



Toro Gold Ltd

Trafalgar Court
Admiral Park,
Guernsey.
GY1 3EL.

Toro Gold Ltd: Recruitment of Social and Environmental Sustainability Specialist

Background and Introduction:

Toro Gold Ltd is a gold exploration and development company focused on sub-Saharan Africa with a specific emphasis on west, east and central Africa. Further information can be found at www.torogold.com. Toro Gold is seeking to establish a multi million ounce portfolio of projects through a combination of acquisition and organic development.

Toro is fully committed to meeting International standards of good practice in the areas of social development, environmental protection and health safety and security (SESS). These issues are important to the company's directors and employees, its investors and communities impacted by its activities. Although currently principally an exploration company, Toro Gold intends to expand rapidly and to fully develop gold resources through to production and recognizes the need to adopt and apply standards and approaches which transcend the full development cycle.

Toro Gold has developed an Environmental and Social Performance Framework (ESPF), which draws upon appropriate International standards and will govern the way it operates with respect to these key issues. The framework includes a series of business principles and commitments which are an integral part of our business strategy. These are supported by a policy and set of performance standards which identify key management requirements during operations.

Toro wishes to appoint a Social and Environmental Sustainability Specialist who will play a major role in the implementation of its ESPF. This position provides an excellent opportunity for a talented and ambitious individual with appropriate experience to join a gold exploration and development Company in the early stages of its growth.

Applications should be submitted by e mail to Emilie.Record@torogold.com by close of business on 15th February 2012. Applications should include an up to date CV, a covering letter addressing your suitability for the role and including your salary expectations.

Principal Functions

The Social and Environmental Sustainability Specialist will:

- Work alongside Toro Gold Asset Managers to implement the ESPF
- Develop and implement appropriate management systems to locally apply the ESPF
- Build local capacity within Toro Gold Assets to manage SESS issues
- In conjunction with the asset manager build a network of local partners and stakeholders at Toro Gold Assets and liaise with them as appropriate
- Develop terms of reference for local and International SESS consultants as appropriate in support of ESPF implementation and manage the activities of consultants as required
- Supervise the activities of locally based environmental and social specialists as requested
- Undertake surveys and investigations as required



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- Develop issue specific operational and technical guidelines within the framework of the ESPF
- Make recommendations on improvements to the ESPF based on operational experience
- Report to Toro Gold management on implementation of the ESPF and on other issues as required.
- Support other Toro Gold activities as required.

Desired Skills and Experience

- Degree and higher degree in relevant environmental, social development or natural resource management discipline
- 5-10 years experience of the application of SESS requirements in a developing country environment, with specific expertise in one of the following:
 - Social and/or Environmental Impact Assessment
 - Social Development and Social Investment
 - Social and/or Environmental management systems development and implementation
- Experience in the extractives sector, with exposure to early stage pre-feasibility and 'start up' operations.
- Demonstrable ability to work across disciplines within the 'sustainable development' envelope.
- Experience in management of multi-disciplinary Social and Environmental Impact assessments
- Experience in community engagement and development of broader stakeholder relationships
- Familiarity with International standards, particularly the IFC performance standards and associated good practice an advantage.
- Fluency in English and French
- Experience in West and/or Sub Saharan Africa an advantage but not essential.
- Excellent communication and report writing skills
- Ability/preparedness to work in Africa in remote environments
- Self starting characteristics alongside the highest levels of professionalism essential

Key Internal Relationships

The Social and Environmental Sustainability Specialist will:

- Report directly to the CEO of Toro Gold Ltd
- Work closely with the Board Sustainable Development Advisor in applying the ESPF, defining work programme priorities and problem solving
- Work closely with Asset managers in the development of asset level ESPF implementation plans and in building local implementation capacity
- Supervise locally based social and environmental staff as required



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Employment Details

Full Time

Base: Central London with regular travel.

Remuneration – competitive by negotiation, possible equity participation after 1 year.

Start date: by negotiation but ASAP