COMMUNITY ENGAGEMENT SPECIALIST

Position Summary:

Tembo Nickel is seeking to recruit **a Community Engagement Specialist** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Community Engagement Specialist supports the delivery of high-quality stakeholder engagement and community relations activities that strengthen the company's social licence to operate. The role provides technical, operational, and analytical support to ensure that engagement processes are well-planned, culturally appropriate, compliant with IFC Performance Standards, and responsive to community needs and expectations. The Specialist acts as a key interface between the company and Community, Private Sector and Civil Society stakeholders, ensuring issues are identified early, addressed appropriately, and escalated when required.

Duties and Responsibilities

Stakeholder Engagement and Relationship Management

- Define and implement stakeholder engagement activities in line with the Stakeholder Engagement Plan, ensuring respectful, transparent, and timely communication with communities and government authorities.
- Maintain regular contact with community, village and ward stakeholders, documenting issues, commitments, and follow-up actions.

Community Interface and Issue Management

- Define and deliver community-facing project activities, specifically in relation to two-way engagement and community development initiatives.
- Serve as a day-to-day liaison between the company and local communities, ensuring inquiries, concerns, and feedback are managed promptly and sensitively.
- Support Resettlement and Livelihood teams with engagement activities as required.
- Identify emerging community issues, risks, or tensions and escalate them to the Manager Social Performance with recommended mitigation strategies.
- Lead key issue resolutions.

Program Delivery and Coordination

- Support the development of key social performance plans, as directed by the Lead Government and Community Engagement. These could include human rights, gender and/or social investment.
- Assist in the planning and implementation of research studies and manage contracts ensuring consultants are adequately supported and engagements confirmed.
- Coordinate with the Communications team to ensure consistent messaging and appropriate dissemination of project information.
- Work closely with the Grievance/Data team to ensure grievances are accurately recorded, investigated, and resolved in line with company procedures and IFC PS5.

Monitoring, Reporting and Compliance

- Maintain accurate records of stakeholder engagements, commitments, and follow-up actions.

- Participate in and, where required, lead HSE meetings, toolbox talks, and contractor engagements to reinforce a strong safety culture.
- Ensure timely reporting and escalation of any HSE incidents related to Tembo Nickel operations.
- Prepare weekly and monthly reports summarising engagement activities, issues, risks, and recommendations.
- Ensure all activities comply with Tanzanian legislation, company standards, and international best practice.

Health, Safety and Conduct

- Demonstrate full knowledge of HSE standards and ensure all engagement activities are conducted safely.
- Participate in HSE meetings and report any incidents or community-related risks.

Qualifications

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

Knowledge and Experience

- Significant experience in owning and managing community development activities and processes.
- At least 7 years' experience in community relations, social performance, or related fields.
- Experience working with multicultural teams and local communities.
- Experience in mining, infrastructure, or large-scale development projects; resettlement experience is an 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 14th November,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.