

## **TERMS OF REFERENCE: SENIOR EXPLORATION GEOLOGIST**

**Project Locations:** Rwanda and other potential African countries

### **Role Purpose:**

We are seeking an experienced and highly skilled Exploration Geologist on a consultancy basis to lead and guide exploration activities across multiple project locations in Rwanda and other potential African countries. The Senior Exploration Geologist will be responsible for exploration program design, planning, managing and implementing across our multiple project locations. The role requires a blend of field expertise, analytical skills, communication skills, strong understanding of geological principles, and proficiency in resource estimation to drive the discovery and development of mineral deposits, specifically within the context of gold mineralization and other identified mineral resources.

---

### **Key Qualifications**

#### **1. Education:**

- Bachelor's Degree in Geosciences, Geological Sciences, or a closely related field from an accredited institution. A master's degree in the same field will be an added advantage.

#### **2. Experience:**

- Minimum of 10 years' experience in mineral exploration 5 of which is gold exploration.

#### **3. Professional Membership:**

- Active member of a recognized professional body in the geosciences or mining association (e.g., AusIMM, SACNASP, AIG, Geology Societies, etc.).

#### **4. Professional Referees:**

- A minimum of 3 professional references who can vouch for the candidate's expertise, reliability, and performance in the field.

#### **5. Technical Proficiency:**

- Strong knowledge of geological mapping, logging, and resource estimation processes.
- CP- Proficient in estimating ore reserves and resources in compliance with standards like JORC, SAMREC, NI 43-101.

### **Key Responsibilities/Deliverables**

#### **1. Exploration Program design, implementation, and management**

- Lead and manage exploration activities across Rwanda and other potential African countries.

- Produce geological maps, sample collection, assay analysis and interpretation.
  - Provide geological support for ongoing exploration and mining operations, ensuring alignment with resource definition and mine development plans.
- 2. Resource Estimation and Modelling**
- Perform resource estimation, including block modeling, using geological data to define mineral reserves in compliance with JORC, SAMREC or NI 43-101 standards.
  - Develop and update 3D geological models representing mineralization, lithology, and structural data using software like Surpac, Micromine, or Leapfrog.
- 3. Drilling and Geo-metallurgy**
- Manage drill hole planning and spacing to optimize resource delineation and cost efficiency.
  - Work closely with metallurgical teams to understand ore characteristics or optimize extraction techniques.
- 4. Collaboration and Reporting**
- Collaborate with multidisciplinary teams, including mining engineers, environmental specialists, and metallurgists, to ensure integrated project outcomes.
  - Provide technical reports, presentations, and updates to senior management and stakeholders, ensuring clear communication of exploration progress.
- 5. Health & Safety**
- Ensure adherence to safety and environmental standards during all exploration activities.
  - Monitor the quality control of field operations and maintain a focus on safety for all team members and contractors.

## **Key Skills and Competencies**

- **Technical Expertise**
  - In-depth knowledge of exploration and mine geology, including structural geology, mineral deposit models, and resource estimation techniques.
  - Proficiency in geological modelling software (e.g., GIS, Leapfrog, Micromine and other 3D modelling tools).
- **Communication**
  - Strong verbal and written communication skills for preparing technical reports and presenting findings to senior management.
- **Analytical Thinking**
  - Excellent analytical and problem-solving abilities, capable of interpreting complex geological data to inform decision-making.
- **Health & Safety**

- Strong commitment to maintaining high standards of safety and environmental practices.
- 

## Performance Criteria

- 1. Technical Contribution**
    - Successful delivery of exploration data, resource estimation, and geological modelling on time and to high quality standards.
  - 2. Project Execution**
    - Effective management and execution of exploration programs, ensuring adherence to budget and timelines.
  - 3. Collaboration**
    - Strong teamwork and collaboration with cross-functional teams including geologists, engineers, and other specialists.
  - 4. Compliance**
    - Ensure compliance with industry standards, including NI 43-101 and CIM guidelines, and meet regulatory requirements for exploration activities.
- 

## Engagement Terms

- 1. Duration:** The engagement will be for a defined period (e.g., 6 months, renewable as needed).
- 2. Reporting:** The consultant will report to the Project Manager / Regional Exploration Manager and collaborate with relevant project teams.
- 3. Fees:** Payment terms and fees will be agreed upon based on the consultant's proposal and the scope of work.

Prepared by

**Tamara Birasa**  
**Group Head, Business Development**

Approved by

**Fabrice Kayihura**  
**Ag Chief Investment Officer**