

CAREER OPPORTUNITY

Nkomati Nickel Mine is primarily a nickel and chrome operation located in the Mpumalanga Province between Badplaas (eManzana) and Machadodorp (eNtokozweni), within the broader Waterval Boven (Emgwenya) region. Nkomati is owned by African Rainbow Minerals (ARM), a leading South African diversified mining and minerals company. ARM mines and beneficiates iron ore, manganese ore, chrome ore, platinum group metals (PGMs), nickel and coal and has a strategic investment in gold through Harmony Gold Mining Company (Harmony).

SUPERINTENDENT SOCIAL PERFORMANCE

(D-UPPER PATTERSON GRADING)

REFERENCE NUMBER: NK-SP-DU-03/06/2026

Purpose of the Job:

To develop, implement, and manage Social Performance strategies that foster positive community relations, ensure regulatory compliance, and support sustainable socio-economic development in host communities.

Location:

- Slaaihoek Farm, Waterval Boven, Mpumalanga

Job Requirements:

- Post Graduate or Honours Degree in Social Sciences, Development Studies, or related field
- Accredited Project Management Qualification
- 8 years' experience in Social Performance or Community Relations in mining or heavy industry
- Minimum 3 years in a supervisory role
- Strong understanding of ICMM, ESG, and mining regulatory frameworks
- Mining industry experience essential
- A valid driver's license
- Strong knowledge of ESG, ICMM, BBBEE, Mining Charter and SLP requirements

Job Responsibilities: /

- Lead Social Performance strategy development and execution
- Manage stakeholder engagement processes and community relations
- Oversee Social and Labour Plan (SLP) implementation
- Manage social risks, impacts, and grievance mechanisms

- Ensure ESG and ICMM alignment in all social performance activities
- Prepare and present social performance reports and compliance documentation
- Lead and develop the Social Performance team
- Champion community engagement programs that foster trust and collaboration.
- Oversee social performance strategies aligned with corporate sustainability goals.
- Monitor and report on social impact metrics to ensure compliance and transparency.
- Partner with local communities, Traditional Leaders, NGOs, and government bodies to deliver shared value.

Personal Attributes:

- Strong stakeholder engagement and communication skills
- Leadership and team management capabilities
- Conflict resolution and negotiation skills
- Strategic and analytical thinking
- High level of professionalism and integrity
- Strategic and analytical thinking
- Strong background in social performance, community relations, or sustainability.
- Excellent communication and leadership skills.
- Ability to balance business objectives with community needs.
- Experience in stakeholder engagement and conflict resolution.

Equity Statement:

Preference will be given to suitably qualified applicants in line with the employment equity plan and targets of the organisation.

POPIA Disclaimer

By sending your details to the email address on this advertisement you agree to:

- The processing of your personal information and sharing it with third parties for verifications.
- The exercising of your rights provided for by POPIA.
- To acknowledge that ARM Nkomati Nickel Mine will keep the record of your personal information confidential.

Additional Information:

- To apply for this vacancy, please send your CV to the email address below before the closing date.
Email: Nkomati.Recruitment@nkomati.co.za
- No late applications will be considered or accepted.
- Correspondence will be limited to short-listed candidates only.
- If you do not hear from the Company within 21 days after the closing of the advert, please consider your application as unsuccessful.

Closing date: 07 July 2026



www.arm.co.za



We Care, We Grow, We Excel