



ASSMANG

MANGANESE

BLACK ROCK MINE OPERATIONS

ASSMANG Pty Ltd – Manganese Division

requires the services of the following person at their Black Rock Mine Operations, situated 80km north-west of Kuruman in the Northern Cape:



MANAGER: HUMAN RESOURCES

(EL Paterson Grading)

The successful candidate will be accountable for the total Human Resources function, to facilitate and drive optimisation, attraction, retention and development of people. He/she will ensure sound employee relations and compliance with all legislative requirements, as well as formulate the HR strategy and HR-related business risk counter-strategies.

Minimum requirements (essential unless otherwise indicated): • A Grade 12 • A Bachelor's degree in Human Resources or Industrial Psychology or equivalent • An Honours degree Human Resources or Industrial Psychology will be advantageous • 10 years' human resources management experience at senior level • 5 years' team and functional management experience • Advanced knowledge of systems and integration thereof, inter alia: Electronic Document Management System; Enterprise Resource Planning; Human Resource Information Management Systems; Information Management Systems; Learning Management Systems.

Main tasks and responsibilities: • Promote and enforce a culture of statutory compliance • Evaluate negative trends and introduce remedial solutions • Communicate changes where applicable • Ensure structures and frameworks are implemented • Ensure legal, statutory and regulatory compliance for all requirements are implemented and maintained to ensure compliance, accreditation and governance requirements for the organisation are met • Ensure that mechanisms to reduce risk to the business are implemented • Facilitate sound employee relations, union relationships and stakeholder management • Ensure sound industrial relations practices are in place and compliance with legislative requirements • Remain up-to-date with macro and micro-economic conditions, legislation, competition, market sentiment and the industry in general • Anticipate and plan for circumstances that may influence the development and implementation of the functional strategic plan • Develop and implement the functional strategic plan in support of the overall business plan in terms of operational, quality and market imperatives, while optimising the employee value proposition • Formulate the OD and Change Management Strategy to effectively manage the company's change and transformation goals • Compile and execute the annual manpower plan in conjunction with all stakeholders and ensure timeous allocation of resources • Continually optimise the function's core internal processes and internal supply chain to resolve cross-functional operating conflicts through development of processes, standards and directives • Be accountable for the function's overall performance within the agreed strategic framework.

Preference will be given to applicants from previously disadvantaged groups to support the company's Employment Equity plan.

The candidate will be appointed on the condition of being certified medically fit as per Mine Health and Safety Act, 29/1996. Preference will be given to applicants from previously disadvantaged groups to support the company's employment equity plan.

Remuneration: Remuneration will be based on a competitive, all-inclusive, flexible package. The successful candidate that conforms to all said requirements and experience will be appointed on an EL Paterson Grading. A candidate that does not conform to all set requirements and experience will be considered only if a suitable candidate that does comply cannot be selected and only if the requirements of the position support a developmental appointment according to policy.

Interested applicants are requested to submit their CVs with certified copies of qualifications to Barbara Kugel at e-mail: barbarak@brmo.co.za

Please be advised that short-listed candidates will be required to authenticate information provided in CVs.

Applications close on 23 February 2018.

Late applications will not be entertained.

If you have not been contacted within 21 days of the closing date, please consider your application unsuccessful. Correspondence will only be limited to shortlisted candidates.

Assmang Pty Limited reserves the right not to appoint.