



Job Advertisement

GENERAL MANAGER JOB DESCRIPTION

Position/Job Title: General Manager

Job Grade: E3

Department: Management

Reports To: Group COO

Job Brief:

The General Manager is responsible for the safe, efficient, and profitable management of all underground mining operations on site. This role oversees the full mining value chain — from planning and production through processing, maintenance, and logistics — ensuring that all activities comply with world best practice safety protocols, corporate standards, regulatory requirements, and sustainable operating practices.

The General Manager provides strategic leadership across all operational departments, with an uncompromising focus on safety, productivity, cost control, and workforce development.

Key Responsibilities: The General Manager has the following responsibilities and duties:

Leadership and Strategy

- Develop and execute the site's strategic and operational plans aligned with corporate objectives.
- Lead, mentor, and motivate multidisciplinary teams to achieve production, cost, and safety targets.
- Drive a culture of continuous improvement, accountability, and operational excellence.

Safety, Health, Environment and Community (SHEC)

- Ensure full compliance with company HSE standards, statutory regulations, and ISO systems.
- Champion a zero-harm safety culture across all departments.
- Oversee emergency response preparedness, risk management, and environmental stewardship.
- Foster strong relationships with host communities and local stakeholders.



Mining Operations

- Direct underground mining activities, ensuring optimal extraction and grade control.
- Oversee mine planning, drilling and blasting, load and haul operations, and ore stockpile management.
- Ensure alignment between short-term and life-of-mine (LOM) plans.

Processing and Metallurgy

- Manage processing plant operations to achieve recovery, throughput, and quality targets.
- Monitor plant performance, maintenance, and metallurgical test work programs.
- Support continuous improvement initiatives to maximize plant efficiency.

Maintenance (Fixed and Mobile Plant)

- Oversee maintenance strategies for reliability and asset life optimization.
- Ensure timely preventive and corrective maintenance for plant, equipment, and infrastructure.
- Manage budgets for parts, consumables, and contractor services.

Technical Services

- Supervise mine planning, geology, survey, geotechnical, and grade control teams.
- Approve mine designs, production schedules, and reconciliation reporting.
- Drive innovation in mine design, technology adoption, and cost reduction initiatives.

Finance and Administration

- Develop and manage the annual site budget and cost control framework.
- Ensure accurate production reporting, cost tracking, and compliance with governance requirements.
- Contribute to capital project development and execution.

Human Resources and Training

- Promote workforce capability development, succession planning, and performance management.
- Ensure alignment of training programs with statutory and operational needs.
- Support a positive employee relations environment.
- Drive employee engagement across all levels of the organization



External Relationship Management

- Promotes local content development to support the local economy
- Builds and maintains community relationships through the implementation of the Company's CSR Strategy
- Maintains professional relationships with local, regional and local government stakeholders
- Maintains professional relationships with regulators

Job Requirements: The General Manager should have the following education, experience and skills:

- Minimum of **10 years in senior management roles** within mining, heavy industry, manufacturing, energy, civil construction, or other large-scale operational environments
- Bachelor's in Mining, Engineering, Project management, Industrial Management, or related field; MBA or equivalent is an asset.
- Demonstrated success in leading and coordinating complex operations with a workforce of **1,000+ employees**, ensuring productivity, quality, and **safety performance**.
- Strong capability to balance strategic direction with day-to-day operational oversight — driving efficiency, process optimization, and cost control
- Deep commitment to **safe**, sustainable, and responsible business practices
- Skilled in translating business strategy into efficient operational plans and measurable results
- Experienced in managing diverse, multicultural teams and fostering a culture of collaboration and accountability
- Proven ability to lead modernization, automation, and continuous improvement initiatives in industrial or heavy operational settings
- Strong grasp of budgeting, cost control, and performance management to drive sustainable growth
- Track record of leading modernization, automation, or continuous improvement initiatives
- Experienced in maintaining constructive relationships with local communities, government entities, and corporate stakeholders to ensure smooth and responsible operations
- Results-driven, adaptable, and resilient leader with strong communication and decision-making skills



Location

The role shall be based full-time at Rutongo Mines in Rulindo district, Northern province.

Job Application

All interested and qualified candidates are invited to send their applications with a cover letter, Curriculum Vitae, copies of their academic and professional certificates on **recruitment.rmines@trinity-metals.com** later than **13th December 2025**.

Only shortlisted candidates will be contacted.