

F I P S O U T L O O K

Preparing Professionals for What's Next

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Trusted by 1,121+ mining and industry professionals from leading companies across West Africa and beyond

THIS EDITION: Africa's Critical Minerals Opportunity – The Career Implications of a Geopolitical Scramble

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EDITOR'S BRIEF

On 4 February 2026, the United States hosted its inaugural Critical Minerals Ministerial in Washington, bringing together representatives from 54 countries and launching FORGE – the Forum on Resource Geostrategic Engagement. Seven African nations were at the table: Angola, the Democratic Republic of the Congo, Guinea, Kenya, Morocco, Sierra Leone, and Zambia. Days later at the Mining Indaba in Cape Town, the US sent its largest-ever delegation. The message was unmistakable: the global race for Africa's minerals has intensified to levels not seen in decades. But this is not just a geopolitics story. It is a career story. The scramble for lithium, cobalt, manganese, copper, and rare earth elements is creating entirely new professional categories – from critical minerals analysts and beneficiation engineers to ESG compliance specialists and mineral trade negotiators. Africa holds approximately 30% of global critical mineral reserves. The professionals who understand this value chain will be the ones shaping Africa's economic future, not watching it be shaped by others. Meanwhile, the global energy landscape has been jolted by a new crisis. The near-closure of the Strait of Hormuz following the outbreak of hostilities in the Middle East in late February has sent Brent crude surging – reversing the oil glut narrative that dominated our February edition. For Ghana's petroleum sector, this is a double-edged sword: rising revenues but also soaring input costs for LNG imports and thermal power generation. Every one of these shifts creates demand for professionals who can navigate complexity, model scenarios under uncertainty, and lead with both expertise and agility.

– Dr. Festus Kunkyin-Saadaari, PhD
Executive Director, FIPS

INDUSTRY SIGNALS

What's moving across industries this month – and what it means for your career.

MINING & MINERALS

US–Africa FORGE Initiative Reshapes the Critical Minerals Landscape

The United States' inaugural Critical Minerals Ministerial on 4 February 2026 launched FORGE – the Forum on Resource Geostrategic Engagement – as the successor to the Minerals Security Partnership. FORGE operates as a preferential trading zone for 54 partner countries, with coordinated price floors for critical minerals enforced through adjustable tariffs. The US-backed Orion Critical Minerals Consortium announced plans to acquire a 40% stake in Glencore's copper and cobalt operations in the DRC, valued at approximately \$9 billion. Meanwhile, China's Zijin Mining continues expanding across the continent, including its recent acquisition of the Akyem Gold Mine in Ghana. For every deal signed at the ministerial level, dozens of technical, legal, and managerial roles are being created on the ground.

Career Signal: *Professionals with expertise in mineral trade policy, critical minerals analysis, and international resource governance will find growing demand as African nations navigate between competing geopolitical partnerships.*

ENERGY & POWER

Strait of Hormuz Crisis Sends Brent Crude Surging Past \$90 – Global Energy Markets Disrupted

The outbreak of hostilities in the Middle East in late February 2026 has triggered what analysts are calling the largest oil supply disruption in modern history. With nearly 20 million barrels per day of crude and product exports through the Strait of Hormuz under threat, Brent crude surged from approximately \$67 per barrel in early February to over \$75 per barrel by month-end, with prices climbing sharply in the final days of the month. The U.S. EIA's earlier forecast of \$58/bbl for the full year has been overtaken by events. For Ghana, the impact is immediate: the Tema LNG terminal faces higher import costs for thermal power generation, while rising fuel prices are increasing operational costs across the mining and transport sectors. However, gas-producing nations with domestic supply – including Ghana through the Sankofa field and Atuabo processing plant – are relatively better positioned.

Career Signal: *Energy economists who can model supply disruption scenarios, petroleum engineers with LNG and gas processing expertise, and HSE professionals with crisis management capabilities are in urgent demand as the energy landscape shifts dramatically.*

PETROLEUM & GAS

Parliament Extends Jubilee and TEN Licences to 2040; \$2 Billion Investment Unlocked as Jubilee Output Hits 70,000 bopd

Ghana's Parliament has formally ratified licence extensions for the West Cape Three Points and Deepwater Tano petroleum agreements, securing long-term development of the Jubilee and TEN offshore fields through 2040. The extensions unlock up to \$2 billion in incremental investment, including up to 20 additional wells at Jubilee and higher volumes of affordable gas for domestic power generation. Operationally, the Jubilee field is already showing stronger performance: the J74 well, which came online in January, is producing approximately 13,000 barrels of oil per day, lifting gross Jubilee output to over 70,000 bopd. Kosmos Energy has also begun its five-well 2026 drilling campaign, with J75 encountering approximately 40 metres of net pay. At TEN, a sale and purchase agreement has been signed to acquire the FPSO vessel for approximately \$205 million, expected to deliver material operating cost reductions from 2026 onwards. Meanwhile, Ghana's Petroleum Commission is actively seeking new upstream partnerships at the 2026 CERAWEEK conference, highlighting reforms to fiscal and regulatory frameworks expected to be finalised by Q4 2026. The downstream sector posted strong results in 2025, with total product supply and demand rising 15% to 8.7 billion litres. However, the PIAC has flagged \$561 million in unaccounted petroleum funds and rising debt at Ghana National Gas Company (\$620 million), underscoring ongoing governance challenges in the sector. The NPA has raised fuel price floors effective 1 March, with petrol at GH¢10.46 per litre and diesel at GH¢11.42 per litre, reflecting rising global crude prices.

Career Signal: *Petroleum engineers, drilling specialists, and subsea professionals will see expanded opportunities as the Jubilee five-well drilling campaign ramps up. Downstream professionals with expertise in pricing regulation, petroleum fund management, and refinery operations are also in growing demand as governance reforms accelerate.*

T E C H N O L O G Y & I C T

Africa's AI Infrastructure Gap: Without Data Centres, the Continent Risks Becoming a Consumer, Not a Creator

Africa's tech ecosystem is entering 2026 at an inflection point. While AI adoption is accelerating across fintech, agriculture, and logistics, analysts warn that without massive local investment in power and data centre infrastructure, the continent risks becoming a consumer of foreign AI tools rather than a creator of homegrown solutions. Public cloud spending in South Africa alone is projected to reach \$1.8 billion by 2026 at a 22% compound annual growth rate, yet the energy constraints that underpin data centre operations remain Africa's most critical bottleneck. The Strait of Hormuz crisis has intensified this challenge, as rising power costs make energy-hungry data centres even more expensive to operate.

Career Signal: Professionals who understand the intersection of digital infrastructure, energy systems, and AI deployment will find growing demand across telecoms, mining, and government digitisation programmes.

B U S I N E S S & M A N A G E M E N T

Ghana's Royalty Reform Bill Heads to Parliament; 9–12% Sliding Scale Proposed

A draft bill expected before Parliament by March 2026 proposes a royalty schedule starting at 9% and rising to 12% when gold prices exceed \$4,500 per ounce, roughly doubling the current 3–5% range. The bill also eliminates long-term stability agreements that previously locked in terms for up to 15 years. The Minerals Commission has confirmed that renewal of investment stability agreements will no longer be permitted, signalling Ghana's strategic pivot toward capturing greater national value from its mineral wealth. The reform extends beyond gold to cover lithium, bauxite, manganese, and industrial minerals under a comprehensive framework.

Career Signal: Professionals with expertise in mineral economics, fiscal policy analysis, and regulatory affairs will be essential as mining companies restructure their financial models under the new regime.

R E N E W A B L E E N E R G Y & S U S T A I N A B I L I T Y

Drone Technology and Satellite Surveillance: Ghana's New Anti-Galamsey Frontline

Ghana's 2026 national budget allocates GH¢150 million to the National Anti-Illegal Mining Operations Secretariat (NAIMOS), with a growing emphasis on technology-driven surveillance. Satellite monitoring, cloud analytics, drone-based detection, and community verification systems are replacing personnel-heavy enforcement models. This creates demand for professionals skilled in remote sensing, GIS analysis, environmental monitoring technology, and data-driven compliance – roles that sit at the intersection of tech and natural resource management. For ICT professionals, the mining sector is becoming an unexpected but lucrative employer.

Career Signal: Remote sensing specialists, GIS analysts, and environmental monitoring professionals who can bridge technology and natural resource governance will find strong demand across both government agencies and mining companies.

F I N A N C I A L S E R V I C E S & F I N T E C H

MTN Ghana Completes Mobile Money Spin-Off; Ghana's Fintech Ecosystem Enters Consolidation Phase

MTN Ghana completed one of the most significant corporate restructurings in Ghana's financial sector on 31 March 2026, spinning off its mobile money business into a standalone fintech entity – MobileMoney Fintech Ltd (MMFL). The separation, executed under the Payment Systems and Services Act, 2019, positions the mobile money business to raise capital independently, expand into lending, insurance, and merchant solutions, and be valued separately from telecoms. Active mobile money users reached 19.3 million in 2025, with 8.4 billion transactions processing GH¢4.1 trillion in annual transaction value. Advanced services revenue – including digital payments, merchant solutions, and mobile lending – surged 55.9% to GH¢2 billion. At the ecosystem level, Ghana's total mobile money transaction value reached approximately \$300 billion in 2025, with over 26.7 million active accounts. The Bank of Ghana's National Payment Systems Strategy (2025–2029) is driving interoperability, open banking, and digital payments innovation. Cross-border payment infrastructure is also advancing: Onafriq and PAPSS launched Africa's first instant naira wallet payments from Nigeria to Ghana in early 2026, supporting AfCFTA integration. The 3i Africa Summit in Accra (6–8 May 2026) will bring together regulators, fintechs, and investors to shape the next phase of West Africa's digital financial transformation.

Career Signal: Fintech product managers, digital payments architects, RegTech specialists, and data scientists who can build credit scoring models from alternative data sources are in acute demand as Ghana's fintech ecosystem shifts from adoption to consolidation and cross-border expansion.

INFRASTRUCTURE & CONSTRUCTION

Ghana's Construction Sector to Grow 5.9% in 2026; Mining Corridors and the \$15.6 Billion Abidjan–Lagos Highway Drive Demand

Ghana's construction industry is projected to grow by 5.9% in real terms in 2026, driven by public-private investment in transport, mining, and energy infrastructure. The 2026 national budget of GHS357.1 billion (\$20.4 billion) includes substantial allocations for infrastructure, while the Ministry of Finance has signalled that tackling Ghana's infrastructure gap will require GHS646.7 billion (\$37 billion) annually for the next 30 years through accelerated PPPs. The Tarkwa–Takoradi rail modernisation feasibility study is progressing toward its Q3 2026 conclusion, while Takoradi Port's Phase 2 mineral handling expansion is under construction. The Western Rail Line rehabilitation, critical for hauling minerals and agricultural produce to Takoradi Port, continues under the Ghana Railway Development Authority. At the regional level, the \$15.6 billion Abidjan–Lagos Highway is slated for construction in 2026, connecting Ghana, Côte d'Ivoire, Togo, Benin, and Nigeria. The 520km Ghana section represents the largest segment of the corridor. In Guinea, the \$24 billion Simandou mine-rail-port complex – Africa's largest greenfield mining infrastructure project – shipped its first iron ore in November 2025, creating a template for integrated mineral corridor development. The Lobito Corridor linking the DRC and Zambia to Angola's Atlantic coast is advancing with \$10 billion in financing. For Ghanaian construction professionals, the pipeline is substantial: quantity surveyors with FIDIC contract experience, civil engineers in heavy industrial infrastructure, project managers coordinating multi-stakeholder programmes, and construction cost consultants managing volatile material pricing are all in strong demand.

Career Signal: *Quantity surveyors, project managers with PPP and FIDIC contract experience, civil engineers specialising in rail, port, and heavy industrial infrastructure, and construction cost consultants are commanding salaries 25–40% above standard sector rates as mining-linked and regional corridor projects accelerate.*

CROSS-SECTOR

SIGNAL 1 Middle Management Under Siege: 71% of Leaders Report Increased Stress, Flatter Structures Accelerating

DDI's 2025 Global Leadership Forecast reveals that 71% of leaders are under increased stress, with 40% considering leaving their roles. Organisations are shifting to flatter structures that emphasise collaboration over hierarchy, while AI agents increasingly handle routine scheduling, reporting, and performance monitoring. Gartner predicts 20% of companies will use AI to eliminate over half of middle management positions by year-end. The professionals who survive will be those who shift from task oversight to strategic value creation.

Career Signal: *The era of managing by monitoring is ending. The professionals who thrive will be those who lead through influence, strategic thinking, and cross-functional collaboration – capabilities that structured professional development builds.*

COMMODITY WATCH

Average monthly performance of key commodities tracked by FIPS Outlook.

COMMODITY	AVG. PRICE	MoM CHANGE	TREND
Gold (XAU)	\$4,800/oz	–5.2%	▼
Coal	\$106/ton	–1.9%	▼
Lithium	\$14,200/ton	+39.2%	▲
Iron Ore	\$99/ton	+1.0%	▲
Copper	\$5.50/lb	–7.2%	▼
Nickel	\$15,600/ton	+1.3%	▲
Uranium	\$97/lb	–3.0%	▼
Oil (Brent Crude)	\$72/bbl	+7.5%	▲
Natural Gas (Henry Hub)	\$3.90/MMBtu	–49.5%	▼

Market Note: *Gold averaged approximately \$4,800/oz in February, easing from January's record \$5,064 as profit-taking offset safe-haven demand. Brent crude climbed to \$72/bbl as US–Iran tensions over the Strait of Hormuz intensified through the month. Lithium surged nearly 40% on Chinese supply disruptions and restocking ahead of new VAT export rebate changes. The critical minerals story*

continues to dominate: FORGE’s launch and the Orion Consortium’s \$9 billion DRC bid signal intensifying geopolitical competition for Africa’s mineral wealth.

Sources: London Metal Exchange, World Gold Council, U.S. EIA, IEA Oil Market Report, Trading Economics, Credendo. Prices reflect February 2026 monthly averages.

BY THE NUMBERS

Key data points shaping this month’s professional landscape.

DATA POINT	DESCRIPTION	SOURCE
\$4,800/oz	Gold price per ounce (Feb 2026 avg)	World Gold Council
70,000+	Gross Jubilee oil production (bopd) in Feb, up from ~57,000 after J74 well ramp-up	Kosmos Energy
54	Countries at the US Critical Minerals Ministerial launching FORGE	US State Department
\$2B	Incremental investment unlocked by Jubilee/TEN licence extensions to 2040	Kosmos Energy / Parliament
\$300B	Ghana’s total mobile money transaction value in 2025	Bank of Ghana
19.3M	Active MTN MoMo users in Ghana (2025) – up 12.3% YoY	MobileMoney Ltd
5.9%	Projected real growth of Ghana’s construction industry in 2026	ResearchAndMarkets
9–12%	Ghana’s proposed sliding-scale mining royalty range	Chamber of Mines / Parliament

THE DEEP DIVE | FEATURED ANALYSIS

ANALYSIS 1

Africa’s Critical Minerals Moment: From Raw Exports to Career Goldmine

Africa holds 55% of the world’s cobalt, nearly 48% of its manganese, over 21% of natural graphite, and between 80–90% of platinum group metals. By 2040, the International Energy Agency projects that global demand for lithium will increase fivefold, graphite and nickel demand will double, and demand for cobalt and rare earth elements will rise by 50–60%. The minerals that power solar panels, wind turbines, electric vehicle batteries, and AI data centres sit beneath African soil. The question is no longer whether Africa’s minerals matter. It is whether African professionals will lead the value chain or remain spectators.

The geopolitical scramble is already reshaping career landscapes. The US-backed Orion Critical Mineral Consortium announced plans in February to acquire a 40% stake in Glencore’s copper and cobalt operations in the DRC, valued at roughly \$9 billion. FORGE, launched at the US Critical Minerals Ministerial, proposes preferential trade zones with price floors for critical minerals. Meanwhile, China’s Zijin Mining continues expanding across the continent, including its recent acquisition of the Akyem Gold Mine in Ghana. For every deal signed at the ministerial level, dozens of technical, legal, and managerial roles are being created on the ground.

But here is Africa’s structural challenge: the continent captures only about 10% of the value generated from its mineral exports. South Africa, despite holding over 37% of global manganese reserves, exports approximately 95% of its manganese ore to China for refining. The G20’s new Critical Minerals Framework, championed during South Africa’s presidency, calls for local beneficiation, regional infrastructure, and value addition at source. Translating that policy language into reality requires professionals trained in mineral processing, environmental management, supply chain logistics, and international trade – roles that barely existed in most African mining curricula a decade ago.

The career opportunity is not theoretical. It is measurable, urgent, and growing faster than the talent pipeline can fill it.

ANALYSIS 2

The Strait of Hormuz Crisis: How a Middle East Conflict Is Reshaping Energy, Commodity, and Career Markets Simultaneously

The outbreak of hostilities in the Middle East at the end of February 2026 has triggered the largest oil supply disruption in modern history. The near-closure of the Strait of Hormuz – through which nearly 20 million barrels per day of crude and products flow – sent Brent crude surging from \$67 per barrel at the start of February to over \$75 per barrel by month-end. Gulf countries have begun cutting total oil production by millions of barrels per day as storage capacity fills. For Ghana, the implications ripple across every sector covered by FIPS Outlook. The energy cost shock is immediate. Ghana’s thermal power generation depends on LNG imports processed through the Tema terminal, and global LNG prices have spiked alongside crude. Mining operations face rising diesel and explosives costs. Transport and logistics costs are climbing across the entire value chain. However, the crisis also highlights the strategic value of Ghana’s domestic gas production from the Sankofa field and Atuabo processing plant. Energy security has moved from a policy discussion to an operational imperative. The career implications span three domains: energy professionals who can model supply disruption scenarios and design energy resilience strategies are in immediate demand; financial analysts who can recalculate mine feasibility and project economics under volatile energy pricing are essential to every major operator; and logistics and supply chain professionals who can redesign procurement and transport strategies under constrained conditions are commanding premium salaries. The professionals who can navigate this kind of complexity – combining technical knowledge with scenario planning and adaptive management – are the ones who will define the next chapter of their industries.

The crisis will pass. The professionals who built resilience capabilities during it will carry that premium for the rest of their careers.

ANALYSIS 3

The Death of the Static CV: Why Skills-Based Hiring Changes Everything for African Professionals

Mercer’s 2026 Global Talent Trends report confirms what employers in Ghana’s mining sector have been signalling for the past two years: the era of the static CV is over. Organisations are restructuring talent models around skills taxonomies rather than job titles, with 85% of employers prioritising reskilling over external recruitment. DDI’s parallel finding that 71% of leaders report increased stress – and 40% are considering leaving – means that the professionals who can demonstrate cross-functional capability and continuous learning will be first in line for the roles that middle management’s exodus creates. For African professionals, this shift is both a challenge and an extraordinary opportunity. The challenge: degree credentials alone no longer differentiate. The opportunity: professionals who invest in demonstrable, certified skills – regardless of where they studied or which institution granted their degree – can now compete for roles that were previously gatekept by pedigree. A mining engineer in Tarkwa with Python certification and Power BI fluency is now a stronger candidate than a London-educated MBA with no technical toolkit. The playing field, for the first time, is being levelled by competence rather than credentials.

Your next promotion will not come from what you studied ten years ago. It will come from what you can demonstrably do today..

PROGRAMME DEEP DIVES

Sector-specific insights connecting global trends to your professional domain.

MINING & MINERALS	ENERGY & POWER
<p>Ghana’s Mining Sector Expansion: New Operators, New Roles, New Rules</p> <p>The Minerals Commission projects a significant increase in mining companies operating in Ghana by late 2026, with unprecedented investor interest across gold, lithium, bauxite, and manganese. The Ewoyaa lithium project, set to become Ghana’s first lithium mine, is progressing through parliamentary ratification with a revised sliding-scale royalty structure. The Gold Board (GoldBod) has already purchased and exported over 41 tonnes of artisanal gold within its first months of operation. For mining professionals, this expansion means new roles in project feasibility, regulatory compliance, community relations, and mineral processing – particularly in critical minerals where Ghana is positioning itself as a regional hub.</p>	<p>Strait of Hormuz: Energy Security Moves from Policy Discussion to Operational Imperative</p> <p>The near-closure of the Strait of Hormuz in late February has sent global energy prices surging and reshaped the risk calculus for Ghana’s power sector. LNG import costs at the Tema terminal have spiked, while domestic gas from the Sankofa field and Atuabo processing plant has become strategically critical. The Volta River Authority’s ageing thermal fleet faces rising fuel costs, intensifying pressure on generation and transmission capacity. Power systems engineers, energy economists who can model demand-supply scenarios under supply disruption, and grid modernisation specialists will find expanding opportunities across both conventional and renewable energy markets.</p>

PETROLEUM & GAS	TECHNOLOGY & ICT
<p>Strait of Hormuz: How the Middle East Crisis Is Reshaping Ghana's Gas Economy</p> <p>The near-closure of the Strait of Hormuz has sent global energy prices surging and fundamentally changed the risk calculus for Ghana's petroleum sector. LNG import costs at the Tema terminal have spiked, while domestic gas from the Sankofa field and Atuabo processing plant has become strategically critical. Process engineers, pipeline integrity specialists, and petroleum economists who can model profitability under extreme price volatility are seeing immediate demand. HSE managers with HAZOP certification and crisis management experience are commanding premium salaries as operators prepare for extended supply disruption scenarios.</p>	<p>Drone Technology and Satellite Surveillance: Ghana's New Anti-Galamsey Frontline</p> <p>Ghana's 2026 national budget allocates GH¢150 million to the National Anti-Illegal Mining Operations Secretariat (NAIMOS), with a growing emphasis on technology-driven surveillance. Satellite monitoring, cloud analytics, drone-based detection, and community verification systems are replacing personnel-heavy enforcement models. This creates demand for professionals skilled in remote sensing, GIS analysis, environmental monitoring technology, and data-driven compliance – roles that sit at the intersection of tech and natural resource management. For ICT professionals, the mining sector is becoming an unexpected but lucrative employer.</p>
BUSINESS & MANAGEMENT	RENEWABLE ENERGY & SUSTAINABILITY
<p>From Degrees to Skills: Why Your CV Needs a Redesign</p> <p>The shift from degree-based hiring to skills-based talent models is accelerating globally. Mercer's research shows that organisations prioritising skills profiles over job titles report stronger internal mobility, better reskilling outcomes, and improved retention. For business professionals in Ghana and across Africa, this means rethinking how you present your capabilities. Your next promotion will not come from what you studied ten years ago – it will come from what you can demonstrably do today. Professional certifications, micro-credentials, and documented project outcomes are becoming the currency that decision-makers trust.</p>	<p>ESG Under Pressure: How the Hormuz Crisis Tests Africa's Decarbonisation Commitments</p> <p>The energy price shock from the Strait of Hormuz crisis is testing ESG commitments across Africa's extractive sector. Mining companies that invested in solar and battery storage for on-site power are now seeing those investments pay off as diesel costs surge. Companies that delayed renewable energy integration are facing acute cost pressures. Ghana's Minerals Commission audit – examining ten years of production logs and environmental compliance – continues through June 2026. ESG reporting specialists, environmental auditors, and sustainability managers who can demonstrate cost savings from decarbonisation investments are seeing the fastest demand growth.</p>
FINANCIAL SERVICES & FINTECH	INFRASTRUCTURE & CONSTRUCTION
<p>MTN MoMo Spin-Off Signals a New Era for Ghana's Digital Financial Services</p> <p>MTN Ghana's structural separation of its mobile money business into MobileMoney Fintech Ltd (MMFL) marks the most significant compliance-driven corporate restructuring in Ghana's financial sector in recent years. With 19.3 million active users, 8.4 billion transactions, and GH¢4.1 trillion in annual transaction value, mobile money is now a central pillar of the economy. The Bank of Ghana's National Payment Systems Strategy (2025–2029) is driving interoperability and open banking, while cross-border infrastructure advances through PAPSS. Fintech product managers, RegTech specialists, and data scientists building credit scoring models from alternative data sources are in acute demand.</p>	<p>Ghana's Construction Boom: 5.9% Growth, \$20.4 Billion Budget, and the Corridors Driving Demand</p> <p>Ghana's construction industry is projected to grow by 5.9% in real terms in 2026, supported by the GHS357.1 billion (\$20.4 billion) national budget and the government's push to close the infrastructure gap through PPPs requiring GHS646.7 billion (\$37 billion) annually over the next 30 years. The Tarkwa–Takoradi rail modernisation feasibility study is progressing toward its Q3 2026 conclusion, while Takoradi Port's Phase 2 mineral handling expansion is under construction. At the regional level, the \$15.6 billion Abidjan–Lagos Highway, with its 520km Ghana section is slated for construction in 2026. Quantity surveyors, project managers with PPP and FIDIC contract experience, and civil engineers specialising in heavy industrial infrastructure are commanding salaries 25–40% above standard sector rates.</p>

CAREER ACCELERATOR

Actionable guidance you can apply this month.

How to Position Yourself for the Critical Minerals Value Chain

The critical minerals boom is creating career opportunities across disciplines: not just for geologists and mining engineers, but for business analysts, environmental scientists, policy specialists, logistics managers, and technology professionals. Here is how to start positioning yourself, regardless of your current role:

STEP 1

Map the Value Chain: Understand the five stages – exploration, extraction, processing/beneficiation, manufacturing, and recycling. Identify where your current skills fit and where adjacent skills could open new doors. A mine planner can move

	into mineral economics. A business analyst can specialise in commodity trade. A tech professional can pivot into mining data systems.
STEP 2	Learn the Language: Read the AU’s Green Minerals Strategy and the G20 Critical Minerals Framework. Follow the African Mining Indaba, Mining.com, and Brookings Africa. Professionals who can speak the language of beneficiation, ESG compliance, and mineral trade policy will stand out in any room.
STEP 3	Build a Bridge Skill: Choose one cross-cutting competency: ESG reporting, data analytics for resource sectors, project management for extractives, or mineral trade and logistics. These bridge skills connect your existing expertise to the critical minerals opportunity regardless of your starting discipline.
STEP 4	Get Certified, Not Just Informed: Reading about critical minerals makes you aware. Completing structured professional development makes you credible. Employers are investing in people who can document their capabilities – not just talk about them. Consider targeted certifications in mining technologies, environmental management, or business analytics.

Africa’s mineral wealth will only translate into African prosperity if the professionals managing it are African-trained, African-certified, and African-led. That process starts with your next career development decision.

FIPS SKILLS FORECAST

Where we see professional demand heading in the next 6–12 months.

▲ RISING

- **Critical Minerals Analysis & Mineral Economics** – FORGE, the G20 Framework, and Ghana’s royalty reform are creating urgent demand for professionals who understand mineral valuation across the value chain
- **Energy Crisis Management & Scenario Modelling** – The Strait of Hormuz disruption has made energy resilience a board-level priority for every mining and industrial operation
- **ESG & Environmental Compliance** – Ghana’s Minerals Commission audit continues through June 2026, driving demand for compliance specialists and environmental officers
- **Remote Sensing & GIS for Mining Governance** – Anti-galamsey technology deployment is creating a new career category at the intersection of tech and resource management

— STEADY

- **Project Management (PMP/PRINCE2)** – Remains a baseline expectation for supervisory and management roles across sectors
- **Rock Mechanics & Underground Engineering** – Continued expansion at Obuasi and Tarkwa sustains strong demand
- **LNG & Gas Processing Operations** – Domestic gas supply from Sankofa/Atuabo remains strategically critical

▼ DECLINING

- **Manual Survey/Drafting** – GPS, LiDAR, and drone-based survey continue to reduce demand for traditional methods. Pivot: learn drone piloting or GIS software
- **Standalone IT Support (desktop-only)** – Cloud migration and managed services are replacing on-site IT generalists. Pivot: upskill into cloud infrastructure or network security

Forecast basis: FIPS training demand data, industry signals, employer consultations, global workforce reports.

LABOUR MARKET WATCH – GHANA

A monthly snapshot of Ghana’s employment trends and hiring patterns.

SECTORS HIRING	SECTORS CONTRACTING	KEY INDICATORS
<ul style="list-style-type: none"> • Gold Mining – Record prices and new operators driving aggressive recruitment for mine planning, automation, and compliance roles 	<ul style="list-style-type: none"> • Small-Scale Construction – Rising material and energy costs constraining residential development outside Accra 	<p>Youth Unemployment (15–35): 12.5% – slight decline</p> <p>Graduate Employment Rate: 68% within 12 months of graduation</p>

SECTORS HIRING	SECTORS CONTRACTING	KEY INDICATORS
<ul style="list-style-type: none"> • Critical Minerals – Lithium (Ewoyaa), bauxite, and manganese exploration creating new roles in project development and feasibility • Technology Services – Anti-galamsey tech, fintech, and mining data systems expanding headcount for developers and GIS analysts • Energy & Gas – Hormuz crisis increasing demand for gas processing engineers and energy security specialists 	<ul style="list-style-type: none"> • Downstream Oil Refining – Tema Oil Refinery operating below capacity; volatile crude costs compressing margins further • Traditional IT Support – Cloud migration and managed services displacing on-site desktop support roles 	<p>Mining Sector Workforce: ~47,000 direct employees – growing</p> <p>Avg. Salary Growth: 8.5% YoY – mining and energy lead all sectors</p>

Sources: GSS, U.S. EIA, Bank of Ghana, IEA, FIPS employer consultations.

CAREER RADAR

Emerging roles and in-demand skills this month.

EMERGING ROLES TO WATCH	SKILLS IN DEMAND THIS MONTH
<ul style="list-style-type: none"> • Critical Minerals Analyst • Beneficiation Process Engineer • Mineral Trade & Policy Specialist • ESG Data & Reporting Officer • Remote Sensing / GIS Specialist (Mining) • Renewable Energy Integration Manager (Mine-site) • AI-Assisted Geological Modeller 	<ul style="list-style-type: none"> • Mineral economics & commodity analysis • ESG compliance & sustainability reporting • Project management for extractive industries • Data analytics for resource sectors • Regulatory affairs & mining policy • Supply chain & logistics (mineral trade corridors) • Skills-based CV design & career positioning

SPOTLIGHT: ALUMNI IN FOCUS

What made you decide to take the Excel & Power BI Mastery programme while still in school?

"Developing soft skills was a dream for me — to complete university with not just a degree but professional skills as well. When I saw the opportunity to build practical data capabilities during the vacation, I knew it was the right time to invest in myself."

What was the most valuable skill you gained from the programme?

"Using Power BI to organise data and make meaning out of it through graphs and visualisations. It gave me the ability to turn raw numbers into something people can actually understand and act on."

What would you say to fellow students who think upskilling can wait until after graduation?

"Upskilling now is the best decision you can make, because you are utilising your free time to build a skill that can never be taken from you. Starting now is starting right."

– Ms Regina Midson, SU Cert (UMaT)

Aspiring Mining Engineer, University of Mines and Technology

JOB BOARD

Selected opportunities from across the industry. For the full updated list, join our Telegram channel.

Critical Minerals Project Geologist – Atlantic Lithium (Ewoyaa Project)
Cape Coast, Ghana | Full-time

Manager: Geology – AngloGold Ashanti
Tarkwa, Ghana | Full-time | Apply: careers.anglogoldashanti.com

Senior Process Engineer – Gas Operations – Ghana Gas Company
Atuabo, Ghana | Full-time

ESG & Sustainability Officer – Gold Fields (Tarkwa/Damang)
Tarkwa, Ghana | Full-time

Data Analyst – Mining Operations – Newmont Corporation
Ahafo, Ghana | Full-time | Apply: jobs.newmont.com

Full job listings & daily updates: <https://t.me/festariigroup>
Employers: To feature a role in FIPS Outlook, contact outlook@fips.ac

Senior Drill & Blast Engineer – Cardinal Namdini Mining Ltd
Bolgatanga, Ghana | Full-time | Apply: jobsearchgh.com/jobs/27181

Manager: Geology – AngloGold Ashanti
Tarkwa, Ghana | Full-time | Apply: careers.anglogoldashanti.com

Engineer, Data & Exploration – MTN Ghana
Accra, Ghana | Full-time | Apply: mtn.com.gh/careers

Geotechnical & Hydro Engineer III – Newmont Corporation
Ahafo, Ghana | Full-time | Apply: jobs.newmont.com

Specialist, Data Privacy & Protection – MTN MobileMoney Ltd
Accra, Ghana | Full-time | Apply: mtn.com.gh/careers

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PREPAREDNESS PATHWAY

How FIPS is helping professionals stay ahead

This edition's theme is clear: Africa's critical minerals opportunity is the defining economic story of the decade, and the professionals who prepare now will lead the value chain. Whether you are in mining operations, business management, technology, or environmental science, the skills required to participate in this transformation are the same skills FIPS has been building since 2021.

FIPS programme streams aligned with this month's signals:

- Mining Engineering & Technologies – Rock Mechanics, Mine Automation, Digital Mine Management
- Business & Management – Project Economics, Fiscal Modelling, Compliance & Governance
- Technology & ICT – Python for Data Analysis, AI Essentials, Cybersecurity Fundamentals
- Health, Safety & Environment – ISO 45001, Environmental Impact Assessment, ESG Reporting
- Executive & Leadership Certificates – Strategic Leadership, Change Management, Decision Science

All programmes are delivered through flexible evening and weekend schedules – you never have to choose between career growth and your current role.

OPPORTUNITIES BOARD

External opportunities for professional growth – curated by the FIPS Outlook editorial team.

GRANTS, SCHOLARSHIPS & FUNDING

GETFund Foreign Postgraduate Scholarship 2026/27 – Full funding for Ghanaian citizens pursuing Master’s studies abroad in priority disciplines (engineering, public health, IT, energy, governance). Projected deadline: July 16, 2026. Visit: scholarships.getfund.gov.gh

World Bank EGPS (Extractives Global Programmatic Support) – Grant funding for resource-dependent developing countries to strengthen transparency, governance, institutional capacity, and regulatory frameworks in the extractives sector. Rolling engagement through country-level proposals. Visit: egps.worldbank.org

African Development Bank – Skills for Employability Programme – Training grants for African professionals in mining, energy, and technology sectors. Visit: www.afdb.org

CONFERENCES, SUMMITS & INDUSTRY EVENTS

GITEX Africa – Morocco | 7–9 April 2026 | Africa’s largest tech and startup event, covering AI, fintech, cybersecurity, and digital transformation. Visit: gitexafrica.com

3i Africa Summit 2026 – Accra | 6–8 May 2026 | Themed “Shaping Africa’s Integrated Fintech Future,” organised by the Bank of Ghana and Development Bank Ghana in partnership with Elevandi. Visit: 3iafrica.com

WAMPEX West Africa 2026 – Accra | 3–5 June 2026 | West Africa’s largest mining and power exhibition. Visit: www.wampexwestafrica.com

CALLS FOR PAPERS, TENDERS & RFPs

IMPC 2026 – XXXII International Mineral Processing Congress – Cape Town, South Africa, 18–22 October 2026. Abstract submissions open across all areas of mineral and metallurgical processing. Visit: www.impc2026.com

Ghana Minerals Commission – Local Content Procurement Opportunities – Published Local Procurement List of 50+ goods and services that mining companies must source locally. Ghanaian firms in mine support services, engineering, catering, haulage, and HSE are encouraged to register. Visit: www.mincom.gov.gh/local-content

Know of a grant, event, or opportunity that should be featured? Email outlook@fips.ac with the subject line “Opportunity Submission.”

THE CLOSING THOUGHT

“Africa holds 30% of the world’s critical mineral reserves but captures only 10% of the value. The gap is not geological. It is human. Every processing plant that doesn’t exist, every trade negotiation that goes sideways, every environmental standard that goes unmet – these are skills gaps, not resource gaps.”

Be the professional who closes that gap. Start this month.

Know a colleague who’d benefit from this? Forward this edition or share: www.fips.ac/outlook

SHARE ON LINKEDIN

“Africa holds 30% of the world’s critical minerals but captures only 10% of the value. The gap isn’t geological – it’s human. If you work in mining, energy, or business in West Africa, the critical minerals race will define your career.”

– FIPS Outlook, March 2026

F I P S O U T L O O K

Preparing Professionals for What's Next

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FIPS Outlook welcomes contributions from alumni, industry professionals, and academic partners:

- Career stories from FIPS graduates (how certification changed your trajectory)
- Industry trend ideas or topics you'd like us to cover
- Employer perspectives on skills, hiring, and professional development

Guest Contributor Programme

We invite short articles (500–800 words) from alumni and industry professionals on career lessons, technical insights, or sector trends. Selected contributions are featured with full attribution.

Submit ideas and articles to: outlook@fips.ac

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Excel & Power BI Mastery – Cohort 2 (Online) | 4 May – 26 June 2026 | GHC 300 / \$28
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