

External Vacancy



The following position have become available within



Aveng Mining offers services across the mining value chain, from shaft sinking, underground development, contract mining and open cut mining, to construction of mine infrastructure. The operating group's experience spans a broad range of commodities and it has worked successfully in remote and difficult locations.

POSITION: Earthmoving Equipment Mechanic (Drill Rigs)
LOCATION: Northern Cape
REPORTING TO: Earthmoving Plant Foreman
JOB SUMMARY STATEMENT: The effective repair and maintenance of all plant on site with the least disruption to the site. Attempt to achieve maximum availability for each item of plant on site.

- KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):**
- Diagnose faults and repairs on DK 25 and DK 45 Drill Rigs.
 - Carry out preventative maintenance on Drill Rigs to company standards.
 - Carry out all minor and major services.
 - Check machines and carry out repairs that are required.
 - Plan and schedule work.
 - Report all breakdowns to management
 - Complete daily and weekly inspection sheets and advise notes
 - Complete all administration and submit to all relevant parties on a daily basis
 - Ordering of spares required for repair, maintenance and services
 - Performance management and coaching of subordinates.
 - Monitor and measure daily efficiencies
 - Implement productivity improvement initiatives according to OE plan
 - Ensure plant availability of 90%.
 - Apply the necessary quality assurance methods and procedures according to the quality management system, specifications and legislation
 - Apply and monitor the aspects of preventative maintenance.
 - Coordinate services of all equipment and plant.
 - Read and interpret workshop manuals and parts book for each machine being serviced or repaired.
 - Work to the highest safety and environmental standards of the company
 - Adhere to all safety instructions as laid out on site

ACADEMIC QUALIFICATIONS:

- Grade 12
- Qualified Artisan - Section 13 Trade Test Qualification (Section 28 will not be considered)

EXPERIENCE:

- At least 8 years related work experience (other jobs that prepared you for this job).
- At least 2 years' experience on DK25 and/or DK 45 specifically.

KNOWLEDGE, SKILLS & ABILITIES:

- Mechanical and technical skills
- Sound knowledge of service and maintenance on Earth Moving Equipment (DK 25 and DK45 Drill Rigs)

BEHAVIOURAL COMPETENCIES:

- Planning and Organising
- Working with people
- Leading and supervising
- Coping with pressure and setbacks
- Must be a mature self-motivated and well-disciplined person of sober habits
- Must be a team player and work well with peers and supervisors
- No Criminal record
- Promote a high safety standard

POSITION: Buying Clerk
LOCATION: Northern Cape – Tshipi Ntle Project
REPORTING TO: Buying & Logistics Controller
JOB SUMMARY STATEMENT: Execute the procurement of all materials, equipment, supplies and services on behalf of Aveng Moolmans. Procurement tasks will be executed in accordance with prescribed policies and procedures and focus on securing the correct items at the optimum quality, price and value to meeting operational and internal client requirements thereby contributing to overall cost reduction for the region by way of pricing and value add.

- KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):**
- Purchase Requisition and Purchase Order Transactions using SAGE system
 - Ensure compliance to Safety and Quality policies, procedures and standards.
 - Internal Systems, Procedures and Policies
 - Effective Procurement procedures
 - Internal client satisfaction
 - Establish good relationships with suppliers

ACADEMIC QUALIFICATIONS:

- Grade 12 with Maths, Science and Accounting
- Relevant Qualification in Procurement will be a strong advantage

EXPERIENCE AND REQUIREMENTS:

- At least two (2) years related work experience in the procurement environment (Earthmoving Plant Equipment)
- No criminal record

KNOWLEDGE, SKILLS & ABILITIES:

- Excellent MS Office skills (Excel a must)
- Knowledge and experience of SAGE system will be a strong advantage.
- Knowledge of the Procurement Environment
- Strong sense of urgency
- Attention to detail

BEHAVIOURAL COMPETENCIES:

- Adhere to principles and values
- Apply good governance principles
- Produce and maintain effective business results
- Maintaining effective relationships
- Enthusiastically productive

POSITION: Production Manager (Drilling & Blasting)
LOCATION: Northern Cape
REPORTING TO: Contract/Snr. Contract Manager
JOB SUMMARY STATEMENT: To manage the execution of the required work within the project schedules and contractual agreements, ensuring technical excellence and effective coordination of the respective staff, equipment and other resources allocated to the project team. Plan, direct, coordinate, or budget, usually through subordinate supervisory personnel, activities concerning drilling, blasting and production. Participate in the conceptual development of an open cut mining project and oversee its organization, scheduling, and implementation.

- KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):**
- Establish and maintain good client relationships
 - Financial management and costing: ensure adherence to budget and project plan
 - Daily cost to budget management (Explosive & GET supplier)
 - Plan, organize and monitor the Drilling & Blasting process.
 - Plays a key role in all people management processes
 - Responsible to ensure that all administrative requirements are met
- Quality control:**
- Drilling block preparation & Drill to design
 - Blasting block designs & Blast to plan monitoring
 - Ensure compliance to Safety and Quality policies, procedures and standards.

ACADEMIC QUALIFICATIONS:

- Grade 12, preferable with Mathematics and/or Accounting passed as subjects
- National Diploma/Degree - Mining Engineering, or Management/Finance related, will be a strong advantage
- Opencast Blasting Certificate is compulsory

EXPERIENCE AND REQUIREMENTS:

- National Diploma/degree: at least five years' related work experience, or
- No formal qualification: at least 10 years relevant open cut mining experience, of which at least 5 years should be in a relevant supervisory (Pit Superintendent or higher) level position
- Comprehensive experience managing a diverse workforce in a Unionized work environment
- Comprehensive knowledge and experience of Drilling and Blasting
- No criminal record
- Valid Driver's licence

KNOWLEDGE, SKILLS & ABILITIES:

- Business Aptitude - The ability to drive profits, exceed targets and minimize losses.
- Mechanical Aptitude – A solid understanding of the workings of earthmoving equipment components and malfunction / troubleshooting. It includes specific aptitudes such as mechanical reasoning and object assembly.
- Technical Aptitude - The capacity for using specific knowledge, tools or other equipment to enhance performance. Strong computer literacy in the following: MS Word, Excel, Power Point.
- Leadership skills – the ability to lead, motivate and discipline subordinates.
- Good knowledge of ergonomics and outputs of the equipment.
- Vast knowledge of an Open Cast Mining operation
- Good communication skills and solid knowledge of IR Procedures

BEHAVIOURAL COMPETENCIES:

- Approach work strategically
- Drive financial optimization and efficiency
- Effective resource management
- Empower and motivate others effectively
- Enthusiastically productive
- Establish interpersonal tolerance and teamwork practices
- Incorporate new approaches in key change initiatives
- Produce effective business results
- Show initiative and make things happen
- Promote ideas with impact

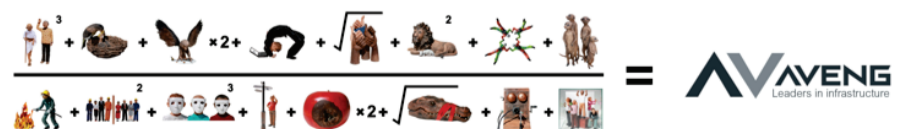
CLOSING DATE: 01 February 2018

Interested persons who meet the job requirements can submit their CV's by e-mail to: ncprod.recruitment@avengmining.com

(NB: Kindly ensure to indicate the position that you apply for in the subject line)

In line with the Aveng commitment to transformation, suitably qualified candidates from previously disadvantaged groups will be given preference.

While the company's recruitment policy stipulates that all positions will be advertised, provision is also made for appointments to be made in accordance with the company's succession planning strategy and practice when filling vacancies.



The Aveng formula is a blueprint of what we strive to achieve as an organisation. It is the DNA of our corporate identity and a behavioural guide for all Aveng staff. Anyone joining Aveng is expected to embrace the formula to the best of his/her ability every day.