

1ST EDITION

TIWIMG



INSPIRATIONAL WOMEN IN MINING GHANA ●



Foreword - Women in Mining Ghana



As we stand at the threshold of a new era in Ghana's mining industry, it is imperative that we acknowledge the critical role that women play in shaping the future of this sector. Women in Mining Ghana is proud to be at the forefront of this movement, advocating for gender diversity, challenging stereotypes, and empowering women to take on leadership roles in the industry.

For far too long, women have been underrepresented in the mining sector, facing unique challenges and barriers to entry. Despite constituting over 50% of Ghana's population, women make up less than 10% of the mining workforce. This glaring disparity is not only a moral imperative, but also an economic necessity. By excluding women from the mining sector, we are denying ourselves the talent, skills, and perspectives that are essential for driving growth, innovation, and sustainability.

The mining industry is a significant contributor to Ghana's economy, accounting for over 30% of the country's export earnings. However, the benefits of mining have not been evenly distributed, with many mining communities facing significant environmental, social, and economic challenges. Women in Mining Ghana believes that women are key to unlocking the full potential of the mining sector, and to ensuring that the benefits of mining are shared equitably among all stakeholders.

Through our advocacy, training, and mentorship programs, we aim to create a supportive ecosystem that fosters the growth and development of women in mining. Our members are trailblazers, pioneers, and leaders who are redefining the face of mining in Ghana. They are geologists, engineers, metallurgists, and technicians who are making significant contributions to the mining sector. They are also entrepreneurs, activists, and community leaders who are driving positive change in their communities.

Despite the progress that we have made, there is still much work to be done. Women in Mining Ghana will continue to push for policy changes, challenge biases, and promote inclusive practices that benefit both women and men in the industry. We will work tirelessly



advocate for policies and programs that support women's participation in the mining sector, such as childcare support, flexible work arrangements, and protection from violence and harassment.

As we celebrate the achievements of women in mining, we also acknowledge the work that remains to be done. We recognize that women's empowerment is not a zero-sum game, where one person's gain must come at another person's expense. Rather, we believe that women's empowerment is essential for driving growth, innovation, and sustainability in the mining sector.

In conclusion, Women in Mining Ghana is proud to be part of a global movement that is working to promote gender diversity, challenge stereotypes, and empower women to take on leadership roles in the mining sector. We invite you to join us on this journey, as we work towards creating a more inclusive, equitable and sustainable mining sector for all.

Profile Of Women In Mining Ghana



Women in Mining Ghana (WIM Ghana), was established in 2015 to serve as an advocacy body for all women working along the value chain both the upstream to downstream in the extractives sector. We empower and promote the professional, economic, social as well as the overall wellbeing and advancement of women in the natural resources sector. While aiming for the positive transformation of communities at local, sub-regional, regional and even global levels. Our key matrix is through advocacy, training, mentoring and networking at all levels of engagement.

Our Vision:

WIM aspires to be a leading network that promotes the advancement of women in the natural resources sector for their economic empowerment and the positive transformation of communities at local, sub-regional, regional and global levels.

Mission:

Supporting women's advancement in the Extractives Sector, through advocacy, training, mentoring and networking at all levels of engagement.

Objectives:

1. Act as Advocates for women in the extractives sector.
2. Coordinate the activities of women in mining across the value chain in the country and beyond.
3. Advocate total participation of the private sector in all aspects of the mining sector.
4. Promote environmentally sustainable practices and education to protect National natural resource environment.
5. Promote policies and laws on sustainable mining practices and gender mainstreaming.
6. Offer mentoring, career guidance and counselling for girls from Junior High School to Tertiary level and also Peer to Peer mentoring and Mentoring of Juniors by Senior Mining Personnel across Companies and In-House.
7. Interact with Governmental bodies, Non-governmental organizations, Embassies, High Commissions and Development partners to promote women's programmes within the mining industry.
8. Advocate for policy changes which boards on promoting gender equality, and protecting women's rights in every area of concern
9. Work in collaboration with other civil and advocacy groups in providing support and relevant resources for women who have experienced discrimination and other challenges
10. Raise awareness on issues women face within the extractives through campaigns, workshops and community events
11. Promote a network of mentorship for women in the extractives and those who aspire to chart a career path in the sector.
12. Work towards addressing systemic barriers in the workplace, communities and the mining eco-system in collaboration with community leaders, organizations and other CSO's.
13. Promote diversity and inclusion within the sector to ensure women are heard and valued at all levels.

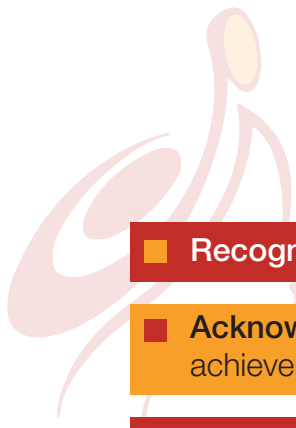
Top 10 Most Inspirational Women in Mining

The mining industry in Ghana has long been a cornerstone of the nation's economy, contributing significantly to its GDP and providing employment opportunities. In recent years, the role of women in this traditionally male-dominated sector has gained prominence, highlighting their leadership, resilience, and innovation.

The **"Top 10 Most Inspirational Women in Mining"** awards aims to recognize and celebrate the remarkable individuals who have made significant contributions to the industry and serve as role models for future generations.

The purpose of the Top 10 Most Inspirational Women in Mining Ghana awards is to:





■ Recognize and Celebrate Women's Achievements

- **Acknowledge contributions:** Recognize the significant contributions and achievements of women in the Ghanaian mining industry.

- **Celebrate excellence:** Celebrate the exceptional leadership, innovation, and dedication of women who have made a positive impact in the industry.

■ Empower and Inspire Women

- **Empower women:** Empower women to pursue careers in mining and related fields, and to take on leadership roles.

- **Inspire future generations:** Inspire future generations of women to consider careers in mining and to strive for excellence.

■ Promote Diversity and Inclusion

- **Promote diversity:** Promote diversity and inclusion in the mining industry, highlighting the importance of women's participation and representation.

- **Challenge stereotypes:** Challenge stereotypes and biases that may discourage women from pursuing careers in mining.

■ Foster a Supportive Community

- **Build a community:** Foster a supportive community of women in mining, providing a platform for networking, mentorship, and collaboration.

- **Encourage knowledge sharing:**
Encourage knowledge sharing and best practices among women in mining, promoting innovation and excellence.

Enhance the Reputation of the Mining Industry

- **Promote a positive image:** Promote a positive image of the mining industry, highlighting its commitment to diversity, inclusion, and social responsibility.

- **Attract talent:** Attract talented women to the industry, enhancing its reputation and competitiveness.

Through leadership, innovation, and dedication to their work, inspiring others to follow their example. We are honored to recognize their achievements and share their stories with the world.

Honorary Citation



Rev. Dr. Joyce Rosalind Aryee,

In recognition of your outstanding contributions to the mining sector in Ghana, we proudly present this Honorary Citation as part of the "Top 10 Most Inspirational Women in Mining: Ghana Edition."

'The most powerful thing a woman can do is to take control of her own narrative'

To Rev. Dr. Joyce Rosalind Aryee, a distinguished leader, trailblazing entrepreneur, and devoted servant of the Lord,

In recognition of your exemplary life, outstanding achievements, and tireless dedication to the transformation of individuals, communities, and nations.

Exceptional leadership, innovative entrepreneurship, and unwavering commitment to excellence have marked your remarkable career, spanning over four decades. As the first female CEO of the Ghana Chamber of Mines, you shattered glass ceilings and paved the way for future generations of women leaders.

Your ministerial calling has taken you to the pinnacle of spiritual leadership, inspiring countless individuals through your teachings, writings, and philanthropic endeavors. As the founder and executive director of Salt and Light Ministries, you have been a beacon of hope, guidance, and empowerment to many. Your numerous awards and honors, including the Companion of the Order of the Volta, Ghana's second-highest state award, are a

testament to your outstanding contributions to national development, business, and ministry. In appreciation of your remarkable achievements, your selfless service, and your enduring impact on the lives of countless individuals and communities, we are honored to confer upon you this honorary citation.



Mrs. Alexandra Amoako-Mensah

In recognition of your outstanding leadership, unwavering dedication, and exceptional contributions to the mining industry, we proudly bestow this honorary citation as part of the 'Top 10 most Inspirational Women in Mining Ghana Edition.

'The power of a woman lies in her ability to rise after every fall'

Mrs. Alexandra Amoako-Mensah your pioneering spirit, expertise, and perseverance have led to a historic breakthrough in Ghana's mining history. And how your thesis is paving the way for Ghana's Green Mineral Future 5 decades a critical mineral for the global energy transition, has opened up new opportunities for Ghana's mining industry and cemented your place as a trailblazer in the field.

Mrs. Alexandra was a geologist at the former Geological survey Department (now the Geological survey Authority of Ghana), where she climbed the ranks to become head of GSD's laboratories at its headquarters in Accra and Saltpond. She also worked with the former industrial Research Institute (now known as Industrial Research of Council for scientific Research 'CSIR') where she become the chief Research Officer.

Throughout her career, she also served on the she served on the boards of many local and international companies and technical committees, including the United Nations () scientific and disaster reduction (IDNDR), the Ghana National Petroleum Corporation (GNPC), the Minerals Commission and the Governing Council of GNPC Learning Foundation. She was also the secretary general

of the Geological society of Africa between 1988 and 1993 and president of the Ghana Institution of Geoscientists from 2006 until 2017

In light of your exemplary achievements and remarkable impact, we honor Mrs. Alexandra Amoako-Mensah for her extraordinary leadership, dedication to advancing women in extractives, and her invaluable contributions to the sustainable development of the mining sector.

Your efforts to promote gender equality and empower women serves as a beacon of hope for future generations. By breaking barriers and challenging stereotypes, you have paved the way for others to follow your example.

We commend you for your achievements and thank you for your invaluable contributions to the sector. Your legacy will undoubtedly inspire the next generation of female leaders in Ghana's mining industry.



Mrs. Judy Nakuor Crayme

In recognition of your outstanding contributions, exceptional leadership, and tireless dedication to the advancement of the mining sector in Ghana and beyond. We proudly present this Honorary Citation as part of the "Top 10 Most Inspirational Women in Mining: Ghana Edition."

'Dare to be different; your uniqueness is your greatest strength'

Your remarkable career, spanning over two and a half decades, is a testament to your unwavering passion, unrelenting drive, and unshakeable commitment to excellence.

As a pioneering female executive in a traditionally male-dominated industry, you have shattered glass ceilings, defied stereotypes, and inspired countless women to pursue careers in mining.

Your leadership roles in reputable mining companies, including Gold Fields Ghana Limited, AngloGold Ashanti, and Newmont Goldcorp, have been marked by innovation, strategic vision, and a steadfast commitment to safety, sustainability, and community development.

Your numerous awards and accolades, including Woman of Excellence, Mining Personality of the Year, and Best Female Mining Professional, are a reflection of your exceptional achievements and the high esteem in which your peers and the industry at large hold you.

In appreciation of your remarkable achievements, your tireless advocacy for women in mining, and your enduring impact on the industry, we are honored to confer upon you this honorary citation.



Dr. Celestina Allotey

In recognition of your outstanding contributions, exceptional leadership, and tireless dedication to the advancement of the mining sector in Ghana and beyond. We proudly present this Honorary Citation as part of the "Top 10 Most Inspirational Women in Mining: Ghana Edition."

'Success is not just about what you achieve, but how you empower others along the way.'

As a distinguished professional with Gold Fields, Dr. Allotey has demonstrated exceptional leadership and innovation, significantly advancing the industry while prioritizing environmental stewardship and community engagement.

Dr. Allotey's dedication to excellence is evident in her tireless efforts to implement best practices in mining operations, ensuring that the benefits of resource extraction are shared with local communities. Her work not only enhances operational efficiency but also fosters a culture of safety and responsibility within the workforce.

Beyond her professional achievements, Dr. Allotey is a mentor and advocate for diversity in the mining sector, inspiring the next generation of leaders through her commitment to education and empowerment. Her passion for her work and her community sets a benchmark for excellence and integrity in the industry.

Today, we celebrate Dr. Celestina Allotey, a visionary leader whose contributions have left an indelible mark on Gold Fields and the broader mining community. We look forward to her continued impact and leadership in the years to come.

TOP 10 MOST INSPIRATIONAL WOMEN IN MINING GHANA



Name: Roseline Dauri

Position: Supt. Socio-Economic Development
Company: AngloGold Ashanti Iduapriem Mine

"Your journey is uniquely yours; embrace every twist and turn."

Roseline Dauri is the Superintendent of Socio-economic Development at AngloGold Ashanti Iduapriem Mine. She holds a Master's degree in Governance and Sustainable Development from the University of Cape Coast and a Bachelor of Arts degree in Integrated Development Studies from the University for Development Studies.

She also earned an Executive Certificate in Corporate Social Responsibility Strategy and Management from McGill University, Canada.

Additionally, Roseline completed an online learning program facilitated by Learning for Nature, receiving a certificate in Gender and Mining Governance. She is a Certified ISO 45001:2018 Occupational Health & Safety Management System Internal Auditor.

Roseline has over 15 years of experience in community development and humanitarian work within the mining and non-governmental sectors in Ghana, South Africa, and Australia. In 2017, she successfully completed the AngloGold Ashanti Chairman's Young Leaders Programme, a prestigious program designed to develop young talents for future leadership.

During this program, she collaborated with experts from the Corporate Offices in South Africa to find solutions for sustaining investment in sustainability programs amidst competing business priorities. She led an initiative at the Iduapriem Gold Mine to assess and improve plant water management practices and worked at the Tropicana Gold Mine in Australia to develop and implement proactive fatigue management systems for safety-critical roles.

In 2019, Roseline participated in the One Young World Leaders Summit in London, where she engaged with young leaders worldwide to discuss innovative solutions for achieving the Sustainable Development Goals (SDGs).

As the Superintendent of Socio-economic Development, Roseline provides systems and assurance support aligned with AGA Management Standards, policies, and the Ghanaian regulatory framework for CSR practices. She designs and supervises the implementation of the Social Investment Strategy at Iduapriem Mine.

Recognizing a gender gap in community engagement and on the mine, she conducted a gender gap analysis, leading to the integration of gender in the mine's community relations interventions. Her initiatives include supporting to develop a diversity and inclusion plan. The implementation of this plan led to the provision of female-friendly PPEs, creating change rooms for female employees and championing mentorship programs for first year and final year students of the University of Mines and Technology.

She has also implemented technical training for young females, ensured gender balance in intern intake, and supported girls' education through various initiatives, including the provision of hygiene kits and currently piloting modern change house facilities at the basic school level for menstruating girls. Her efforts have also led to the introduction of 4-month paid maternity leave and flexible working arrangements for female employees. Roseline is married and has two children.



Name: Georgina Bartels

Position: Regional Manager - Organizational Effectiveness, Africa

Company: Newmont Africa

Dream big, work hard, and never underestimate your potential.

Georgina Bartels is a Human Resource Practitioner with over 20 years of working experience. Experience gained in the mining, shipping, logistics, and manufacturing, telecom and banking industries.

She is currently the Regional Manager, Organizational Effectiveness - Africa for Newmont.

She began her career with Ecobank Ghana Limited as a Management Trainee (National Service) and worked for various departments until 2007, when she joined the Human Resources Department. In 2011, she joined Airtel as the Senior Manager – Learning and Development. She moved on to Philips as the Head of Human Resources – West Africa and then to Damco (Maersk Shipping) as the Head of Human Resources for West and Central Africa.

She has a Bachelor's Degree in Psychology and a Masters in Human Resources. She is SHRM and IHRMP certified, a DDI and MindGym certified trainer, an Insights and Harrison Assessments practitioner and an International Coaching Federation (ICF) certified coach. She is also a certified PROSCI Change practitioner.

She is passionate about coaching, diversity and inclusion and anything HR. She loves to read and try out recipes. She makes her home in Accra with her husband and three children.



Name: Mary Asante - Asamoah

Position: Executive Director

Company: Barbex Africa Projects Limited

"Surround yourself with those who celebrate your victories and support your growth."

Mary Asante-Asamoah is an accomplished professional with over 15 years of experience in the Ghanaian mining industry. As the Executive Director of Barbex Africa Projects Ltd., her passion lies in leading her company to provide value-driven supply chain solutions to mining companies. She excels in building strategic partnerships to advance collaboration in the extractive sector.

Currently serving as the Vice-Chair of the Ghana Chamber of Mines, Affiliate committee and a member of Women In Mining Ghana, she is passionate about the promotion of local content and growth of mining support companies in the industry. Mary holds an executive MBA from Lancaster University and graduated with honors from Wilfrid Laurier University in Waterloo, Canada. In addition to her Bachelor of Arts in Political Science and Global Studies, she has earned an Environmental, Social, and Governance (ESG) Certificate from The Boardroom Africa.



Name: Mary Asantewaa Kwakye

Position: Wellsite and Operations Geologist
Company: Ghana National Petroleum Corporation (GNPC)

Change begins with one brave step; take it with confidence."

Mary Asantewaa Kwakye, a Wellsite Geologist at GNPC currently seconded to Tullow Oil Ghana Ltd.

Prior to joining GNPC, I worked as a Mudlogging Data Engineer at SLB (formerly Schlumberger), a global technology giant in the Energy Sector and completed the Industrial Training for Geological Engineering Students at Anglo Gold Ashanti, Obuasi Mine.

I hold MSc. Petroleum Geoscience (Geology Major) from IFP School, France and BSc. Geological Engineering from KNUST.

I am a mother of 2, a lovely girl and boy.

I'm highly resourceful, constantly discovering innovative solutions to overcome challenges and accomplish set goals with optimum efficiency.

I am adaptable and results driven, integrating in a multinational team of people from international oil and gas companies operating in Deepwater environments offshore West Africa.

Her favorite pastime is gardening and spending quality time with family and friends.



Name: Amina Tahiru

Position: Managing Director
Company: Zenon Group

'You are the architect of your own destiny; build it with purpose'

Amina Tahiru is a prominent figure in Ghana's mining sector, renowned for her exceptional contributions and unwavering dedication to the industry.

As a woman in a traditionally male-dominated field, Amina has not only broken barriers but has also become a source of inspiration for many aspiring female miners in Ghana and beyond. Her journey reflects resilience, innovation, and a commitment to sustainable practices that benefit both the environment and local communities.

Ghana. Her role involved hands-on work in the field, where she gained invaluable experience in mineral exploration and extraction techniques. Amina's technical skills quickly became apparent, and she was soon promoted to more senior positions, where she took on greater responsibilities.

Amina's rise within the company was not without challenges. She often faced skepticism from colleagues who doubted her capabilities due to her gender. However, her determination to prove herself and her exceptional work ethic allowed her to overcome these obstacles. She became known for her innovative approaches to problem solving and her ability to lead teams effectively.

As Amina advanced in her career, she took on leadership roles that allowed her to influence company policies and practices. She became a strong advocate for diversity and inclusion

within the mining industry, pushing for initiatives that supported the recruitment and retention of women in mining roles. Amina recognized that diverse teams are more innovative and effective, and she worked tirelessly to create an inclusive workplace culture.

One of her notable achievements was leading a project focused on sustainable mining practices. Under her leadership, the project implemented environmentally friendly techniques that reduced waste and minimized the ecological impact of mining operations. Amina collaborated with local communities to ensure that their needs were considered and addressed throughout the project's lifecycle.

In recognition of her contributions, Amina has received several awards. This accolade celebrates her commitment to excellence and her role as a mentor to young women entering the field.

Amina is not only a successful miner but also a passionate advocate for women's empowerment in the mining sector. She believes that increasing female participation in mining is crucial for the industry's growth and sustainability. To this end, she has initiated various mentorship programs aimed at encouraging young women to pursue careers in STEM (Science, Technology, Engineering, and Mathematics) fields.

However, Amina views these challenges as opportunities for growth. She believes that overcoming adversity has made her stronger and more resilient. Her journey serves as a testament to the power of perseverance and determination.



Name: Ing. Ruth A. N. Menz

Position: Planning Superintendent

Company: Ghana Manganese Company Limited

'Empowerment begins with self-belief and the courage to pursue your dreams.'

Ing. Ruth A. N. Menz (PE-GhIE) is currently the Planning Superintendent at Ghana Manganese Company Limited, situated at Nsuta in the Western Region of Ghana. She has also worked with AngloGold Ashanti Iduapriem Mine, Tarkwa as Senior Mining Engineer and Golden Star (Bogoso/Prestea) Limited, Bogoso as a Mining and Project Engineer for approximately eighteen (18) years in total.

The humble, adorable and hardworking Mrs. Menz is a graduate of University of Mines and Technology, with a Bachelor of Science in Mining Engineering. She also holds a Master of Science in Mining Engineering from the same school. She is the first female engineer to do a master's program in engineering and sponsored by Mrs. Vicki Bradford (an Australian geologist). She is a product of Aburi Girls' High School.

She is a Professional Engineer (PE) of Ghana Institution of Engineering and a member of Women in Engineering (WINE) of GhIE. The western regional representative of Women in Mining Ghana (WIMGh), A council member and fellow of West African Institute of Mining, Metallurgy and Petroleum (WAIMM), Executive member of the Women's Wing of Ghana Mine Worker Union of TUC, member of Accra Mining Network (AMN), President of Manganese ladies' association, a member of Ladies in Mining and Allied Profession Ghana (LiMAP-Gh), and she is a Project Management

Professional (PMP) from PMI®.

Ruth loves playing golf, reading and teaching when she is not in the pit. She is a devoted Christian and happily married to Mr. Ralph Menz, the CEO of adFocus Support Systems, a Multimedia company based in Takoradi. They have four Children. She is a Guan from Abiriw, Akuapem-Akropong in the Eastern region of Ghana.

She would like to encourage more ladies to read engineering or science and says, "Mathematics is not a difficult subject you just have to follow the principles of it, and you can't go wrong".



Name: Yvonne Edem Sunu

Position: Metallurgical Superintendent

Company: Adamus Resources Limited

'Your voice matters; use it to inspire and uplift others'.

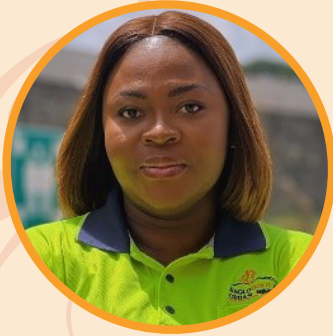
Yvonne is a Mineral Processing Engineer for 12 years and rose through the ranks to become Metallurgical Superintendent. She is currently the Acting Process Manager at Adamus Resources Limited.

She has led several projects and some of these are the process improvement, identify, develop and suggest technical modifications to the Gold process plant among others.

She obtained her Certified Processing Manager from the Minerals Commission of Ghana, a certificate in Project Management and have a BSc in Mineral Engineering from the University of Mines & Technology, Tarkwa in 2011.

She was honored as the Second Runner-Up for Female Mining Personality of the Year at the 2022 Ghana Mining Industry Awards.

Yvonne is very enthusiastic about making a meaningful impact in the mining industry and inspiring young people to reach their full potential.



Name: Nana Yaa Mavis Kyei

Position: Social Development and Gender Superintendent

Company: Anglo Obuasi

'Resilience is the ability to turn challenges into stepping stones.'

Mavis Nana Yaa Kyei has dedicated close to 14 years of her career to Obuasi Mine, where she has made significant contributions in the areas of Community Engagement, Social Impact Management, Social Development, and fostering Gender and Inclusion.

Her work has been instrumental in building strong community relations and promoting sustainable development initiatives.

At AngloGold Ashanti, Nana Yaa has been recognized as a leader and a high performing professional, earning her a place on the prestigious AGA Global Chairman Young Leaders Program. This opportunity allowed her to gain international experience by working in Colombia, South Africa, and Tarkwa, enriching her perspectives and enhanced her ability to implement effective social investment strategies across different cultural contexts.

Currently, Nana Yaa manages the Social Investment Portfolio of Obuasi Mine under the 10-year Social Economic Development Plan (SEDP). In this role, she is responsible for overseeing initiatives that drive sustainable economic growth and social development in the local communities, ensuring that the mine's operations positively impact the surrounding areas.

Nana Yaa's dedication and impact have been recognized through various accolades. She was honored as the Rising Star of the Year at the Social and Sustainability Awards and received the Personality of the Year (Non-Technical) award from HESS. These awards reflect her exceptional contribution to social sustainability and her leadership in non-technical areas of the mining industry. Nana Yaa is passionate about inclusive development and social impact management, striving to



Name: Catherine K. Kuupol

Position: General Manager

Company: Tarkwa Gold fields

'True leadership is about lifting others as you climb.'

Catherine Kuupol Kuutor trained to break through rocks to find gold as a metallurgist, however she has also inspired herself to break through the glass ceiling as far as women in mining are concerned.

First studying for a Diploma in Mineral Engineering from the Kwame Nkrumah University of Science and Technology (KNUST) School of Mines in 2002, a MSc. in Mineral Engineering in 2011 from University of Mines and Technology (UMaT), Tarkwa and is now a PhD candidate at the same university.

Catherine is Gold Field West Africa's first female Metallurgical Manager for both Tarkwa and Damang operations. Her expanding acquisition of knowledge is matched by an ever-growing experience in practice, having worked at Golden Star Wassa Mine in 2004 until 2013 when she joined Abosso Gold Fields Limited -Damang Gold Mine as a Metallurgical Superintendent and was promoted to Unit Manager in 2015 and subsequently becoming the metallurgical manager and the head of the department since 2017 before joining Tarkwa mine in 2022.

Catherine has a combined over 20 years' experience in mining that has seen her rise from a laboratory metallurgist, shift supervisor, senior plant shift supervisor, and International Cyanide Management Code coordinator at Golden Star Resources (Wassa Mine). She joined Abosso Gold Fields Limited -Damang Gold Mine in 2013 as a Plant Technical

Superintendent, risen to Unit Manager and currently the Head of the Metallurgy Department and most cases relieving General manager in Tarkwa mine. She has risen through at least six ranks and positions and led business improvements processes and projects within the mining industry that have resulted in increased gold recovery. She has Certificates of Competency in processing and metallurgy by Ghana's Minerals Commission additions to awards and recognitions to her credit from Ghana Chamber of Mines, Women in Mining & Energy, and Gold Fields CEO. She has a lot of papers and presentations to her credit.

Catherine's best quoted in the words of Ghana's president Dr. Kwame Nkrumah "Those who would judge us merely by the heights we have achieved would do well to remember the depths from which we started." At every stage of her life, education, or work, she has begun at the lowest and has rising to dizzy heights. She has begun from the bowels of the earth to the boardroom management.

Catherine is very committed in grooming women in mining to aspire for higher height and is convinced that feats like hers mean the future is brighter. "I see women actively and progressively taking up challenging operational mining positions."

Catherine's achievements over the course of time have demonstrated to all up-and coming young engineers and metallurgists especially females that one can still rise to their chosen career despite their busy schedules as a manager, head of department, scholar, mother, and wife.

Catherine as a passion for and supports the development of mineral processing engineers in Ghana especially women, sponsoring two annual academic awards for the best student and the best female student in mineral engineering. To encourage the young and up and coming Minerals Engineers, Catherine through the university of mines and technology instituted the Catherine Kuupol-Kuutor award in two categories from 2019/2020 academic.

She is a member of the Ghana Institution of Engineers, West Africa Institute of Mining, Women in Mining Ghana and Ladies in Mining and Allied Professions.

Her hard work and perseverance over the years towards her dreams particularly achievements in Ghana's mining sector have not gone unnoticed, she was the winner of Female Mining Professional of the Year in the 6th GMIA 2020. Being a proud daughter of northern Ghana, she was nominated and voted by public to be part of the 2019 list of "The 100 Most Influential Personalities from Northern Ghana" project.



Name: Rosebella Osei

Position: Head of Strategy

Company: International Women in Mining)

'In a world that often tries to silence you, speak louder and bolder'.

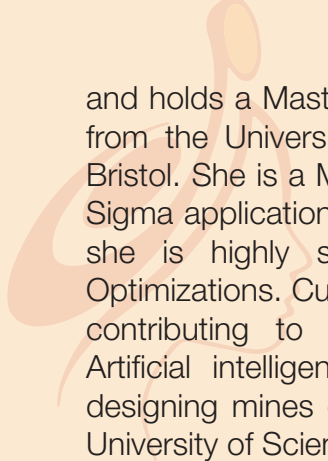
Rosebella is an accomplished professional with over 15 years of experience in the Ghanaian and Global mining industries. She is currently the Head of Strategy for International Women in Mining and has a demonstrated record of accomplishment and specialist expertise in Business Improvement, Strategy Execution, Organizational Change Agility, Organizational Change Management, Leadership, Operational Excellence, Innovative Technologies, Cultural Transformation and Operations Transition Expertise for Mergers and Acquisitions.

Her greatest attribute is her resilience and adaptive nature. Rosebella pursues to be a voice for change for females across the world, within communities and at the workplace.

Rosebella is passionate about female development within STEM and currently mentors several young Ladies in the Mining Industry and Tertiary Institutions in Ghana. She is a strong advocate of Women in Mining and supports by contributing to Conferences, Outreach programs and Research projects. She believes and encourages women to take a seat at the table and make use of their seat at the table with their voice, values and hard work.

Also, Rosebella has additional responsibility to support several Women in Mining Organizations globally through the International Women in Mining Alliance with the objective to develop a Community of Practice.

Rosebella is an affiliate of Harvard University



and holds a Master's in International Business from the University of the West of England, Bristol. She is a Master Black Belt in Lean Six Sigma applications in the Mining industry, and she is highly specialized in mine – Mill Optimizations. Currently, Rosebella focuses on contributing to research in Robotics and Artificial intelligence (AI) and its impact on designing mines of the future at the Missouri University of Science and Technology, USA.

10 INSPIRATIONAL WOMEN IN MINING GHANA ●

