance of exploration licences and mining lease obligations.
- Ensure exploration reporting requirements are met.
- Maintain exploration records required by regulatory authorities.
- Assist with statutory reporting and licence renewals.
- Support environmental and community compliance associated with exploration activities.

9. Tenement Management and Regulatory Compliance

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10. Undertake continuous improvement initiatives in:

- Exploration targeting, Geological modelling, Digital mapping, Data acquisition technologies, Remote sensing and drone applications, Geological software utilization, Drilling efficiency and Exploration methodologies
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8. Budget and Management:

- Prepare annual exploration budgets, Monitor exploration expenditure, Manage drilling and exploration contracts, Review contractor performance against KPIs and Identify opportunities to improve exploration efficiency.
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9. Provide Daily, Weekly, Monthly Exploration Reports, Drilling Performance Report, Budget Performance Report, QAQC Report and Mineral Resource support documentation.

Required Qualification & Experience

Academic Qualifications

- **Bachelor's degree** in Geological Science or equivalent.
- **Master's degree** in Economic Geology or a related field is desirable.

Professional Certifications (Highly Desirable)

- AIG / SAIMM / AusIMM / GhIG or equivalent membership
 - Minerals Commission's Certificate in Geology
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Experience Requirements

- Minimum of 8 years' experience in mineral exploration, including brownfields exploration at an operating mine.
- Minimum 3 years in a supervisory or leadership role
- Mincom Certification in Geology
- Software experience in Micromine, Datamine, Vulcan, Surpac, ArcGIS, Acquire, QGIS. And Microsoft Office Suite
- Proven experience in planning and managing RC and diamond drilling programmes.
- Demonstrated experience in supporting Mineral Resource estimation.



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- Experience with JORC Code (2012) and/or NI 43-101 reporting.
- Experience in managing exploration contractors and budgets.

Technical Competencies

- Knowledge of Exploration geology, Structural geology, Geological mapping, Core logging, RC chip logging, and Sampling protocols
- Advanced understanding and application of Mine Geology Methods is required.
- Demonstrated commitment to continuous improvement.
- Knowledge of resource interpretation, Resource definition drilling, QAQC and Mineral Resource support
- Budget management
- Strong leadership and decision-making
- Strategic mindset with operational discipline

Business Behaviours

- Commercial awareness and Business acumen
- Team oriented
- Strong interpersonal skills with excellent verbal, written and listening skills
- Anticipates, plans and reacts quickly & flexibly to changing circumstances.
- Open, honest & reliable.
- Integrity, Attention to detail, time consciousness, Accountability, and teamwork ability
- Sound judgement, Commitment to safety, Professionalism, Innovative, High ethical standards,
- Commitment to operational excellence.