



VACANCIES

Assmang Limited's Khumani Iron Ore Mine is one of the major Iron Ore producers in South Africa with a well-established overseas market. The Khumani Mine is situated approximately 29 km from Kathu next to the N14 in the Southern Kalahari. Khumani Mine invites 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 following positions:

WOMEN IN MINING TRAINEES

PLANT TRAINEE

Your CV will not be processed if you do not indicate clearly on your application for which position you have applied.

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Grade 12 (with Maths & Science) (Essential)

Period of training

- Six (6) months

Experience

- Experience on any plant and earth moving equipment will be an added advantage

Knowledge, Skills & Competencies

- Computer Literacy: o Basic computer literacy
- Physical requirements: o Foot-eye-hand-and-ear coordination o High level reflexes o Spatial awareness o Working on heights (mobility on stairs) o Working in confined spaces (mobility in enclosed areas) o Capacity to safely and productively handle loads
- Communication: o Ability to communicate in and understand basic English (verbal, written and read)

Other Requirements

- Preference will be given to applicants from the following areas: Olifantshoek, Kathu, Deben, Dibeng, Kuruman, Postmasburg, Boichoko, Postdene, Newtown & Groenwater
- Women from all designated groups (African, Coloured, Indian and White females) are welcome to apply
- A Valid Code B / EB driver's licence (Advantage)
- Applicants must be willing to train on shifts
- Medically fit for duty

CONDITIONS:

- The trainee will be appointed on a fixed term contract for the duration of the training programme
- It should be clearly noted that Assmang Limited will be under NO obligation whatsoever to employ the Trainee upon completion of her training with the Company.
- The successful candidate will be appointed as a Plant Trainee subject to being certified medically fit as per the Mine Health and Safety Act 29/1996 and meeting the requirements of the Company's Code of Practice – Minimum standards of fitness to perform work at a Mine. She will also undergo a psychometric assessment as deemed necessary by the Company.
- Successful candidates will be responsible for their own accommodation and transport to and from their place of work.

Appointment: Remuneration will be based on a monthly stipend during her allocated training period according to Company remuneration practices.

Applications close on: 11 May 2018

SUPERVISOR BOILERSHOP

Your CV will not be processed if you do not indicate clearly on your application for which position you have applied.

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Trade Test (Boilermaker) (Essential) o Preference will be given to MQA qualified artisans
- N3 Boilermaking Theoretical Engineering Certificate (Essential)
- Trade Test (Coded Welder) (Recommended)
- Qualification as Welding Inspector (Recommended)
- Supervisory Certificate (NQF level 4 – 150 Credits) or ARM equivalent (Essential)

Experience

- Minimum of three (3) years operational welding in heavy equipment industry (Essential)
- Minimum of two (2) years workshop management experience (Essential)
- Minimum of two (2) years operational welding inspector in heavy earth moving equipment industry experience (Recommended)
- Minimum of one (1) year operational coded welding experience (Recommended) (Total of five (5) years' experience)

Knowledge, Skills & Competencies

- Statutory: o Working knowledge of MHSA o Labour agreements o ISO standards
- Functional: o Coded welding techniques, principles and knowledge
- Company policies and procedures: o Working knowledge of in-scope policies, procedures, COP's and SOP's
- Quality assurance: o Complete welding quality assurance certificate
- First Aid: o Level 1

Other Requirements

- A Valid Code 08 driver's licence
- Valid red licence
- Medically fit for duty
- 2.9.2 Legal appointment

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To manage the welding / boilershop effectively and efficiently to ensure service delivery to internal departments at required quality levels, which includes but not limited to:
 - o Workshop management
 - o Risk management
 - o Contractor management
 - o Staff supervision
 - o Work ethics
 - o Budget management and cost control
 - o Quality assurance
 - o Root cause analysis
 - o SHERQ adherence and related compliance

The abovementioned position is C5 on the Patterson band grading system

Applications close on: 15 May 2018

Appointment: Remuneration will be based on a competitive all-inclusive flexible package.

Housing: The Company encourages private home ownership, but the allocation thereof is subject to the rules of the Khumani Housing Policy.

The successful incumbent will be appointed subject to being certified medically fit as per the Mine Health and Safety Act 29/1996 and meeting the requirements of the Company's Code of Practice – Minimum standards of fitness to perform work at a Mine. He/she may also undergo a psychometric assessment.

The successful candidate that conforms to all said requirements and experience will be appointed on this grading. Should the successful candidate not conform with all said requirements and experience, but is nonetheless regarded as suitable for appointment to the position, he/she will be appointed on a lower more appropriate grading, until successful achievement of required competencies and skills.

Interested applicants are requested to submit their CV's, together with certified copies of qualifications, to: HR Administration Office, Assmang Limited, Khumani Iron Ore, Private Bag X503 Kathu, 8446 or fax to 086 – 407 0666 for Attention HR Administration or e-mail to applications@assmang.co.za

Please make sure your curriculum vitae is in correct PDF or Word format – NO password protected / zipped or download material • Please be advised that short listed candidates will be required to authenticate information provided in CV's.

NB: PLEASE ATTACH RELEVANT CERTIFICATES, QUALIFICATIONS, LICENSES, ETC TO YOUR APPLICATION
Please note that NO late applications will be entertained.

If you have not been contacted by the Company within 6 weeks after the closing date, please consider your application to be unsuccessful. Correspondence will be limited to short listed candidates only.

Assmang Limited is an equal opportunity employer. Appointment of successful applicants in positions will be done in line with the Employment Equity plan of the mine.
Assmang Limited reserves the right not to make an appointment.

PLANNER ENGINEERING

Your CV will not be processed if you do not indicate clearly on your application for which position you have applied.

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Artisan Trade Test (Red Seal) in Engineering (Essential) o Preferably MQA qualified
- N3 National Certificate in Engineering Studies (Essential)
- Programme in Maintenance Management Certificate (NQF Level 5) (Recommended)
- Supervisory Certificate (NQF level 4 – 150 credits) in Supervisory / Management / Arm equivalent (Recommended)
- Programme in Project Management (NQF level 5) (Recommended)

Experience

- Minimum of five (5) years operational Artisan experience (Essential)
- Minimum of two (2) years operational Enterprise Asset Management System (EAMS) experience (Essential)
- Minimum of one (1) year operational Supervisory experience (Recommended) (Thus a total of five (5) years operational experience)

Knowledge, Skills & Competencies

- Computer literacy – Advanced user of:
 - o MS Office (Excel & Word), JD Edwards, MS Projects & MES
- Technical skills:
 - o Basic Maintenance Program (16 weeks)
 - o Generation of scope of work
 - o Maintenance management
- Diagnostic (quality) skills:
 - o Root cause analysis
 - o Report writing (System)
 - o Problem solving
 - o Trend analysis
- Management knowledge:
 - o IR and HR Policies and procedures
 - o Work Team / Individual Performance Management
 - o Balanced Scorecard
 - o Contract Management
 - o Training and coaching
 - o Internal auditing
- System:
 - o Risk assessment
 - o Permits to work
 - o SHERQ: o SHERQ standards and procedures
 - o Integrated Risk Management
- Legal:
 - o Mine Health and Safety Act and other applicable legislation
 - o Relevant COP's
 - o Rail Safety Regulator
 - o Nuclear Sources
- Functional knowledge:
 - o Crushing, Screening, Conveying, Stacking and Reclaiming
 - o Gravity Separation (Jigging)
 - o De-slimes and de-grid cyclones
 - o Water recovery (thickeners)
 - o Tailings disposal
 - o Sampling
 - o Dust suppression and extraction
 - o Earth moving equipment
 - o Power reticulation
 - o Control systems
 - o Asset Management System (Preferred provider – Pragma)
 - o Condition monitoring
 - o Company procedures and policies regarding asset management
 - o Material control and procurement procedures and policies
 - o EAMS business processes and strategy
- Supervisory / Management skills:
 - o Diversity management
 - o Auditing
 - o Report writing
 - o Planning and organising
 - o Communication
 - o Coordinating
 - o Performance management
 - o Assertiveness
 - o Contract management & cost estimation
 - o Budget and cost control
 - o Mentorship
- Numerical skills:
 - o Statistical Interpretation and numerical skills
- Reporting:
 - o Effective and accurate reporting

Other Requirements

- A Valid Code EB (code 08) driver's licence
- Medically fit for duty

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To plan, schedule and monitor the activities of the Enterprise Asset Management System to achieve operational targets in a cost effective manner, which includes but not limited to:
 - o Asset care planning and scheduling
 - o Administrative and specialised support
 - o Reporting
 - o Staff supervision
 - o Work Ethics
 - o SHERQ adherence and related compliance in own area of work

The abovementioned position is C4 on the Patterson band grading system

Applications close on: 14 May 2018

TRAINING OFFICER SHERQ

Your CV will not be processed if you do not indicate clearly on your application for which position you have applied.

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Grade 12 (Essential)
- ODETDP Certificate in Training (NQF level 5 – 150 credits) (Essential)

Experience

- Minimum of three (3) years' operational Mining experience (Essential)
- Minimum of two (2) years' operational Training and Facilitation (Training Officer Assistant) experience (Essential) (A total of 5 years' experience)

Knowledge, Skills & Competencies

- Training Processes:
 - o Understanding of all training processes and conducting theoretical and practical assessments
- Computer literacy:
 - o MS Office (intermediate level)
 - o Learning Management System (LMS) (intermediate user)
- Mining processes:
 - o Working knowledge and understanding of load and haul processes
- Statutory knowledge:
 - o Advanced knowledge of related legislation which includes * Skills Development Act * MHSA * SAQA
- Presentation:
 - o Present training programs on ad hoc basis
- Planning and organising:
 - o Plan and organise assessments and training programs
- Assessments:
 - o Conduct assessments and analyse results
- Relationship building:
 - o Build relationships with Operators, learners and managers
- Report writing:
 - o Populate standard reports using Word, Excel and LMS functionalities

Other Requirements

- Valid Code B /EB Driver's licence
- Medically fit for duty

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To deliver and evaluate the impact of training and education initiatives for Khumani operations, which includes but not limited to:
 - o Training facilitation and presentation
 - o Course development and maintenance
 - o Reporting
 - o Staff supervision
 - o SHERQ adherence and compliance in own area of work
 - o Work Ethics

The abovementioned position is C4 on the Patterson band grading system.

Applications close on: 14 May 2018