

BRMO JOB VACANCY

PERFORMANCE COACH CONTINUOUS IMPROVEMENT

INTERNAL

PATERSON GRADING: C4

CLOSING DATE: 30 JULY 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

Facilitating the implementation of continuous improvement ideas and initiatives. Monitor and provide on-going support by auditing the effective implementation of Ideas and initiatives.

MINIMUM QUALIFICATIONS

Essential unless otherwise indicated)

- Certificate: Grade 12 (Required)
- Relevant Diploma: Business Analyst and / or Industrial Engineering NQF Level 5 (Required)
- National Diploma: Behavioural Sciences / Industrial Engineering / Mining Engineering NQF Level 6 (Alternative)
- Certifications / Courses: Lean, Six Sigma, Kaizen, Process Improvement, Change Management, Business Improvement (Advantageous)

EXPERIENCE AND REQUIREMENTS

Essential unless otherwise indicated)

- 3 Years Experience in Organisational Performance Improvement including business management and Continuous Improvement

KNOWLEDGE AND SKILLS

Essential unless otherwise indicated)

- Computer Literacy
- Microsoft Office
- Electronic Document Management System
- SHERQ Systems
- PIPWARE

JOB RESPONSIBILITIES

Essential unless otherwise indicated)

- Coordinate service provider licenses on Passport 360; user licenses must be in place Support and participate in sub-functional change management to drive optimisation.
- Assist Departments / Shafts in designing and implementation of best practices by sharing what other sections and departments does well.
- identify and recommend initiatives aimed at eliminating waste, improved productivity and reduce operating costs within scope.
- 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 or using own vocational knowledge and experience.
- Coach team members to deliver on the planning activities (compliance to plan) of their work. Plan team activities.
- Ensure operational plan is implemented.
- Identify areas which are not performing, investigate obstacles, recommend solutions and monitor the implementation of Corrective actions implemented.
- Identify gaps regarding the application of the CI methodology. Train, coach and explain (educate) using CI and Connect training material as well as learning topics.
- Facilitate a positive working climate through giving inputs to the formal recognition platform of BRMO.
- Manage performance effectively through implementation of Performance Management System.
- Ensure that the BRMO Values applied and entrenched within the Company.
- Ensure competent leaders through coaching of leadership skills and techniques.
- Understand performance improvement tools and the impact of relevant legislation of area of responsibility.
- Understand organisational culture and how to deal with diverse cultures.
- Overcome obstacles and demonstrate a high level of interest in the subject matter.
- Seek and accept feedback while engaging at different levels of work management.

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



BLACK ROCK MINE OPERATIONS

