



SIERRA RUTILE LIMITED

WE ARE HIRING



SAFETY SUPERINTENDENT— (Fixed Term) - Internal/External Advert

Bachelor's degree in Occupational Health & Safety, Mining Engineering, Environmental Science, or related field with NEBOSH/IOSH Certification. i | 5-8yrs. Experience | More...

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

Closing date: 10th 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 support SRL's Safety management framework, be responsible for overseeing, implementing, and monitoring health and safety programs within Civil Construction operations. This role ensures compliance with local and international mining, civil construction safety regulations, reduces workplace hazards, and promotes a culture of safety across all levels of the Company. (Custodian of the Safety System)

REPORTING AND LOCATION

The successful person will report to the SHER Lead and will be based at Area 5, in Bagruwa Chiefdom Moyamba District, Southern Province, Sierra Leone

JOB SPECIFICATION

1. Planning

- Develop short-term and long-term safety plans in line with Company policy, objectives and national and international requirements
- Identifies safety issues, risks and priorities as inputs into occupational health and safety planning
- Identifies risks and accordingly plans risk assessment processes over an annual period
- Implement risk mitigation strategies and monitor their effectiveness.
- Plans for improvements in safety and safety control systems to meet international standards
- Plans for the allocation and deployment of organizational resources to achieve Company objectives relating to international safety standards and requirements

2. Implementation

- Monitors worksites to ensure adherence to safety policies and procedures
- Conducts independent inspections of facilities
- Conducts investigations to establish root causes, identify corrective measures and take/recommend corrective action
- Drives adherence to safety policies and procedures through line management by appropriate support, guidance and awareness (toolbox talks, safety committees, safety representatives).
- Monitors key metrics of the safety system to ensure ongoing implementation



- Ensures preparedness of teams in firefighting, emergency response teams through supervision and training
 - Lead accident/incident investigations and recommend corrective actions
 - Develop and deliver safety training programs for employees, contractors, and new recruits.
 - Conduct emergency drills (fire, evacuation, first aid, etc.) and ensure preparedness.
- Promote continuous safety awareness campaigns

3. Evaluation

- Reviews of activities and information flowing out of safety system
- Assesses extent to which safety is in line with policies and plans, takes corrective action or recommends changes to EHS management
- Identifies gaps in terms of compliance, safety practices and safety policies, and makes changes or recommendations for corrective action
- Evaluates changes in work practices and regulations, and builds into safety plans and/or systems
- Establishes safety metrics for ongoing monitoring, performance and evaluation of safety performance in the workplace

4. Safety ,Environment and Regulatory Compliance

- Ensures risk assessments are conducted on critical equipment, systems, procedures and tasks by both self and subordinates
- Instructs subordinates on safety points to observe whilst performing a task
- Conducts regular health and safety talks with subordinates to reinforce EHS and related messages and decisions
- Ensures safety and lock-out procedures applicable to the section are understood and complied with
- Ensures self and subordinates wear appropriate PPE
- Ensures completion of inspections and audits (photographing of panels, etc)
- Identifies areas of non-compliance, takes action, or recommends intervention at higher organizational levels
- Issues, as a last resort, appropriate letters and warnings in cases of non-compliance, and follows up to ensure implementation/compliance

5. Leadership

- Allocates tasks to subordinates and follows-up on the activities assigned
- Ensures operating procedures are adhered to and takes corrective action as necessary
- Assists with on-the-job training of subordinates and trainees as required
- Ensures staff performance in terms of punctuality, quality of work and reporting timeously is to standard or better
- Directly inspects the work done by subordinates
- Develop, implement, and maintain the mine's Safety, policies and procedures.

1. Qualifications and Experience

- Bachelor's degree in Occupational Health & Safety, Mining Engineering, Environmental Science, or related field.
- Professional certifications (e.g., NEBOSH /IOSH Diploma).
- Membership in recognised professional bodies like IOSH or IIRSM is beneficial.
- 8 years health and safety experience, 5 years of which were in a safety supervisory position
- Deep understanding of mining and civil construction regulations, environmental standards, occupational health & safety laws.
- Experience with conducting risk assessments, audits, incident investigations (ICAM or 5-WHY), and crisis management.

2. Advantageous Knowledge and Skills

- Knowledge of the international occupational health and safety (OHS) standards and conventions, and the OHS bodies and agencies involved in oversight and monitoring
- Strong knowledge of mining safety legislation, hazard management, and incident investigation techniques.
- Proficiency in safety management systems and reporting tools.
- Excellent communication and training delivery skills
- The ability to apply the problem-solving skills and techniques to identify and resolve technical problem to meet operational/business outputs
- Ability to work in challenging and remote mining ,construction environments.

HOW DO WE CHOOSE YOU

Please forward your application with Resume/CV to:

The People & 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

