
Career Opportunity Internal & External Advert

Bokoni Platinum Mines is a mining operation situated in the Eastern Limb of the Bushveld Complex.

Applications are invited from suitably qualified and experienced persons for the position of **HOD Human Resources**. The position will be based at Bokoni Platinum Mines at Atok (Fetakgomo Tubatse Local Municipality, Sekhukhune District Municipality in Limpopo).

HOD: Human Resources – (E Band)

Purpose of the Job:

The successful candidate will lead the development and implementation of an operation-focused Human Resources Strategy that directly supports Bokoni Platinum Mines' mining activities, production ramp-up, safety performance, labour stability and operational readiness. The incumbent will partner with mining, engineering, plant and support functions to ensure the effective deployment of skilled, competent and engaged employees across the value chain, while maintaining compliance with labour legislation, the Mine Health and Safety Act, employment equity requirements and company governance standards. The role will oversee the full spectrum of human capital management, including employee relations, workforce planning, recruitment and onboarding, skills development, organisational effectiveness, transformation, employee engagement, remuneration and HR governance.

Job Requirements:	• Degree in Human Resources Management, Industrial Psychology, Labour Relations or a related field is required. • Postgraduate qualification in Human Resources Management, Business Administration, Leadership or a related discipline will be advantageous. • Management or leadership development qualification will be highly advantageous. • Minimum of 10 years' broad Human Resources experience, including at least 5 years at senior management level within the mining industry. • Extensive experience in employee relations, collective bargaining, union engagement and labour stability within a complex operational environment. • Proven ability to develop and implement strategic human capital initiatives that support operational performance, transformation, compliance and organisational effectiveness.
Job Responsibilities (will include the following but not limited to):	• Lead the development and execution of an integrated Human Resources Strategy aligned to Bokoni Platinum Mines' operational, safety, growth and sustainability objectives. • Provide strategic people leadership and advisory support to the Senior General Manager and operational leadership team to enable workforce readiness, productivity and effective business execution. • Drive labour stability through effective employee relations, constructive union engagement, collective bargaining, dispute resolution and employee engagement across the operation. • Build organisational capability through workforce planning, talent acquisition, succession management, leadership development, performance management and skills development. • Provide strategic oversight of Human Resources Development by ensuring the effective implementation of skills development, training governance, statutory compliance, workplace learning, succession development and capability-building initiatives aligned to operational requirements.

	• Lead transformation, Employment Equity, diversity and inclusion initiatives in line with Mining Charter requirements and the organisation's strategic commitments. • Ensure effective HR governance, remuneration oversight, digital HR enablement, people analytics, statutory reporting and compliance with labour legislation and mining industry regulations. • Manage strategic human capital risks and implement mitigation plans to support operational continuity, organisational effectiveness and long-term business sustainability.
Competencies:	• Strategic Leadership • Business and Commercial Acumen • Labour Relations Expertise • Stakeholder Engagement and Influencing Skills • Change Management • Negotiation and Conflict Resolution Skills • Talent and Organisational Development • Analytical and Problem-Solving Ability • Exceptional Communication and Interpersonal Skills • Results Orientation and Execution Excellence

Application for the above vacancy may be submitted via email to Anneke@ferreirasearch.co.za no later than the 7 August 2026. Please attach:

- Comprehensive updated CV
- Certified copies of all qualifications

Equity Statement:	Preference will be given to suitably qualified Applicants from designated groups in line with the Employment Equity Plan and/or Compliance Targets of the Organisation.
POPIA Disclaimer:	By sending your CV 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 Bokoni Platinum Mines will keep the record of your personal information confidential.