

Metallurgical Superintendent

Job Purpose

This role will be responsible to provide metallurgical services, materials testing and quality control for effective gold recovery, as well as to manage the accounting features of the gold processing plant, ensure industry compliance and raw materials for processing are accurate for safe sustainable operations at a minimum cost

Key Responsibilities

- Manage production and ensure that daily and weekly KPI targets are met.
- Develop, maintain and manage metallurgical accounting systems, reconciliation procedures and coordinate gold room activities to ensure accuracy and compliance.
- Minimize consumption and unit costs of reagents by understanding the cost/performance relationships of these consumables and setting operating parameters that maximize efficiency.
- Ensure that requirements for process plant operations under Ghanaian Mine Safety Regulations are met.
- Prepare and submit daily, weekly, monthly and quarterly reports covering production performance, gold recovery, operating costs, consumable usage and budget monitoring
- Lead simultaneous projects with competing priorities in various execution phases on a wide variety of processes to improve metallurgical performance.
- Design, initiate, execute and report on laboratory-based and plant-based metallurgical test-work to improve plant performance and recovery efficiency.
- Inspect plant refurbishments and plant modifications to ensure works are delivered in accordance with applicable designs, specifications, and expectations.
- Continuously identify and collate opportunities to improve cost, schedule, quality and safety outcomes to all engineering, production, refurbishment, and construction activities undertaken in accountability.
- Provide specialist metallurgical input into project evaluations, including capital expenditure proposals, plant upgrades and process modification initiatives
- Develop, review and implement safe operating procedures to ensure industry compliance, improve safety performance and maintain quality standards.
- Conduct investigations into ore treatment options for plant trials, including reagent testing, mill circuit surveys and optimization studies to support operational and budgeting decisions.
- Any other tasks that may be assigned by senior leadership.



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Required Qualification & Experience

- Bachelor's degree in Metallurgy, Mineral, Material or Chemical Engineering from an accredited institution or a related field. A master's degree would be an added advantage.
- Minimum of 8 years' experience in a processing plant or similar; preferably 5 - 8 years at a middle management role.
- Must possess Process Superintendent's Certificate of Competency from Minerals Commission of Ghana.

Technical Competencies

- Plant performance and efficiency.
- Strategy development and implementation experience.
- Plant maintenance control.
- Knowledge in SCADA and process control.
- Strong technical and analytical capability in metallurgical plant operations.
- Budgeting and budget control .
- Proven Metallurgical Accounting with implementation of databases.
- Demonstrable knowledge of metallurgical research processes including test work procedures, circuit and financial modelling.
- Knowledge of Tailings Storage Facility (TSF) management and mine-wide water balance systems will be an added advantage.

Skills & Experience

- Advanced problem-solving skills applied to mineral processing operations
- Excellent accountability skills.
- Strong and proven decision-making skills.
- Strong interpersonal, communication and motivating skills.
- People management skills.

Business Behaviours

- Must show a high level of integrity.
- Be Solution-oriented.
- Maintain professionalism.
- Ability to plan strategically.
- Produce effective business results
- Compliance with the Law.