

	INTERNAL/EXTERNAL – VACANCY Safety, Health, Risk, Environment & Quality (SHREQ) Manager (D-Upper)	Form HR 064
		Revision 11
Process Owner:	HUMAN RESOURCES	

26 February 2026

Nkomati Nickel Mine, a division of African Rainbow Minerals Limited (ARM), invites applications from suitably qualified and highly experienced professionals for the position of **SHREQ Manager**.

This role will provide strategic **leadership and governance** across Safety, Health, Risk, Environmental and Quality disciplines at Nkomati Nickel Mine.

Nkomati Mine is on care and maintenance, but notwithstanding this fragile status of Nkomati, the small core team still strives to live up to the “we care, we grow, we excel” culture of Nkomati Mine in engagements with all stakeholders.

This is a one-year fixed-term position with Nkomati Mine being under care and maintenance without the undertaking of extension beyond the contractual period.

The incumbent will be responsible for ensuring full compliance with the Mine Health and Safety Act (MHSA), environmental legislation, and corporate governance standards, while driving a proactive safety culture and integrated risk management framework across the operation.

Key Responsibilities

- Lead and manage the integrated SHREQ Management System.
- Ensure full statutory compliance with MHSA and environmental legislation.
- Maintain and monitor the mine-wide Risk Register.
- Oversee occupational hygiene programmes (dust, noise, ventilation, thermal stress, illumination).
- Ensure implementation and compliance with the Environmental Management Programme (EMPr).
- Lead incident investigations and ensure corrective actions are implemented.
- Drive safety leadership and visible felt leadership initiatives.
- Oversee emergency preparedness and response planning.
- Manage SHREQ audits, inspections and regulatory engagements.
- Compile and present monthly SHREQ performance reports to management.
- Manage departmental budget and service providers.

Minimum Requirements

- Degree or National Diploma in Occupational Health & Safety, Environmental Management, Mining Engineering or related field.
- COMSOC 1 & 2 (or equivalent).
- Minimum 8–10 years’ mining SHREQ experience
- At least 5 years in a management capacity within SHREQ
- Proven experience in MHSA compliance, environmental compliance and risk management.
- Strong incident investigation and root cause analysis capability and knowledge.
- Valid driver’s licence.
- Medically fit for the mining environment.

Competencies

- Strong leadership and influencing ability.

- Sound knowledge of mining legislation.
- Analytical and structured decision-making skills.

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- High integrity and ethical standards.
- Ability to engage effectively with regulators and stakeholders.

Nkomati Mine is an equal opportunity employer, and the filling of positions will be done in line with the company's Employment Equity Plan. Appropriately qualified and experienced candidates from host communities will be given preference.

Application Process

Interested candidates should submit a comprehensive CV, certified copies of qualifications, and proof of certifications.

Employment Equity: Nkomati Nickel Mine is committed to Employment Equity and diversity in the workplace.

Remuneration: The flexible salary package will be commensurate with qualifications and experience but does not include company benefits like medical aid or pension funds due to the fixed-term nature of the position.

Selection Procedure: The selection process may include panel interviews, job-related assessments, as well as criminal, credit, and reference checks.

Applications should be submitted to: Nkomati.Recruitment@nkomati.co.za

Use the subject line: **SHREQ Manager** – Nkomati Mine

Please Note

- Unsolicited/irrelevant CVs will not be responded to, and CVs not shortlisted will not be kept.
- Should your application be deemed eligible, you will be contacted within 21 days after the closing date; otherwise, consider your application to have been unsuccessful.
- Correspondence will be entered into with shortlisted candidates only.
- Employment opportunities are not for sale at Nkomati Mine, and a formal recruitment process will always be followed.
- Endeavours to influence and/or interfere with the recruitment and selection process will disqualify such candidates.
- Candidates with the relevant qualifications, abilities, aptitude and experience from the host communities of Nkomati Mine will be preferred.

Closing Date: 13 March 2026