



## ZAMBIA GOLD COMPANY LIMITED

Zambia Gold Company Limited (Zambia Gold) was incorporated on 10 January 2020. Zambia Gold (the 'Company') is co-owned by ZCCM Investments Holdings Plc with a 51% stake and the Ministry of Finance owning the remaining 49% stake. Zambia Gold is mandated to lead the development of the gold sector in Zambia by undertaking commercial activities for the benefit of all stakeholders. In order to achieve this objective, Zambia Gold Company will broadly undertake the following activities:

- i) Acquire exploration licences and carry out mineral exploration with a focus on gold (either directly or in partnership with other entities)
- ii) Develop and operate mines for gold and other precious minerals
- iii) Refining, grading, producing, cutting and processing of gold and other precious minerals
- iv) Buying and selling of gold and other minerals
- v) Support artisanal mining operations and transforming these into commercially viable activities
- vi) Pursue value addition opportunities in the precious metals sector

In order to achieve this mission, the Company invites applications from suitably qualified and experienced individuals who are innovative, energetic and performance driven to fill the following positions:

### 1. **Investments Manager X 1**

**Location** : Lusaka  
**Department** : Investments and Markets  
**Report to** : Head Investments and Markets

#### **Job Purpose**

To lead the business development team within ZGCL, as well as having overall responsibility for business growth, developing stakeholder's awareness of ZGCL's products and services and identifying new business partners.

## **Main duties**

- a. Grows new markets for ZGCL as well as continued expansion of the existing ones
- b. Executes expansion techniques and meets fiscal targets that will help ZGCL to grow and become successful in achieving its mandated objective.
- c. Acquires an extensive comprehension of present and anticipated market trends and developments, focusing on the key factors that impact the price of gold, other precious metals and base metals on the global market.
- d. Develops strategic ideas or proposals to make ZGCL successful and increase revenue and optimise overall commercial and social returns for the company's stakeholders.
- e. Identifies resources required and opportunities to expand product usage and develops strategies for achieving accelerated growth in business.
- f. Networks with prospective investors to identify the relevant value propositions and potential areas of synergy consequential to onboarding the prospective investors or strategic partners.
- g. Actively monitors and evaluates the performance of the company's product, active projects and asset portfolio (including, but not limited to, mining tenements, associates and subsidiaries) and recommends the relevant course action to be taken where applicable.
- h. Undertakes research studies that indicate both tailwinds and headwinds/challenges faced by the industry at present and in the future and illustrates knowledge of the operational attention to detail that will be required to succeed within the industry.
- i. Develops investment grade project proposals across the mineral value chain (from *exploration* to *mining* to *processing* to *marketing and trading*) in order to realise feasible and viable investment proposals.
- j. Makes the appropriate and cost-effective commercial and financial or investment banking deals.
- k. Drafts, negotiates and closes on all key commercial terms for all brokered deals.
- l. Develop strategies and structures to effectively optimise the participation of artisanal and small-scale miners (ASMs).
- m. Formulation and review of investment guidelines, policies and procedures for monitoring and evaluation of existing projects and investments as well as the identification and onboarding of new projects and investment opportunities.

## **Qualifications and experience**

- a) **Professional Qualifications**  
Full Grade 12 Certificate;  
Bachelor's Degree (or its equivalent) in Investments, Finance, Banking, Mining Economics or related fields.  
A Masters Degree or Professional Qualification (e.g. CFA, CIMA, FRM, ACCA) is an added advantage
- b) **Minimum Relevant Pre-Job Experience:**  
8 years work experience in financial analysis, corporate finance, investment banking and related fields.
- c) **Skill Specifications:**  
Negotiation skills  
Communication skills

Computer skills

- d) **Other Attributes (Personality Traits)**  
Persuasive and Pleasant
- e) **Valid Driver' s license**

## 2. **Investments Analyst X 1**

**Location** : Lusaka

**Department** : Investments and Markets

**Report to** : Investments Manager

### **Job Purpose**

To ensure the competitiveness of Zambia Gold Company Limited by devising strategies and investment plans and prevailing conditions in the gold mining and financial sector industry, to ensure that the Company remains a leader within its defined sector.

### **Main duties**

- a) Continuously collects and interprets data, such as company financial statements, price developments, currency adjustments, and yield fluctuations as it relates to gold mining
- b) Perform financial due diligence, analysis and other actions as outlined with the company's investment policies, processes and procedures on prospective projects and recommend an investment decision to the Investments Manager.
- c) Actively participate in any feasibility study exercises in relation to developing a greenfield mining opportunity exercise or mineral processing infrastructure projects.
- d) Conducting market research on the gold mining and value chain industry and gather market intelligence to enhance management of various gold projects.
- e) Write research reports that will form a key input to business proposals.
- f) Creating financial and commercial structures that enhance return on investment of projects and financial planning.
- g) Analysing company accounts and financial projections and advise the company on how to best position its investments
- h) Maintain up-to-date information on the latest economic trend in the country, latest and any updates in the financial markets as it impacts on gold mining industry
- i) Provide updates on financial market activities to assess and correctly position the company in the local and the global market.
- j) Closely monitor performance of the company's product existing and asset portfolio and assess any key (upside or downside) risks thereto.
- k) Provide advice to the Investments Manager on all investment compliance regulations
- l) Draft initial business proposals for presentation to the Investments Manager
- m) Monitor the financial news using specialist media sources

- n) Assist in implementing of company strategic plan to enhance Investment and Trade.
- o) Continuous liaison and interaction with artisanal and small-scale miners (ASMs) to identify key gaps and areas in which ZGC can provide technical assistance.
- p) Tracks all rights and obligations of existing business and financial relationships or agreements to which ZGC is party to ensure that there are no lapses at any given time that could negatively impact company value.

### **Qualifications and experience**

- a. **Professional Qualifications**  
Full Grade 12 Certificate  
Bachelor's Degree Economics, Commerce, Finance, Business Administration or its equivalent. Master Degree and or *Chartered Financial Analyst (CFA)* level 1 in a relevant field will be an added advantage.
- b. **Minimum Relevant Pre-Job Experience:**  
4 years experience in a similar position.
- c. **Skill Specifications:**  
Negotiation skills  
Communication skills  
Computer skills
- d. **Other Attributes (Personality Traits)**  
Persuasive and Pleasant
- e. **Valid Driver' s license**

Zambia Gold Company Limited provides equal employment opportunities to all Zambians on merit without discrimination on the basis of age, gender, colour, tribe, disability, or religion.

Interested, suitably qualified and experienced persons should send their application together with certified copies of Academic and Professional certificates; a detailed Curriculum Vitae with traceable references and copy of the NRC should reach the undersigned not later than Friday, **5<sup>th</sup> March, 2021.**

*Only shortlisted candidates will be responded to.*

**Head Human Resources and Administration  
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