

BRMO JOB VACANCY

SUPERINTENDENT ORGANISATIONAL DEVELOPMENT & TALENT MANAGEMENT

INTERNAL / EXTERNAL

PATERSON GRADING: D1

CLOSING DATE: 08/07/2026

ASSMANG Pty Ltd is seeking a highly skilled, motivated and dedicated individuals who would like to be part of this exciting mine and who would like to make use of this unique opportunity to grow and develop within the company to apply for the position at our Black Rock Mine Operations, situated 80km North-West of Kuruman in the Northern Cape.

MAIN TASK AND RESPONSIBILITY

To foster a learning organisation as envisaged by Skills Development legislation and company strategy to ensure a sustainable scarce and critical skills pipeline through facilitated organisational development processes like succession planning, graduate and bursar programmes, leadership development, psychometric assessments, behavioural training and development etc.

To align group and individual organisational behaviour with the BRMO strategy through facilitated organisational development processes.

MINIMUM QUALIFICATIONS

Essential unless otherwise indicated)

- Grade 12.
- Honours Degree in Human Resources / Industrial Psychology / Organisational Industrial Psychology (OIP) or any Honours Degree related to the position.
- Registered Psychometrist (Private Practice).
- First Line Management Development Programme or ARM Supervisory Programme or equivalent) (Advantageous).
- Drivers Licence Code B/ EB

EXPERIENCE AND REQUIREMENTS

Essential unless otherwise indicated)

- 2 Years Human Resources Generalist Experience.
- 2 Years Psychometric Assessment Experience.
- 2 Years Organisational Development and or Talent Management Experience.
- 2 Years First Line Management or Supervisory Experience.
- Total of 8 Years Experience.

KNOWLEDGE AND SKILLS

Essential unless otherwise indicated)

- Professional Status: HPCSA - Registered Psychometrist (Private Practice / Independent Practice)/ or Industrial Psychologist (Required), SABPP Registration (Recommended).
- System Skills: Microsoft Office, Human Resource Information Management Systems Learning Management Systems Psychometric Software tools.

JOB RESPONSIBILITIES

Essential unless otherwise indicated)

- Coordinate the psychometrics portfolio including supervision of psychometrics and interns, application of psychometrics and assessment centers for recruitment, development and career guidance purposes in area of responsibility.
- Implement the talent management strategy as received from the NC Manager OD & Talent to attract and retain talent in order to contribute to the organisation's, and specifically the NC talent management strategy. Implement and promote effective succession planning to provide critical skills.
- Coordination of planned leadership development. Provide recommendations regarding future leadership development and succession planning to the NC Manager OD & Talent / Manager HRD or Manager HOD HR.
- Coordination of planned behavioural training interventions.
- Implement and monitor continuous business development through process re-engineering as received from NC Manager OD & Talent.
- Conduct work analysis and produce Job and Person profiles. Coordinate, conduct and maintain work design and job grading.
- Participate in incremental change, strategic change and transformational change within the operations.
- Recommend and coordinate the implementation of operation / site specific Organisational Development and culture interventions fostering shared vision and values, individual, team and organizational learning.
- Ensure compliance with Skills Development commitments made in Social and Labour plan i.e. ATR & WSP reporting.
- Plan, direct and assess Quality Management within sub-function and recommend remedial actions where necessary to ensure adherence to TQM principles.
- Manage stakeholder engagement and the implementation of communication best practice principles in support of business objectives.

TERMS & CONDITIONS

Successful candidates will be appointed on the condition of being certified medically fit as per the Mine Health and Safety Act 29/1996, and subjected to Security Assessment (incl. Criminal Record Clearance). Remuneration will be based on a competitive all-inclusive flexible package.

Preference will be given to women in mining and designated groups in accordance with the Company's Employment Equity Plan. People living with disabilities are encouraged to apply.

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

- Late applications will not be entertained.
- Internal candidates should clearly indicate their company number on their applications/CV.
- If you have not been contacted 21 days after the closing date, kindly accept your application as unsuccessful.
- Should you not be contacted 7 days after the interview (if you have been interviewed), kindly accept your interview as unsuccessful. Correspondence will only be limited to shortlisted candidates.
- Assmang Pty Limited reserves the right not to appoint.

Interested applicants are requested to submit their CV's together with SAPS certified copies of qualifications via our Career website: <https://assmang.ci.hr> . **ONLY ONLINE APPLICATIONS WILL BE ACCEPTED.**

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



ASSMANG
MANGANESE

BLACK ROCK MINE OPERATIONS

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EMPLOYER

South Africa
2026

FOR A BETTER WORLD OF WORK

