



Environmental Manager Advertisement

Shanta Gold (“Shanta”) is an East Africa-focused gold producer, developer and explorer. Shanta is a growth-driven, people-focused, and responsible business, motivated by a commitment to deliver long-term value for all stakeholders. Alongside its Tanzanian assets, the New Luika Gold Mine (“New Luika”) and the Singida Gold Project (“Singida”), Shanta also owns the West Kenya Project in Kenya with defined high-grade resources and prospecting licenses. The Company is listed on the Alternative Investment Market (AIM) of the London Stock Exchange under the trading symbol SHG.

The West Kenya Project covers approximately 556 km² of the highly prospective Lake Victoria greenstone gold field in western Kenya, and has total Inferred resources of 1,719,000 ounces grading 5.21 g/t, including 722,000 ounces Indicated grading 11.45 g/t. It presents an exciting opportunity for the company to establish itself as a major mining company in Kenya.

Shanta is a multinational business, structured with regional operating and exploration hubs in Tanzania and Kenya, resulting in an energetic, enterprising, and collaborative workplace, comprising a talented and aspirational team that continuously looks to drive the company forward.

As a key growth strategy, Shanta has recently initiated a Feasibility Study (‘FS’) for the West Kenya Project. The Feasibility Study will be developed to internationally recognized Mining Technical Reporting standards, and which will define the mining projects strategy, resources, reserves, mine life, mine infrastructure, permits readiness, community planning, and execution methodology.

To support this growth the Team requires an Environmental Manager who will be part of the management team that will steer this ambitious and exciting project into reality.

The purpose of the role is to implement, coordinate and monitor Shanta Kenya’s Environmental Management System so as to ensure compliance with internal policies and with the Environmental Management and Coordination Act (EMCA) 1999, and to minimize the environmental impact of Shanta’s West Kenya Project Operations. The role is in support of the West Kenya Project’s Feasibility Study and also of on-going exploration; chief among the tasks of this role will be the management of the ESIA element of the Feasibility Study, as well as ensuring compliance with the NEMA issued EIA licenses in respect of Shanta’s Prospecting Licenses.

This role reports directly to the Country & Corporate Affairs Manager, and indirectly to the Feasibility Study Manager, and will collaborate closely with other members of the West Kenya Exploration team and the ESIA Team. This is a two (2) year performance-based contract with an option to renew based on project requirements.

The position will be based in Kisumu.

As the Environmental Manager you will be responsible for:

- Implement, coordinate and monitor Shanta's West Kenya Project Environmental Management System in order to provide sound environmental management of all Shanta's Kenyan Operations, including but not limited to:
 - Minimize the West Kenya Project's environmental impact and create and maintain policies, procedures, and auditing schedules to ensure optimum environmental stewardship of Shanta's Kenya operations, including contractors.
 - Monitor and implement the requirements of (EMCA) 1999, its regulations and other environmental legislation relevant to Shanta's activities; stay updated with environmental trends and legislation and maintain close and strong relationships with NEMA and other environmental authorities.
 - Ensure timely acquisition of statutory licences and permits and maintain compliance, including commissioning of EIA annual environmental audits and ensuring strict adherence to any corrective actions required.
 - Ensure environmental compliance by staff and contractors by ensuring regular inspections and audits and developing suitable materials for sensitization and training on environmental matters.
 - Investigation of environmental incidents and developing action plans and remedial measures.
 - General management of the environmental department including management of junior environmental personnel, proper record keeping, negotiation of environmental service agreements, development of environmental budgets, and controlling environmental costs.
- Manage the West Kenya Feasibility Study ESIA process, including but not limited to:
 - Effective communication and coordination with all external ESIA Consultants and their teams, principally the ESIA Consultant and ESIA Oversight Consultant.
 - Responsibility for in-house FS Baseline Study Data Collection, in collaboration with external Feasibility Study ESIA Consultants and Shanta's Tanzanian Environmental lead.
 - Engagement and coordination with NEMA on FS permitting matters.
 - Submission of FS Scoping Study, Terms of Reference and other statutory permitting submissions to NEMA
- General:
 - To comply with all internal and external reporting requirements
 - Undertaking such other duties as may be determined from time to time within the general scope of the post.
 - Contributing to the safe working environment for all employees, contractors and the public through standard safety practices, adhering to work instructions and standards, reporting non-compliance, risks or losses and any security issue thereby preventing injuries, environmental degradation or productivity loss.

The ideal candidate should have:

- University degree in Environment related field (Mandatory)
- NEMA certification (Mandatory)

- Evidence of continued professional development and technical training (Important)
- Clean driving license (Important)

Experience:

- At least 10 years' cumulative experience in environmental related work.
- Experience managing permitting processes for large capital projects in Kenya would be an asset.
- Experience managing teams of environmental staff and/or Consultants.
- Demonstrated experience in the following areas:
- Experience with environmental management systems.
- Handling EIA related matters such as conducting or monitoring EIAs.
- Handling Environmental Audits as part of the consulting team or as the client.
- Working with Government environmental agencies such as NEMA.
- Direct interaction and engagement with the public especially local communities.
- Experience in the extractive sector, or in major infrastructure construction projects.
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Must have relevant knowledge of:

- Windows computing packages (Outlook, Word, Excel, PowerPoint etc.)
- NEMA Regulations
- GIS software packages (ARCGIS) (added advantage)
- Excellent written and verbal communication and presentation skills - Fluency and literacy in English and Swahili, and Fluency in Luhya and Luo (added advantage)
- Knowledge of Environmental Management systems, EMP development and implementation, EIA Monitoring and evaluation, budgeting, reporting and grievance management systems
- Knowledge of Environmental and Mining Legislation
- Knowledge of Environmental risk assessment and procedures
- Basic knowledge of the extractive sector

Skills:

- Self-motivation and the ability to work with minimal supervision
- Mediation skills
- Time management scheduling and planning
- Social aptitude, diplomacy, and emotional intelligence

If you are an interested candidate and fit the profile, please apply to:

kenyarecruitment@shantagoldltd.com

APPLICATIONS CLOSE BY: 2ND JUNE 2023