



Resolute



JOB ADVERTISEMENT

The Resolute Mining Group, involved in the exploration, development and production of gold in Côte d'Ivoire, is seeking to fill a position for its sites, offering:

- The opportunity to join a reputable international company in gold production and development, committed to responsible mining and industrial practices.
- The opportunity to become a key member of the project team responsible for the development of CDI's next gold mine.

Position – ESG Superintendent (Environmental, Social and Governance)

Reports to the Exploration Manager / General Manager.

Role Responsibilities: ESG strategy leadership and management

- Ensure implementation of the Group's ESG strategy on site to maintain the social licence to operate.
- Ensure compliance with Ivorian regulatory requirements, IFC Performance Standards, ICMM Principles and investor requirements.
- Act as the interface between Head Office ESG commitments, mining operations, contractors and host communities.
- Supervise and develop the ESG team, including Environmental Officers, Social Performance Officers, Community Liaison Officers and the Grievance Officer.
- Chair weekly ESG Committee meetings with Operations, HSE, Human Resources and Security teams.

Environmental management

- Ensure compliance with the Ivorian Mining Code, Environmental Code, Environmental and Social Impact Assessment (ESIA), Environmental Permit and Environmental and Social Management Plan (ESMP).
- Oversee site environmental monitoring: water quality, air quality, noise, biodiversity and offset programmes.
- Oversee waste management, hazardous materials, hydrocarbon storage, as well as mine rehabilitation and closure activities.
- Lead investigations into environmental incidents and ensure reporting to the competent authorities within regulatory deadlines.
- Develop initiatives to reduce energy and water consumption and the site's environmental footprint.

Social performance and community relations

- Implement the Stakeholder Engagement Plan with communities, administrative authorities, traditional leaders and local leaders.
- Oversee the Grievance Management Mechanism (GMM) and ensure effective handling of all community complaints.
- Oversee resettlement, compensation and livelihood restoration programmes where required.
- Monitor local content commitments, including employment, training and local suppliers.
- Ensure compliance with human rights requirements, prevention of child labour, gender-based violence (GBV/SEA/SH), and the Voluntary Principles on Security and Human Rights (VPSHR).



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Governance, compliance and reporting

- Maintain the ESG risk register and monitor recommendations from internal audits, authorities, lenders and certification bodies.
- Prepare data for the Group's ESG reports in accordance with GRI, SASB and TCFD frameworks.
- Ensure compliance with the Code of Conduct, anti-corruption requirements, EITI obligations and supply chain due diligence.
- Organise ESG training, awareness sessions and induction programmes for employees and contractors.
- Manage the ESG budget as well as operating and capital expenditure related to environmental and community programmes.

Performance management and continuous improvement

- Ensure achievement of the site's ESG objectives and monitor key performance indicators (KPIs).
- Ensure ongoing site compliance with the ESMP and environmental permits.
- Oversee continuous improvement plans in environmental, social and governance matters.
- Manage major ESG incidents and coordinate responses in the event of a community or environmental crisis.

Qualifications, Experience and Skills:

Education:

- Bachelor's or Master's degree in Environmental Sciences, Geology, Agronomy, Sociology, Law, Sustainable Development or an equivalent field.
- Additional certification in environmental management, corporate social responsibility or management systems would be an advantage.

Experience:

- Minimum of 6 to 10 years' experience in ESG, HSE or Social Performance.
- At least 5 years' experience in the mining, major works, infrastructure, agriculture and agri-business sectors, or with development organisations.
- Strong experience in community relations management, environmental compliance and ESG systems.
- Proven experience in managing audits, stakeholders and international ESG reporting.

Skills and personal attributes:

- Excellent knowledge of the Ivorian Mining Code, Labour Code, Environmental Code and ANDE procedures.
- Good command of IFC Performance Standards, ISO 14001 and ISO 45001.
- Excellent leadership, communication and multidisciplinary team management skills.
- Strong negotiation, conflict management and stakeholder engagement skills.
- Strong analytical, report-writing and ESG data management skills.
- Excellent command of French; good English skills are essential for Group reporting.
- Proficiency in Dioula, Malinké, Baoulé or another local language would be an advantage.
- Ability to work in a multicultural environment and on a remote exploration site.



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Specific conditions of the role:

This position requires frequent travel to villages and neighbouring communities, regular presence on a remote mining site, and exposure to operational environments. The role holder must also be available to attend community and institutional meetings that may take place outside normal working hours.

We offer competitive remuneration and benefits in accordance with company policy. Details will be discussed during the recruitment process.

Female candidates are strongly encouraged to apply.

Please send your CV and cover letter no **later than 31 July 2026**, to the following address:
CDI.Recrutement@Resolutemining.com

Applications received after this date will not be considered.