

BRMO JOB VACANCY

HEAD OF DEPARTMENT: HUMAN RESOURCES

INTERNAL / EXTERNAL

PATERSON GRADING: E1

CLOSING DATE: 04/09/2026

ASSMANG Pty Ltd is seeking a highly skilled, motivated and dedicated individual 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

Assume overall accountability for the total HR function. Optimise, attract, retain and develop human potential. Formulate the HR strategy aligned to the business strategy risk counter strategies. Ensure effective change management processes and principles are implemented across the Operation.

MINIMUM QUALIFICATIONS

Essential unless otherwise indicated)

- Grade 12.
- Bachelor's degree in human resources/industrial psychology /Equivalent related field
- Valid Drivers License.

EXPERIENCE AND REQUIREMENTS

Essential unless otherwise indicated)

- 10 Years HR Generalist and Labour Management Experience.
- 5 Years Management Experience.
- Postgraduate qualification (MBA, MBL or Senior Leadership qualification) will be advantageous

KNOWLEDGE AND SKILLS

Essential unless otherwise indicated)

- Business Acumen.
- Strategic leadership
- Stakeholder engagement and influencing skills
- Results orientation and execution excellence.
- Leading Change.
- Negotiation and conflict resolution skills.
- System Knowledge: Microsoft Office, Human Resources Information Management System.
- Legislative Knowledge: Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act.

JOB RESPONSIBILITIES

Essential unless otherwise indicated)

- Develop and implement the Human Resources Strategy aligned to the business strategy, supporting organisational growth, performance and sustainability.
- Provide strategic HR leadership and partner with executive management to drive workforce effectiveness and business objectives.
- Lead organisational design, workforce planning and headcount forecasting to ensure optimal organisational structures and capability.
- Oversee talent acquisition, onboarding and employee lifecycle management, ensuring efficient, compliant and fit-for-purpose people processes.
- Develop, implement and monitor HR policies, procedures and governance frameworks in line with legislation and best practice.
- Drive transformation, Employment Equity, BBBEE, Mining Charter, Social and Labour Plan (SLP), Workplace Skills Plan (WSP) and Annual Training Report (ATR) compliance and delivery.
- Lead stakeholder engagement and strategic communication with employees, organised labour, regulators, communities and other key stakeholders.
- Manage employee relations, labour compliance and organisational risk, including CCMA matters, whistleblowing processes and fair labour practices.
- Drive organisational development, talent management, succession planning, employee engagement and recognition initiatives to build a high-performance culture.
- Ensure effective quality management, governance, SHERQ compliance and continuous improvement across all Human Resources functions and services.
- Adhere to SHERQ, legal standards, and procedures, and timeously and accurately report SHERQ-related observations and incidents.

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

top
EMPLOYER

South Africa
2026

FOR A BETTER WORLD OF WORK

