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Tembo Nickel Corporation Limited  
Reg. No:149494871

## VACANCIES

### HR LEAD-NGARA

#### Position Summary:

Tembo Nickel is seeking to recruit a **HR LEAD** to join Tembo Nickel Project Team. This role will be accountable in delivering best practice in managing people and contractors on site. The successful candidate for this role will report to the **Site General Manager**

#### Duty Station: Tembo Nickel Project Site- Ngara

#### Duties and Responsibilities

- Support development and implementation of HR initiatives and systems on site
- Providing training on policies and procedures for employees and contractors on site
- Lead recruitment process for site-based roles
- Prepare and submit all Human Resources Reports on monthly and quarterly basis
- Review and implement effective on-boarding plans
- Develop training and development programs
- Assist in performance management processes,
- Provide support to management on matters relating to disciplinary and grievances
- Maintain employee records according to TNCL policies and legal requirements.
- Conduct monthly auditing to contractors to ensure they comply with labor legislation
- Supervisor travel and camp teams.

#### Qualifications and Competencies

- Bachelor's degree in social science or related discipline. Master's degree in Social Science is an added advantage.
- Minimum of 5 years' working experience in HR management in a large-scale operation, preferably in the mining and extractive industry.
- Demonstrated knowledge of Tanzanian and international regulatory framework for HR Management.

#### How to Apply

Applicants are invited to send their resumes indicating the role title in the subject via email [jobs@tembonickel.com](mailto:jobs@tembonickel.com)

**Application closing date is 30<sup>th</sup> January, 2026**

*Note: We are committed to provide equal employment opportunities based on merits, and we do not charge candidates any fees in the whole recruitment process. Women are strongly encouraged to apply.*

Directors: Christopher Showalter (American), Keith Liddell (British), Gerick Mouton (South African),  
Nehemiah Osoro (Tanzanian) and Royal Lyanga (Tanzanian),

[tembonickel.com](http://tembonickel.com)

