

External Vacancies



The following positions have become available within



Aveng Moolmans, one of the largest opencast mining contractors in Africa, offers a complete open-pit mining capability with over 40 years' experience in both hard and soft rock environments. In addition to its drill, blast, load and dump capabilities, Aveng Moolmans is well positioned to provide mine planning, survey, production scheduling and grade control expertise.

POSITION: Water Bowser Operator (CAT 777D)

LOCATION: Northern Cape (Kolomela Mine)
 REPORTING TO: Pit Superintendent
 JOB SUMMARY STATEMENT: To operate a Water Bowser in an Open Pit mining operation.

KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):

- Adhere to organisational Safety and Quality requirements
- Adhere to operating procedures
- Comply with lawful and reasonable requests/instructions from supervisors or managers
- Optimising production – meet daily, weekly and monthly production targets
- Ensure that all machinery and equipment are maintained
- Willing to work shifts

ACADEMIC QUALIFICATIONS:

- Grade 10 – 12.

EXPERIENCE AND REQUIREMENTS:

- At least 2 years' experience on relevant machinery in an Open Pit mining operation
- Record of service on specific machine (not older than 6 months)
- OEM or MQA accredited training provider Certificate of Competence
- Valid drivers' licence
- No criminal record
- Able to obtain Dover rating for specific machine
- Able to pass medical

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of operating a Water Bowser in an Open Pit mining operation

BEHAVIOURAL COMPETENCIES:

- Adhere to principles and values
- Enthusiastically productive
- Dependability - being reliable, responsible, and dependable, and fulfilling obligations.
- Co-operation

POSITION: Dozer Operator (CAT D9/D10)

LOCATION: Northern Cape (Kolomela Mine)
 REPORTING TO: Pit Superintendent
 JOB SUMMARY STATEMENT: To operate a Dozer in an Open Pit mining operation.

KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):

- Adhere to organisational Safety and Quality requirements
- Adhere to operating procedures
- Comply with lawful and reasonable requests/instructions from supervisors or managers
- Optimising production – meet daily, weekly and monthly production targets
- Ensure that all machinery and equipment are maintained
- Willing to work shifts

ACADEMIC QUALIFICATIONS:

- Grade 10 – 12

EXPERIENCE AND REQUIREMENTS:

- At least 2 years' experience on relevant machinery in an Open Pit mining operation.
- Record of service on specific machine (not older than 6 months)
- OEM or MQA accredited training provider Certificate of Competence
- Valid drivers' licence
- No criminal record
- Able to obtain Dover rating for specific machine
- Able to pass medical

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of operating a Dozer (D9/D10) in an Open Pit mining operation.

BEHAVIOURAL COMPETENCIES:

- Adhere to principles and values
- Enthusiastically productive
- Dependability - being reliable, responsible, and dependable, and fulfilling obligations.
- Co-operation

POSITION: Dump Truck Operator (CAT 777F/D)

LOCATION: Northern Cape (Kolomela Mine)
 REPORTING TO: Pit Superintendent
 JOB SUMMARY STATEMENT: To operate a Dump Truck in an Open Pit mining operation.

KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):

- Adhere to organisational Safety and Quality requirements
- Adhere to operating procedures
- Comply with lawful and reasonable requests/instructions from supervisors or managers
- Optimising production – meet daily, weekly and monthly production targets
- Ensure that all machinery and equipment are maintained
- Respect and adhere to the speed limit.
- Willing to work shifts

ACADEMIC QUALIFICATIONS:

- Grade 10 – 12

EXPERIENCE AND REQUIREMENTS:

- At least 2 years' experience on relevant machinery (CAT 777D/F DT) in an Open Pit mining operation
- Record of service on specific machine (not older than 6 months)
- OEM or MQA accredited training provider Certificate of Competence
- Valid drivers' licence
- No criminal record
- Able to obtain Dover rating for specific machine
- Able to pass medical

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of operating a Dump Truck in an Open Pit mining operation

BEHAVIOURAL COMPETENCIES:

- Adhere to principles and values
- Enthusiastically productive
- Dependability - being reliable, responsible, and dependable, and fulfilling obligations.
- Co-operation

POSITION: Excavator/Face Shovel Operator

LOCATION: Northern Cape
 REPORTING TO: Pit Superintendent
 JOB SUMMARY STATEMENT: To operate an Excavator in an Open Pit mining operation.

KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):

- Adhere to organisational Safety and Quality requirements
- Adhere to operating procedures
- Comply with lawful and reasonable requests/instructions from supervisors or managers
- Optimising production – meet daily, weekly and monthly production targets
- Adhere to the correct working procedure on the Excavator (correct positioning, loading and dumping technique).
- Ensure that all machinery and equipment are maintained
- Willing to work shifts

ACADEMIC QUALIFICATIONS:

- Grade 10 – 12

EXPERIENCE AND REQUIREMENTS:

- At least 2 years' experience on relevant machinery in an Open Pit mining operation
- OEM or MQA accredited training provider Certificate of Competence
- Valid driver's licence
- No criminal record
- Able to obtain Dover rating for specific machine
- Able to pass medical

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of operating an Excavator/Face Shovel (PC3000) in an Open Pit mining operation

BEHAVIOURAL COMPETENCIES:

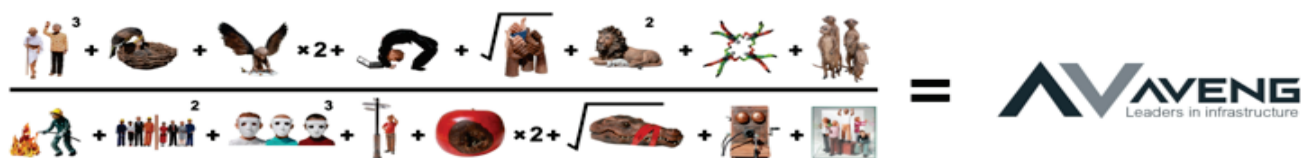
- Adhere to principles and values
- Enthusiastically productive
- Dependability - being reliable, responsible, and dependable, and fulfilling obligations.
- Co-operation

CLOSING DATE: 16 March 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.

External Vacancy



The following position has 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: Training Manager

BUSINESS UNIT: Mining (Aveng Moolmans)
LOCATION: Northern Cape
REPORTING TO: Contract/HRD Manager
JOB SUMMARY STATEMENT: Responsible for the management, coordination and execution of all Training and Training administration, in line with the Operating Group current and future skills requirements.

KEY PERFORMANCE AREAS (DUTIES & RESPONSIBILITIES):

- Manage the delivery of training and development programmes, as scheduled.
- Ensure that all training and training material is aligned with MQA requirements & Client SOP's.
- Manage training administration: ensure that a proper, up to date administration and filing system is established and maintained.
- Coaching and development of Instructors on OEM training, MQA training material facilitation and assessment processes.
- Ensure that all training data is captured accurately and timeously on SAP.
- Ensure that the site training matrix is generated and accurately maintained, with up to date info at all times.
- Supervise the performance of Instructors.
- Ensure that statutory training requirements are met.
- Responsible for the maintenance of effective internal and external customer and client relations.
- Responsible for helping line managers and Instructors to solve specific training problems, either on a one-on-one basis, or in groups.
- Revision of training programs as required, in order to adapt to the changes that occur in the work environment.
- Responsible for ensuring training material is developed and accredited in line with the South African Qualification Authority (SAQA).
- Implementation and management of an administrative system in line with MQA requirements.

ACADEMIC QUALIFICATIONS:

- Registered Assessor, Moderator (preferably with MQA),
- Facilitator/Train the Trainer
- Qualified EDT Practitioner, or any other relevant teaching qualification
- N. Dip or Degree in HR/HRD Management will be a strong advantage

EXPERIENCE AND REQUIREMENTS:

- At least 5 years' related work experience in Training, in an Opencast Mining environment
- At least 3-5 years' experience in a supervisory/management level role in a Training Department
- Comprehensive knowledge of relevant legislation, i.e. skills development, SAQA framework, labour law, etc.
- Valid driver's licence
- Clean criminal record
- Must be fluent in English, Afrikaans and preferably also Tswana

KNOWLEDGE, SKILLS & ABILITIES:

- Strong Computer literacy in Microsoft office, especially Excel, Power point & Word.
- Excellent Administration and Managerial skills
- Ability to create and present electronic presentations
- Strong Analytical and communication ability
- Persuasion skills & assertiveness

BEHAVIORAL COMPETENCIES:

- Adhere to principles and values – Aveng DNA
- Leading and Supervising
- High level of enthusiasm and results driven
- Maintaining of a high level of Integrity
- Deal effectively with change
- Analytical thinking
- Accurate and reliable
- Attention to detail
- Compliance orientated
- Build interpersonal tolerance and teamwork practices
- Manage criticism and maintain momentum
- Projection of a professional image
- Maintaining effective relationships
- Effective time management skills
- Good communication skills

CLOSING DATE: 16 March 2018

Interested persons who meet the job requirements can submit their CV's by e-mail to: nchr.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.