

Our workforce

Case Study

Peter Sololo

Operations Manager

The Company in Tanzania sees very limited staff turnover, and generally staff only tend to leave the Company through succession planning.

This year, there were once again very few departures, although a landmark was achieved when the Company appointed its first ever Tanzanian Operations Manager. Taking over from a line of experienced expatriates, Peter Sololo quickly demonstrated that the Company had made the right decision in putting its faith in local talent. Peter joined the Company in 2012 as a field operator having graduated from the University of Dar es Salaam with a BSc in Chemical and Process Engineering.

He was soon talent spotted and promoted to trainee engineer supporting well services, before becoming the Company's well services engineer. Finally, before his promotion to Operations Manager, his talent, work ethic and capacity to manage complex projects saw him appointed to Projects Engineer providing on site and office-based oversight to all upstream operational tasks.

Peter becomes the latest Tanzanian manager within the Tanzanian Company, and sees the Company complete its succession planning from a broad expatriate management organization to one that is, with the exception of the Managing Director, entirely found on Tanzanians. That the majority of our Tanzanian managers have been trained and promoted from roles within the Company demonstrates the Companies commitment to Local Content and a 'Tanzania First' approach.



In this Company I feel honored and appreciated from top management. It gives me the assurance that if you work hard and you are devoted to your work you will get the recognition that you deserve.

Peter Sololo

Operations Manager

Interns

2020 saw the Company adopt a formal internship program, offering up to five places per annum to carefully selected Tanzanians with particular potential and relevant talent and interest.

Of the four selected in 2020, the Company placed an environmentalist, a marketer and two technical staff. Three of the four interns were female. Particular focus of the intern program was to ensure that not only did the interns gain direct and relevant experience of the only true upstream to downstream International Oil Company ("IOC") operating in Tanzania, but that they were able to add genuine value to the Company during their year with us.

The program is considered to be widely successful with very positive feedback from the interns, and all managers or mentors requesting extensions of the program; this will be examined in 2021 against the overall staff budget.

Company Operations continued

Our Workforce

Case Study

Rehema Shija

Compliance and Local Content Manager

Rehema was recruited into a brand new role within PanAfrican Energy Tanzania Limited ("PAET") following the introduction of strict Local Content Regulations in the country, followed by increased regulation in the upstream and downstream sectors.

With a strong background in law, Rehema is responsible for remaining conversant with the breadth of new laws and regulations introduced and ensuring the Company remains compliant. Rehema was very much responsible for developing her role herself and she quickly became one of the key managers within the Company. Not only is she required to operate across every department in the Company, she must understand in detail their roles, risks, decisions and limitations.

Rehema also spends a great deal of time managing the many and varied reporting requirements of PURA and EWURA. The role she has filled and subsequently developed requires someone with exceptional communication skills, an eye for detail, patience and the ability to get people to meet tight deadlines that may not always correlate with their own priorities. The role of Compliance and Local Content Manager is relatively new, but one that the Company depends upon greatly.



I liaise with other departments on procedures, supporting management by advising what to do and when.

Rehema Shija

Compliance and Local Content Manager

Q&A with Rehema Shija

When did you join the Company

I joined the Company three years ago in December 2017.

Where did you work and what is your work experience before PAET?

Just before I joined PAET, I was employed by UN-ILO for a short period of time. Prior to this, I worked for an oil and gas exploration company for five years called PETROBRAS, this is where I developed my understanding and passion for compliance.

Why did you want to get into local content and compliance?

When I joined PETROBRAS, I was a junior legal officer with little work experience in this sector having come from the mining industry. I realized the legal framework within the oil and gas industry was relatively new and under developed. I found the compliance element of this job really interesting, no one knew at this stage what was to be done, and we built everything from scratch, local content was a new concept. At this point, I knew then that this was what I wanted to do.

What made you join PAET above any other company?

The role looked really interesting, everything PAET was looking for was what I felt that I could do, it was like PAET was looking for me. I didn't know a great deal about the Company then, other than a little bit of information about the Songo Songo project that I had heard over the news. When I saw the job advertised it really spoke to me. I interviewed and received an offer, unfortunately I was unable to join. Four months later, I found out the position was still vacant and here I am over three years later growing and thriving in the position.

What are the daily activities you get involved with?

My main activity involves report writing, ensuring I get and distribute the right information. As a compliance officer, the most important task is to get it right. I liaise with other departments on procedures, supporting management on advising what to do and when. I also attend daily operational meetings to make sure I understand all elements of what is being done, that way I can support the team more efficiently.

Do you feel you add value to the Company? If so, how?

I do. It is the knowledge that I bring to the table. I advise management, and they make the decisions, it really adds great value to me, my role and the Company. When I joined the Company three years ago, local compliance was a foreign concept. Everyone within the Company now understands the significance of it. We discuss the principles of compliance and the importance of procedures and having the correct documentation on a daily basis.

What do you enjoy most about your role?

I enjoy my role and feel supported within it. When I first joined, a number of my colleagues didn't always understand the need for the role which meant it could be a challenge to get the necessary information. However, after a short period of time this changed significantly and my colleagues, even during the planning stage of whatever project they are undertaking consider local content, they offer information and ask for advice. When it comes to reporting, it's far easier because I have the correct information. This has made my role enjoyable, I must say. I also enjoy opportunities that the Company opens up for growth. I don't remember a time I have asked to attend a course or seminar for my personal growth and been denied. The training, workshops and seminars really give me as a professional a chance for growth.

How do you as a female leader feel you are seen within the Company?

I feel that I get support and respect within the Company, this is particularly apparent from other managers. At times, some junior members of the team may not quite understand my role and the importance of the information they hold and which I need. That is improving and it is part of my job to ensure they do understand this. I also feel valued as I take part in all key management meetings, I am listened to, contribute and very much feel part of the team. It feels rewarding in that respect, particularly when I influence discussions and decision.

What other life matters compete for your time and how do you manage that?

Mainly family, like many other women at my age young families and small children can be a challenge when working full time. However, PAET has always been a supportive and flexible employer which has enabled me to have the work life balance needed to support both areas. I don't remember a single time when I've needed to take time off and couldn't.

Where do you see yourself in 5-years time?

I want to become someone with vast expertise in local content and compliance in the oil and gas sector. When someone is talking about local content and compliance, my name should come up. I would eventually like to have a more senior role within the organization, if that opportunity arises. I have worked with amazing managers and directors and certainly a lot of what I have learned I would like to take to a senior role.