



SIERRA RUTILE LIMITED

WE ARE HIRING



Medical Officer—Sembahun Project (Fixed Term) -Internal/External Advert)

MBChB/MD or equivalent medical degree from a recognized institution.

5yrs. Post-qualification Experience | More...

Send your application and resume/CV to recruitment@sierra-rutile.com

Closing date: 15th July, 2026

WHO ARE WE



Sierra Rutile is a leading mineral sands company, operating world-class assets in Sierra Leone. Sierra Rutile is in the process of significantly expanding its core rutile production with associated increase of zircon and ilmenite by-products in Area 5 (Sembehun) south of Sierra Leone which is endowed with one of the heaviest deposit of natural rutile in the world. Sierra Rutile is the home for diverse, talented and innovative people that are highly motivated to ensure the attainment of the short and long term vision of the company. If you are an innovative individual here is an opportunity for career growth and fulfillment of dreams.

WHAT ARE WE LOOKING FOR

This is an opportunity for a distinguished young and energetic individual to deliver high-quality primary healthcare services to employees and dependents, ensuring occupational health standards are met, and coordinating referrals to external health facilities when necessary.

REPORTING AND LOCATION

The successful person will report to the Chief Medical Officer and will be based at the project site in Bagruwa Chiefdom Moyamba District, Southern Province, Sierra Leone.

JOB SPECIFICATION

1. Clinical Care

- Provide comprehensive medical consultations, diagnosis, and treatment for employees and dependents.
- Manage acute and chronic medical conditions within the scope of the onsite clinic.
- Administer emergency care and stabilize patients before referral to external facilities.
- Prescribe medications and monitor treatment outcomes.

2. Occupational Health

- Conduct pre-employment, periodic, and exit medical examinations.
- Monitor workplace health risks and advise management on preventive measures.
- Support health surveillance programs (e.g., dust exposure, noise, chemical hazards).
- Promote health education and awareness campaigns on site.





3. Referral & Coordination

- Identify cases requiring specialized care and coordinate referrals to external hospitals/clinics.
- Maintain strong relationships with partner health facilities to ensure continuity of care.
- Ensure proper documentation and follow-up of referred cases.

4. Administration & Reporting

- Maintain accurate medical records in compliance with company and regulatory standards.
- Prepare periodic health reports for management, highlighting trends and recommendations.
- Ensure compliance with Sierra Leonean health regulations and company policies.
- Supervise clinic staff (nurses, paramedics, support staff) and ensure efficient clinic operations

5. Leadership Responsibility

- With support from People and Culture function, Medical Officer shall ensure the attraction, development, and retention of a high performing team to meet the current and evolving needs of the company through coaching, mentoring, and performance management and enhance capacity to deliver impactful results.
- Promote the transfer and development of skills to all staff as guided by the people and culture department.
- Effectively convey the company's vision to all employees.
- Ensure quality in the implementation of functional systems
- Ensure compliance with environmental and safety policies and promote a culture of safety amongst all staff
- Leading people to understand the management of mining and ensure understanding



6. Environmental, Health and Safety

- Ensures adherence to EHS policies, procedures, programmes, practices
- Ensures risk assessments are conducted on mine plans, systems, procedures and tasks within his responsibility areas.
- Ensure activities within both mining contractors' workshops are performed in a safe and acceptable manner that do not add risk to operational safety.
- Conducts regular health and safety talks with subordinates and contractors.
- Ensures appropriate PPE and safety equipment is used within the section.
- Draws on guidance from EHS function to ensure adherence to EHS practices.

PERSON SPECIFICATION

1. Qualifications and Experience

- MBChB/MD or equivalent medical degree from a recognized institution.
- Minimum of 3–5 years' post-qualification experience, preferably in occupational health or industrial settings.
- Permanent registration with the Medical and Dental Council of Sierra Leone.

2. Advantageous Knowledge and Skills

- Competence in clinical and emergency care delivery
- Occupational Health Systems Knowledge
- Infection Prevention and Control management.
- Adaptability to remote and independent clinical work with limited diagnostic and referral support.
- Performance Oriented, Flexible and Resilient
- Computer literacy including proficiency with suite of MS Software applications
- Competence with Electronic medical registers and hospital management software's



HOW DO WE CHOOSE YOU

Please forward your application with Resume/CV to:

The People and Culture Department

Sierra Rutile Limited,

Plant Site, Imperi Chiefdom or

11 Bintumani Crescent, Aberdeen

P.O. Box 59,

Freetown

SIERRA LEONE

Or e-mail: recruitment@sierra-rutile.com

Note: Only shortlisted applicants will be contacted

Women are strongly encouraged to apply

