JOB VACANCY:

MAINTENANCE TRAINING SPECIALIST AND COORDINATOR

ABOUT US

FG Gold Limited has been awarded the Baomahun Gold concession project located in Valunia Chiefdom, Bo District, and is currently in the development phase. To support this project development, FG Gold Limited is seeking a qualified individual to fill the vacant position of Maintenance Training Specialist and Coordinator.

RESPONSIBILITIES

The Maintenance Training Specialist and Coordinator is responsible for planning, delivering and coordinating maintenance training and competency assessment for the maintenance teams during the construction, commissioning, start-up and operational phases of the Greenfield gold mining project.

The role ensures that maintenance employees, in particular national employees and trainees, are trained, assessed and certified as competent to work safely and independently.

The Maintenance Training Specialist and Coordinator will design training programmes, coach Specialists and Trainers, maintain competency records and drive skills transfer using industry best practice.
The position plays a critical role in ensuring operational readiness before plant commissioning while building a skilled, locally sustained maintenance workforce.

- Assess skills and competency gaps across the maintenance team and prepare an annual maintenance training plan. Design trade, technical and safe-work training programmes, including induction and refresher training.
- Deliver and coordinate classroom, workshop and on-the-job training. Coordinate Specialists and Trainers to coach national employees and trainees.
- Develop and run competency assessments and trade tests, and certify employees as competent to work independently. Maintain competency matrices, training records and certification registers in the system.
- Maintain training records and report on training hours, completions, competency levels and trainee progression. Prepare and manage the training budget and external training requirements.
- Support succession plans that move national employees into Supervisor and Coordinator roles. Track and report local content and skills-transfer targets.
- Promote Zero Harm principles and ensure all training includes safe-work procedures. Ensure training and assessments comply with statutory requirements and company standards.

QUALIFICATION, SKILLS & EXPERIENCE

Educational Background:

Technical or Engineering Trade Certificate. National Diploma or Degree in Engineering, Technical Education or Training and Development or a related discipline.

Experience:

- Minimum of 8 years' experience in maintenance and technical training, with strong work management, contractor coordination, CMMS and safety leadership experience.
- Previous experience in a Greenfield mining project, commissioning or operational readiness environment.
- Experience with trade training, competency assessments, apprenticeship and trainee programmes and safe-work procedures.
- Desirable: experience in large-scale gold mining operations and contractor management.

Technical Skills:

- Technical training design and delivery
- Competency assessment and trade testing
- Training needs analysis
- Safe-work procedure development
- Coaching and mentoring
- CMMS systems and training records
- Excellent communication and facilitation skills
- Mining safety legislation and risk management
- Leadership, planning and organising
- Excellent communication and interpersonal skills

Languages:

Fluency in English.

Physical Requirements:

- Site-based Greenfield mining project; remote mine location.
- Roster-based employment.
- Office, classroom, workshop and plant environments.
- Occasional work outside normal business hours during shutdowns, breakdowns and commissioning activities.
- Frequent interaction with operational, maintenance and project teams.

HOW TO APPLY?

You can submit your application, along with your most recent curriculum vitae, via email to recruitment@fg-gold.com, ensuring the subject line includes the job title: **"MAINTENANCE TRAINING SPECIALIST AND COORDINATOR"** Alternatively, you may deliver a hard copy of your application and CV to the application box located at our FG Gold project site. The deadline for submission is December 4th 2026.

FG Gold is an equal opportunity employer and does not discriminate based on race, colour, religion, national origin, tribe, gender, or age.

Women are highly encouraged to apply.