



BLACK ROCK MINE OPERATIONS



BRMO JOB VACANCY



SUPERINTENDENT TRAINING SERVICES



INTERNAL & EXTERNAL

PATERSON GRADING: D2
CLOSING DATE: 18 JUNE 2024

ASSMANG Pty Ltd requires the services of a **Superintendent Training Services** at their Black Rock Mine Operations situated 80km North-West of Kuruman in the Northern Cape.

MAIN TASK AND RESPONSIBILITY

Manage and direct operational training delivery in accordance with applicable standards and safety requirements in support of the group wide strategy. Review and examine the work of trainers, assessors and coaches in the learning delivery. Monitor and assure the integrity of the assessments of education and training standards.

MINIMUM QUALIFICATIONS

Essential unless otherwise indicated)

- Certificate: Grade 12 (Required).
- Diploma: Education Training and Development Practices (Required)
- Bachelor's Degree Industrial Psychology/ Human Resources Development / Human Resources (Alternative)
- Blasting Certificate / Trade Certificate (Recommended / Advantageous)
- ISO 9001 Lead Auditor (Recommended / Advantageous)

EXPERIENCE AND REQUIREMENTS

Essential unless otherwise indicated)

- 2-3 Years' Human Resources operations in training and development
- 2-3 years' Facilitation, monitoring and reviewing experience
- 2 Years' Management Experience

KNOWLEDGE AND SKILLS

Essential unless otherwise indicated)

- Computer Literate - Microsoft Office, JDE, Qlikview, Oracle.
- Plan, implement, control and monitor approved changes to area of responsibility to respond to changes in the industry, legislation, and other related matters including transformation and optimisation.
- Assist with workplace readiness assessment.

KNOWLEDGE AND SKILLS (Continues)

- Manage the efficient and effective utilisation of resources. Optimise systems and processes continuously to ensure production efficiency targets and operational plans are met
- Optimise the core operational internal processes and internal supply chain and resolve operational conflicts.
- Provide input into functional planning. Interpret functional plan and develop sub-functional plans.
- Plan, direct and assess Quality Management within sub-function and recommend remedial actions where necessary to ensure adherence to TQM principles.
- Implement compliance requirements. Communicate compliance changes.
- Obtain, check and refine information. Collate and submit reports. Run data exception reports and take corrective action. Conduct document control spot-checks.
- Identify recurring problems and derive creative solutions involving team members. Recognise and reward team member efforts.
- Control the determination of training needs and standards with legislative requirements, national and industry standards. Liaise with Line Management within a function to align operational requirements with training schedules.
- Provide support in establishing a group wide standardised and accredited Human Resource Development function
- Develop and conduct quality assurance audits at other Operations.
- Present informative sessions and undertake administrative tasks.
- Develop, monitor and modify training courses for all relevant BR occupations, keep abreast of developments and trends in the fields.

TERMS & CONDITIONS

- The candidate will be appointed on the condition of being certified medically fit as per Mine Health and Safety Act 29/1996.
- **Remuneration** will be based on a competitive all-inclusive flexible package.
- **Employment Equity targets** will be considered when appointing potential candidates.
- **People living with disabilities** are encouraged to apply.

Interested applicants are requested to submit their CV's with certified copies of qualifications.

- Apply via our Career website only: <https://assmang.ci.hr>

- Please be advised that short listed candidates will be required to authenticate information provided in CV's.
- Late applications will not be accepted
- Internal candidates should clearly indicate their company number on their applications/CV.
- If you have not been contacted within 21 days after the closing date, please consider your application to be unsuccessful. Correspondence will only be limited to shortlisted candidates.
- Assmang Pty Limited reserves the right not to appoint.

POPIA DISCLAIMER:

By submitting your application, you agree:

- To the processing of your personal information and sharing it with third parties for verifications.
- To you exercising of your rights provided for by POPIA.
- To BRMO keeping your personal information confidential.

FRAUD ALERT:

Black Rock Mine Operations subscribes to ethical recruitment processes:

- > **Black Rock Mine Operations will never ask for money in exchange of any application, medical assessment, and interview or to be appointed.**
- > **Black Rock Mine Operations will never display personal contact details or cell phone number of individual recruiters on the advert as a form of communication or job application**