



12 April 2021

ENGINEER ELECTRICAL

PREFERENCE WILL BE GIVEN TO WIM (WOMEN IN MINING) APPLICANTS

Your CV will not be processed if you do not indicate clearly on your application which position you have applied for

QUALIFICATIONS & REQUIREMENTS

Qualifications

- National Diploma (NQF Level 6) in Electrical Engineering (Essential)
- BDegree / BTech Degree (NQF Level 7) in Electrical Engineering (Recommended)
- Government Certificate of Competency (Mines and Works) in Engineering (Essential)
- Post Graduate Qualification in MBA / MBL / MDP or ARM Management / Leadership equivalent (Recommended)

Experience

- Minimum of five (5) years operational Engineering and production experience within a mining and plant environment (Essential)
- Minimum of two (2) years management experience **with GCC** in a plant area (Essential)
(Total of eight (8) years' experience required, of which some can run concurrent)

Knowledge, Skills & Competencies

- Integrity
 - Ethical standards and conduct
- Legal knowledge and relevant legislation
 - Mine Health and Safety Act
 - Relevant COP's
- Diagnostic knowledge
 - Root cause analysis
 - First line maintenance
 - Problem solving
 - Trend analysis
- Inter-departmental and cross-functional knowledge
 - Effective influencing and persuasion skills
- SHERQ knowledge
 - Risk assessments
 - Working knowledge of all SHERQ and related policies and procedures
- Management skills
 - Adherence to labour agreements
 - Planning and organising
 - Communication
 - Coordinating
 - Supervisory / Leadership
 - Performance management and Competency assessments
 - Motivational
 - Assertiveness
 - Controlling
 - Mentorship
 - Presentation
 - Budget and cost control
 - Contract management and cost estimation
 - Diversity management

- Quality orientation
 - Shows awareness of goals and standards
 - Follows through to ensure that quality and productivity standards are met
- Specialist knowledge
 - Understands technical or professional aspects of work and continually maintains technical knowledge
- Problem solving and analysis
 - Analysis issues and breaks them down into their component parts
 - Makes systematic and rational judgements based on relevant information
- Creativity and innovation
 - Creates new and imaginative work-related approaches
 - Shows a willingness to question traditional assumptions
 - Apply benchmarked practices in own organisation
- Commercial awareness
 - Understands and applies commercial and financial principles
 - Views issues in terms of costs, profits, markets and added value
 - Maintains professional integrity
- Persuasiveness
 - Influences, convinces or impresses others in a way that results in acceptance, agreement or behavioural change
- Policies and procedures
 - Working knowledge of related company policies and procedures
- Computer literacy
 - MS Word, Excel and PowerPoint (Intermediate user)
 - Discipline specific programmes
 - MS Projects
 - JD Edwards
 - Achiever
 - Isometrix

Other Requirements

- Legal Appointment: 2.13.3.1
- Valid code B / EB driver's licence (Essential)
- Medically fit for duty

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To manage and coordinate all the engineering activities as per assigned section/plant and ensure that the legal responsibility as required by statutory requirements are adhered to, which includes but not limited to:
 - Legal responsibility appointment
 - Tactical strategy
 - Budget and cost control
 - Implement change initiatives
 - Optimisation
 - People management
 - Stakeholder relations
 - Sectional / functional services organisational structure
 - Contractor management
 - Manage Engineering workshop facilities
 - Support function
 - Engineer operations process and systems
 - Capital projects and expansions
 - SHERQ adherence and compliance in own area of work
 - Work Ethics

Appointment: Remuneration will be based on a competitive all-inclusive flexible package.

Housing: The Company encourages private home ownership, but the allocation thereof is subject to the rules of the Khumani Housing Policy.

The successful incumbent will be appointed subject to being certified medically fit as per the Mine Health and Safety Act 29/1996 and meeting the requirements of the Company's Code of Practice – Minimum standards of fitness to perform work at a Mine. He/she may also undergo a psychometric assessment.

The abovementioned position is **D3** on the Paterson band grading system. The successful candidate that conforms to all said requirements and experience will be appointed on this grading. Should the successful

candidate not conform with all said requirements and experience, but is nonetheless regarded as suitable for appointment to the position, he/she will be appointed on a lower more appropriate grading, until successful achievement of required competencies and skills.

Interested applicants are requested to submit their CV's, together with certified copies of qualifications to:

HR Administration Office
Assmang (Pty) Ltd Khumani Mine
Private Bag X503
Kathu 8446 or
Fax to 086-407-0666 for Attention HR Administration or
e-mail to applications@assmang.co.za

Please be advised that short listed candidates will be required to authenticate information provided in CV's

Please make sure your curriculum vitae are in correct PDF or Word format – NO password protected / zipped or download material

Applications close on: 07 May 2021

NB: PLEASE ATTACH RELEVANT CERTIFICATES, QUALIFICATIONS, LICENSES, ETC TO YOUR APPLICATION

Please note that **NO** late applications will be entertained.

If you have not been contacted by the Company within 6 weeks after the closing date, please consider your application to be unsuccessful.

Correspondence will be limited to short listed candidates only.

Assmang (Pty) Ltd Khumani Mine is an equal opportunity employer. Appointment of successful applicants in positions will be done in line with the Employment Equity plan of the mine.

Assmang (Pty) Ltd Khumani Mine reserves the right not to make an appointment.