



Adamus Resources Limited

SHSESG MANAGER

Job Purpose

To provide strategic leadership and operational control over all **Safety, Health, Security, Environmental, Social and Governance (SHSESG)** functions to ensure:

- Zero harm to people
- Regulatory compliance
- Environmental stewardship
- Responsible community engagement
- Alignment with ESG standards and corporate governance frameworks

Key Accountabilities & Responsibilities

1. Safety & Health Leadership

- Develop, implement and continuously improve the **Mine Safety & Health Management System**.
- Ensure compliance with statutory mining health and safety legislation (e.g. L.I. 2182).
- Lead hazard identification, risk assessment, and critical control management.
- Oversee incident investigation, root cause analysis, and corrective actions.
- Drive safety culture initiatives and workforce behavioural safety programs.
- Ensure contractor and visitor safety compliance.

2. Environmental Management

- Lead environmental compliance with **EPA permits**, ESMPs and closure plans.
- Oversee environmental monitoring (air, water, noise, tailings, waste).
- Ensure compliance with **ISO 14001 Environmental Management System**.
- Manage environmental incidents, audits and regulatory inspections.
- Drive biodiversity protection, reclamation, and mine closure readiness.

3. Security Management

- Develop and manage site security strategy and risk assessments.
- Ensure compliance with the **Voluntary Principles on Security and Human Rights (VPSHR)**.
- Oversee private security providers and access control systems.
- Coordinate emergency preparedness and crisis response.
- Manage asset protection and community-security interfaces.

4. Social Performance & Community Relations

- Lead community engagement, stakeholder mapping and grievance mechanisms.
- Ensure implementation of Community Development Agreements (CDA).
- Manage resettlement, livelihood restoration, and social impact mitigation.
- Build and maintain constructive relationships with traditional authorities, regulators, and communities.
- Oversee social impact assessments and reporting.



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5. ESG & Governance

- Develop and implement the mine's **ESG strategy and reporting framework**
- Ensure alignment with:
 - ICMC code
 - GRI standards
 - Corporate governance requirements
- Oversee ESG data integrity, reporting and disclosures
- Support ethical conduct, compliance and sustainability governance
- Participate in corporate audits and external ESG ratings engagements

6. Leadership & Management

- Lead multidisciplinary SHSESG teams with clear KPIs.
- Develop budgets, resource plans and improvement programs
- Coach, mentor and build capacity within the SHSESG function
- Act as key advisor to senior management on risk, compliance and sustainability
- Interface with regulators, auditors, NGOs and investors where required

Required Qualification & Experience

Academic Qualifications

- **Bachelor's degree** in Health, Safety, Environmental Science, Engineering, or related field (minimum)
- **Master's degree** in OHS, Environmental Management, Sustainability, or MBA (preferred)

Professional Certifications (Highly Desirable)

- NEBOSH Diploma or equivalent
- ISO 45001 & ISO 14001 Lead Auditor
- IOSH / IEMA / AusIMM or equivalent membership
- EPA or statutory environmental accreditation
- Minerals Commission's Certificate in Health, Safety and Environment Manager
- VPSHR and ESG-related certifications

Experience Requirements

- **10–15+ years** experience in mining or heavy industry
- Minimum **5 years** in senior SHSE / ESG leadership role
- Proven mining regulatory engagement and audit management
- Experience managing contractors, communities, and regulators



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Technical Competencies

- Strong leadership and decision-making
- Risk management and systems thinking
- Excellent stakeholder management
- High ethical standards and accountability
- Strategic mindset with operational discipline
- Crisis and emergency leadership capability

Skills & Experience

- Experience in crisis response co-ordination and management
- Negotiation Skills
- Analytical and consequential thinking
- Good judgement and planning skills
- Conflict management

Business Behaviours

- Financial analysis and Business acumen
- Team oriented
- Strong interpersonal skills with excellent verbal, written and listening skills
- Anticipates, plans and reacts quickly & flexibly to changing circumstances.
- Open, honest & reliable.
- Integrity, Attention to detail, time consciousness, Accountability, and teamwork ability