

VACANCY

RESETTLEMENT SENIOR OFFICERS (3)

Position Summary:

Reporting to the Resettlement Manager, the Resettlement Senior Officer supports the implementation of the Resettlement Action Plan (RAP) by engaging regularly with Project Affected People (PAPs), ensuring they are well-informed, prepared for project activities, and able to raise concerns safely and effectively. The role plays a critical part in strengthening trust between the company and local communities by providing accurate information, identifying household-level risks and vulnerabilities, and ensuring PAP needs are integrated into resettlement planning and delivery.

Duty Station: Kabanga Site (6/3 Roster)

Duties and Responsibilities

CORE ACCOUNTABILITIES

1. PAP Engagement and Information Sharing

- Conduct regular engagement with PAPs aligned with the Stakeholder Engagement Plan.
- Provide clear, culturally appropriate information to households and community groups, ensuring expectations are managed and concerns are addressed promptly.
- Support and/or deliver training to PAPs that support their effective transition into the host villages and new houses.
- Maintain accurate records of all engagements, issues raised, commitments made, and follow-up actions.

2. Vulnerability and Hardship Assessment

- Identify households experiencing hardship, vulnerability, or requiring additional support, using agreed assessment tools and criteria.
- Monitor changes in household circumstances
- Work closely with Livelihood Restoration team to ensure communities are aware of planned delivery of activities and activities are delivered as per the RAP.

3. Integration of Learning and Best Practice

- Work with the MEL team to identify lessons learned, emerging trends, and best practices relevant to resettlement implementation.
- Contribute to internal monitoring and evaluation of resettlement activities

5. Stakeholder Interface and Issue Resolution

- Support the resolution of PAP concerns by coordinating with the Grievance team and ensuring issues are addressed in line with company procedures and IFC PS5.
- Facilitate feedback loops so PAPs understand how their concerns have been considered or resolved.

6. Planning, Reporting and Documentation

- Contribute to departmental planning processes, including activity planning, risk identification, and resource needs.
- Prepare weekly updates, engagement summaries, and inputs to resettlement progress reports.
- Ensure all documentation meets internal quality standards and is stored in accordance with data management protocols.

Qualifications and Competencies

- Bachelor's degree in social sciences, Community Development, Development Studies, or related discipline
- Minimum of 5 years' experience in resettlement, Community engagement, Social performance, or related fields.
- Computer literate and fully conversant with basic computer applications
- Experience in resettlement projects and the mining industry will be an added advantage

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 05th October ,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.