



## **MANAGEMENT TRAINEES DEVELOPMENT PROGRAM ADVERTISEMENT**

### **Who We Are:**

On behalf of Trinity Metals Ltd, one of its Companies, Rutongo Mines Ltd is a Tin Mining Company, situated in Masoro Sector, Rulindo District, Northern Province. Informs the public that it is recruiting Competent and Qualified trainees for The Management Trainee Development Program. The Management Trainee program is a program where Trinity Metals/ETI/Rutongo Mines/Piran Rwanda Ltd's shall enroll fresh graduates who want to pursue/advance their career in Managerial/Leadership functions.

### **II. The Management Trainees Development Program**

1. **Department :** HR, Finance, Supply Chain, Security, Legal & Compliance, Mining, Engineering, Technical Services and Safety Health, Environment & Community,
2. **Reports To:** The respective Head of the Department where they are working/training from.

### **3. What is entailed in the Management Trainee Development Program**

- i. The Trainee/s will spend practical time in every department/section (HR, Finance, Supply Chain, Security, Legal & Compliance, Mining, Engineering, Laboratory, Metallurgy, Survey, Geology, Projects, Health & Safety, Community and Environmental, ,.....) learning what each function does. They will be required to complete an assignment in each of the departments/sections.
- ii. They will then follow a structured development program in Mining, Geology, Metallurgy and Health & Safety.
- iii. Trainees will also attend Managerial and Leadership development programs.
- iv. Management Trainees will be remunerated at the level of a Supervisor at C3 Job Grade.
- v. Each Management Trainee will be allocated a Mentor for the duration of their development program
- v. If they are to move from one Mine to another, the Mine will arrange transport for these instances.

### **4. Requirements to join the Program:**

- I. The candidate must be a graduate; having some work experience will be advantageous.
- II. Must be at least 21 years or older but not older than 35 years
- III. Must have a clean record
- IV. Must accept to sign a retention bond to work for the Company after the Training.

- **5. Duration and Placement:** The Management Trainees development program will be for 18-24 months. Trainees will be evaluated and the successful ones will be placed in permanent roles in the Company.
- Those who will be successful but no vacancies exist to place them in, will be placed on a waiting list for future consideration.

### **Applying for the Program:**

Please submit the following documents in a single file attachment to the e-mail [recruitment.rmines@trinity-metals.com](mailto:recruitment.rmines@trinity-metals.com) for Human Resources Office, indicating the name of program you are applying for and addressed to the General Manager of Rutongo Mines Ltd.

- i. Application letter
- ii. A Curriculum Vitae- maximum 3 pages,
- iii. A copy of education and training certificates/diplomas/degrees
- iv. A copy of ID

### **Submission of Applications Deadline**

**The application deadline is 10<sup>th</sup> February 2023 at 5:00pm**

The applications submitted after deadline will not be considered.

Only shortlisted candidates shall be contacted.

For other inquiries please contact HR Office on **+250788312104** or **+250791701498**

**Done at Rutongo, on 31 January 2023**

  
**Julian Nixon**  
**General Manager**

**RUTONGO MINES Limited**  
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