

BRMO JOB VACANCY

SUPERINTENDENT TRANSFORMATION

INTERNAL / EXTERNAL

PATERSON GRADING: D1

CLOSING DATE: 01/09/2026



ASSMANG
MANGANESE

BLACK ROCK MINE OPERATIONS

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

Manage, implement, monitor and evaluate the required targets set by the regulators aligned by the mining rights.

MINIMUM QUALIFICATIONS

Essential unless otherwise indicated)

- Grade 12.
- Bachelor's degree in Human Resources / Bachelor of Social Sciences / Related Degree.
- Certified Skills Development Facilitator.
- Valid Drivers' Licence.

EXPERIENCE AND REQUIREMENTS

Essential unless otherwise indicated)

- 8 Years Human Resources Operations Experience with Exposure to Transformation Processes, Including Employment Equity, Mining Charter, Social Labour Plan, BBEE / DTI Scorecard, WSP/ATR Coordination and Monitoring.
- 5 Years Supervisory Experience.

KNOWLEDGE AND SKILLS

Essential unless otherwise indicated)

- Professional Status: SABPP Registration.
- Leading change.
- Business acumen.
- Leading people.
- Building relationships.
- Results driven.
- System Skills: Microsoft Office, Oracle, LMS & JDE.

JOB RESPONSIBILITIES

Essential unless otherwise indicated)

- Collate integrated scorecards for work areas, operations and business groups. Create reports. Perform trend analysis and internal audits. Develop document control systems and practices.
- Optimise the function's core internal processes and internal supply chain and resolve functional operating conflicts.
- Act as representative at the ARM Group Transformation Committee. Present business unit specific projects at Group level and share statistics. Developing the Transformation strategies and procedures at the group level.
- Identify, recommend and implement approved large scale operations diversity interventions.
- Develop EE Act plan in consultation with EE committee and future forum. Implement, monitor and evaluate approved plan. Coordinate EE barrier analysis audits.
- Ensure all corrective actions are implemented in terms of all audit findings for compliance purposes.
- Implement compliance requirements. Communicate compliance changes.
- Ensure operational plan is implemented.
- Influence and monitor HR related practices. Influence various subject matter experts to contribute to target achievement.
- Set equity targets for all statutory objectives. Implement, monitor and evaluate Social Labour Plan / Mining Charter / BBEE / EE and WSP targets, Coordinate the all-legislative forum.
- Develop, implement, monitor and evaluate all transformation strategies for compliance purposes.
- Ensure commitment on grants and claims (discretionary and mandatory).
- Works Skills Plan and Annual Training Report, drafting of the plan, implement, monitor and evaluate.

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