VACANCIES

RESETTLEMENT MANAGER (RE-ADVERTISED)

Position Summary:

Tembo Nickel is seeking to recruit **a Resettlement Manager** to join Tembo Nickel Project Team. This role is based at **Kabanga Site on a 6/3 roster**. Resettlement Manager leads the planning, execution, and governance of a complex, multi-year resettlement program in alignment with IFC Performance Standard 5, Tanzanian legislation, and company standards. The role is accountable for ensuring that land acquisition, compensation and physical relocation are delivered ethically, transparently, and efficiently, with strong risk management and robust community engagement. The role works closely with the Resettlement Livelihood Manager and MEL Manager to ensure the Resettlement Process improves the livelihood and wellbeing of impacted households. This position provides strategic leadership to a multidisciplinary resettlement team and serves as a key advisor to senior leadership on resettlement risks, performance, and compliance.

Duties and Responsibilities

Strategic Leadership and Governance

- Lead the end-to-end implementation of the Resettlement Action Plan (RAP), ensuring alignment with IFC PS5, national regulations, and internal governance frameworks.
- Provide strategic advice to the Head of Community and Resettlement and Project Leadership on resettlement progress, risks, and mitigation strategies.
- Establish governance systems, quality assurance processes, and performance indicators to ensure transparent oversight of resettlement activities.

Resettlement Planning and Execution

- Oversee land acquisition processes, including Notice to Vacate, Relocation, Transitional Support and on-going Livelihood Restoration, in collaboration with the Livelihood Manager.
- Lead the planning and delivery of physical relocation, ensuring households and associated graves are moved safely, respectfully, and in accordance with agreed entitlements.
- Work closely with Livelihood Restoration Manager to ensure the design and implementation of livelihood restoration programs, are culturally appropriate, market-aligned, and measurable.

Team Leadership and Capability Development

- Lead a team of resettlement officers, and work closely with livelihood specialists, survey teams, community monitors, and technical consultants.
- Provide coaching, performance management, and professional development to build internal resettlement capability.

Stakeholder Engagement and Issue Resolution

- Support the Country Manager in preparing for high-level government engagements, including briefings, talking points, and follow-up documentation.
- Work closely with the Manager, Government & Community Relations to ensure coordinated engagement with affected communities and government authorities.

- Oversee the resolution of resettlement-related grievances, ensuring timely, fair, and transparent outcomes.
- Work closely with the Grievance/Data team to ensure grievances are accurately recorded, investigated, and resolved in line with company procedures and IFC PS5.
- Engage with vulnerable households and community groups to ensure their needs are identified and addressed.

Risk Management and Compliance

- Identify, assess, and manage social, operational, and reputational risks associated with resettlement.
- Regularly review resettlement risks and effectiveness of critical controls.
- Ensure compliance with lender requirements, audit findings, and corrective action plans.
- Oversee the preparation of documentation for internal and external audits, including lender reviews.

Monitoring, Reporting and Continuous Improvement

- Working with the MEL Manager, ensure the resettlement process adopts a continuous learning focus regularly integrating learnings into the process to minimise negative impact to resettled families and continued alignment with international standards.
- Support the development of monitoring systems to track RAP implementation, livelihood outcomes, and household wellbeing.
- Integrate lessons learned into resettlement planning and operational decision-making.
- Produce high-quality reports for senior management, lenders, and government authorities.

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.
- Ensure timely reporting of any HSE incidents related to Tembo Nickel operations.

Qualifications

Bachelor's degree in social sciences, Development Studies, Land Management, or related field.
Postgraduate qualifications in social performance, resettlement, or project management are an advantage.

Knowledge and Experience

- Minimum 10 years' experience in resettlement, land acquisition, or large-scale social performance programs.
- Demonstrated experience leading complex RAP implementation in mining, infrastructure, or energy sectors.
- Experience managing multidisciplinary teams and external consultants.
- Demonstrated experience working in complex, multicultural environments and with local workforces.

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.