



Tembo Nickel Corporation (“Tembo”) is an operational company established through the Framework Agreement (19 January 2021) between Kabanga Nickel Limited (“Kabanga Nickel”) and the Government of Tanzania (“GoT”) for the development of the Kabanga Nickel Deposits in the Ngara District in North-West Tanzania. Under the terms of the Framework Agreement, Tembo (owned 84% by Kabanga Nickel and 16% by GoT) has been officially formed for the mining and processing of nickel, copper and cobalt.

The Project is a fully integrated, greenfield development that will produce nickel, copper, and cobalt products for the global market. As one of the world’s largest undeveloped high-grade nickel sulfide deposits, the Project represents a globally significant opportunity aligned with the accelerating transition to a low-carbon economy and is positioned to deliver both strategic value to the global supply chain and meaningful economic and social benefits to Tanzania and its citizens. The Kabanga Mine, Concentrator, and associated infrastructure are situated at the Kabanga Site, where nickel sulfide concentrate will be produced.

HEAD OF COMMUNITY AND RESETTLEMENT

Position Summary:

Tembo Nickel is seeking to recruit a **Head of Community and Resettlement** to join Tembo Nickel Project Team. This role is based at **Dar es salaam with frequent travel to site**. The Head of Community and Resettlement provides strategic leadership, governance oversight, and senior-level direction for all community relations and resettlement related work, ensuring the company maintains a strong social license to operate and meets its commitments to communities, government, investors, and regulators. The role oversees Resettlement Implementation, Government & Community Relations, Livelihood Restoration, and Monitoring, Evaluation & Learning (MEL)—ensuring all programs are integrated, compliant with IFC Performance Standards, and aligned with business objectives. This position is accountable for managing social and reputational risks, ensuring ethical and transparent engagement with stakeholders, and driving high-quality delivery of resettlement, community development, and social risk mitigation activities across the project lifecycle.

Duties and Responsibilities

1. Strategic Leadership and Governance
 - Provide overall leadership and strategic direction for the Community and Resettlement function, ensuring alignment with corporate strategy, operational priorities, and international standards.
 - Serve as the principal advisor to the Executive Leadership Team on social risks, community dynamics, resettlement progress, and stakeholder expectations.
 - Lead the development and implementation of the Social Performance Strategy, ensuring coherence across resettlement, livelihoods, community relations, and MEL workstreams.
 - Establish governance frameworks, quality assurance systems, and performance indicators to ensure transparent oversight and continuous improvement.
 - Represent the company in high-level engagements with government, lenders, auditors, and external stakeholders on social performance matters.
2. Resettlement, Livelihoods, Community Relations and MEL
 - Provide direction and oversight to all Project activities including Resettlement Construction, Implementation, Livelihood restoration, and MEL.
 - Ensure delivery of activities meets IFC PS5, national legislation, and lender requirements.
 - Drive an approach that creates an environment where PAPs can achieve sustainable improvements in living standards.
 - Ensure Government & Community Relations activities strengthen trust, maintain social license, and support operational continuity.

- Drive a continuous learning approach to ensure robust monitoring, evaluation, and learning systems that enable evidence-based decision-making and accountability.
 - Ensure all workstreams operate in an integrated, coordinated manner with clear interfaces and shared objectives.
 - Work closely with the site General Manager and Project Director to ensure RAP and Community activities enable operational deliverables and operational activities enable quality social performance.
3. Stakeholder Engagement and Relationship Management
- In Collaboration with the CEO/Country Manager lead high-level engagement with regional and national government authorities, ensuring transparent communication and constructive relationships.
 - Oversee the company's approach to stakeholder and community engagement, ensuring it is culturally appropriate, inclusive, and aligned with stakeholder expectations.
 - Ensure effective management of grievances, commitments, and stakeholder issues, with timely escalation and resolution.
4. Social Risk Management and Compliance
- Identify, assess, and manage social, operational, and reputational risks across the project lifecycle.
 - Ensure compliance with IFC Performance Standards, Equator Principles, UNGPs, Tanzanian legislation, and lender requirements.
 - Oversee internal and external audits, ensuring findings are addressed and corrective actions implemented.
 - Ensure social risks are integrated into enterprise risk management processes and operational decision-making.
5. Planning, Reporting and Assurance
- Lead the development of annual Social Performance plans, budgets, and resource allocations.
 - Oversee the preparation of high-quality reports for senior management, the Board, lenders, and government authorities.
 - Ensure accurate, timely, and transparent reporting on resettlement progress, livelihood outcomes, stakeholder engagement, and social risk trends.
 - Lead social reporting for the LZM Sustainability Report.
 - Ensure data integrity and strong documentation practices across all workstreams.
 - Govern all Social Performance Standard Operating Procedures (SOPs).
 - Own and develop the Social Performance budget.
6. Team Leadership and Organisational Capability
- Lead and mentor the Social Performance Lead Team (Managers for Resettlement, Livelihoods, Government & Community Relations, and MEL).
 - Build organisational capability in social performance, resettlement, and community engagement through training, coaching, and professional development.
 - Foster a culture of accountability, collaboration, and continuous learning across the department.
 - Ensure adequate staffing, resourcing, and support for Community and Resettlement function.
7. Cross-Functional Integration
- Work closely with Project Operations, HSE, Security, HR, Supply Chain, Legal, and Communications to ensure social considerations are integrated into planning and execution.



- Ensure alignment between land access, construction schedules, resettlement sequencing, and community engagement.
 - Support local content initiatives, including local employment, procurement, and capacity-building.
8. Health, Safety and Ethical Conduct
- Ensure all Social Performance activities are conducted safely and in accordance with HSE standards.
 - Model ethical, respectful, and culturally sensitive behaviour in all interactions.
 - Ensure team compliance with safety protocols and timely reporting of incidents.

Qualifications

Bachelor's degree in social sciences, Development Studies, Public Policy, or a related field.

Postgraduate qualifications in social performance, resettlement, ESG, or leadership is an advantage.

Knowledge and Experience

- Minimum 12–15 years' experience in social performance, resettlement, community relations, or related fields.
- Significant experience in mining, infrastructure, or large-scale development projects.
- Demonstrated experience leading complex resettlement programs aligned with IFC PS5.
- Proven track record managing senior teams and multidisciplinary functions.
- Experience engaging with government, lenders, auditors, and community stakeholders at senior levels.

How to Apply

Applicants are invited to send their resumes indicating the role title in the subject via email

jobs@tembonickel.com

Application closing date is 14th June,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.