



ASSMANG
IRON ORE
KHUMANI MINE

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:

VACANCIES

RISK OFFICER

Applications close on: 17 August 2016

The position is C3 on the Patterson band grading system

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Grade 12 (Essential);
- Accredited Certificate Business / Operational Risk Assessment (Essential);
- Accredited Certificate ISO Series of Standards (any one of series relevant) (Essential);
- Accredited Certificate ISO Internal Auditing (Essential);
- Certificate SAMTRAC / COMSOC 1 & 2 (Recommended);
- Artisan Trade Test in Engineering (Recommended).

Experience

- Minimum of three (3) years operational SHERQ Administration experience in relevant ISO standards (Essential);
- Minimum of two (2) years operational Risk assessment experience in a Mining environment (Essential);
- Minimum of one (1) year operational Process mapping experience (Recommended);
- Minimum of one (1) year operational work experience in an engineering environment (Recommended).

Knowledge, Skills & Competencies

- Functional knowledge:
 - o Working knowledge of ISO 9001, 18001, 14001, OHSAS.
- Change management:
 - o Ability to affect / influence change in respect of SHERQ related matters.
- Computer Literacy:
 - o Basic user of MS Office (Word, Excel, Power Point), Qlikview, SQL Database, Achiever;
 - o Intermediate user of Isometrix, Risk Management discipline (functional) specific software / tools.
- Statutory knowledge:
 - o Working knowledge of MHSA.
- Policies and procedures:
 - o Working knowledge of SHERQ related policies.

Other Requirements

- A Valid Code B/EB driver's licence;
- Medically fit for duty.

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To assist line management of assigned client group (Engineering, Mining, Finance, HR and Technical Services, etc.) with updating, implementing and maintaining of SHERQ management systems and risk control measures to ensure not only compliance but also create SHERQ awareness, which includes but not limited to:
 - o SHERQ Management System;
 - o Risk Assessment;
 - o Reporting;
 - o Customer service;
 - o Process Mapping;
 - o SHERQ adherence and compliance in own area of work;
 - o Work Ethics.

OPERATOR UTILITY EQUIPMENT

Applications close on: 1 August 2016

The position is B2 on the Patterson band grading system

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Grade 10 (Essential).

Experience

- A total of three (3) years operational industry driving experience (Essential);
- A total of six (6) months team member experience in a plant environment (Essential).

Knowledge, Skills & Competencies

- Functional knowledge;
- Diagnostic skills
 - o Basic first line maintenance;
- SHERQ knowledge:
 - o First Aid level 1;
 - o SHERQ standards and procedures;
 - o Permits to work;
 - o Risk assessment.
- Problem solving skills:
 - o Ability to perform basic problem solving.
- Communication skills – verbal and written;
 - o Ability to communicate effectively;
 - o Shift handover.
- Reporting skills:
 - o Accurate and clear reporting.

Other Requirements

- Preference will be given to candidates from Boichoko, Newtown, Postdene, Postmasburg, Beeshoek, Kathu, Dibeng, Kuruman, Olifantshoek & Dingleton areas;
- A Valid Code 10 driver's licence;
- Other valid licences (as per section requirement):

o FEL;	o Skid steer loader;
o Tipper truck;	o Back Actor;
o VTS;	o Vacuum Truck;
- Candidate must be willing to work shifts if / when required;
- Aptitude results:
 - o Dover – as per machine requirement;
 - o Successful completion of assessment required.
- Medically fit for duty.

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To assist in the disposal of waste and spillage within the plant with means of EMV utilities;
- To ensure that housekeeping and earthmoving is done efficiently and quickly, which includes but not limited to:
 - o Maintenance and Technical support;
 - o Reporting;
 - o Good housekeeping;
 - o Risk assessment;
 - o Assistance – ad hoc (carries out any other lawful and reasonable instruction as issued by Line Manager or any other person authorised to do so and within scope ability, skill and knowledge);
 - o SHERQ adherence and compliance;
 - o Work ethics.

SENIOR TRAINING OFFICER METALLURGICAL

Applications close on: 29 July 2016

The position is C5 on the Patterson band grading system

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Grade 12 (Essential);
- ODETDP NQF Level 5 Diploma (240 Credits) (Essential);
- MQA Assessor / Moderator Certificate (Essential).

Experience

- Minimum of five (5) years operational Mining experience (Essential);
- Minimum of two (2) years operational Training experience (Training Officer) (Essential);
- Minimum of one (1) year operational Process Controller experience (Essential);
- Minimum of two (2) years operational Equipment controller experience (Essential). (Thus a total of five (5) years operational experience)

Knowledge, Skills & Competencies

- Technical knowledge:
 - o Knowledge of plant modules:
 - § Completion and understanding of all modules on the different plant sections;
 - § Theoretical and practical completion for Load out, Parsons and Bruce;
- Computer Literacy:
 - o Intermediate user of MS Office package;
- Training business processes:
 - o Input into the development and reviewing of training material, assessment, moderation on training done;
- Operational processes:
 - o In-depth understanding of all operational processes;
- Rail systems:
 - o Knowledge of all rail system requirements (Khumani, Bruce, Parsons, Loading);
- Legislation:
 - o Knowledge of all relevant legislation (MHSA, OHSAS, NEMA);
- Systems knowledge:
 - o Knowledge of CBT and LMS system. Able to do data capturing, updating of LMS system, generation of reports, load theoretical assessments on CBT, scheduling of employees on CBT;
- Report writing skills:
 - o Recommendations and general reports;
- Analytical skills;
- Communication skills:
 - o Communicate across levels within the company;
- Process controller operation skills:
 - o Operation of the simulator on all plant sections (Load out, Parsons, Bruce);
- Creative skills:
 - o Creative presenting of training to learners.

Other Requirements

- A Valid Code B/EB driver's licence;
- Medically fit for duty.

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To plan, develop, deliver, evaluate and analyse training and education for Khumani operations.
- To plan, develop and deliver training interventions in accordance with MQA requirements and standards to ensure a competent workforce.
- To manage the Metallurgical training function at operational level, which includes but not limited to:
 - o Training;
 - o Reporting;
 - o Quality control;
 - o Customer relations and services;
 - o Budget input and monitoring;
 - o Staff supervision;
 - o SHERQ adherence and compliance;
 - o Work Ethics.

SUPERVISOR MECHANICAL

Applications close on: 29 July 2016

The position is C5 on the Patterson band grading system

QUALIFICATIONS & REQUIREMENTS

Qualifications

- Trade Test (Boilermaking / Fitting) with a minimum of N3 Theoretical Engineering Certificate (Essential);
- First Line Supervision Certificate / Qualification (NQF level 4 – 150 Credits) (Essential).

Experience

- Minimum of four (4) years operational Mining / Maintenance environment experience (Essential);
- Minimum of three (3) years Supervisory / Team / Project leader experience (Essential).

Knowledge, Skills & Competencies

- Functional knowledge:
 - o Implementation of Engineering practices;
- Diagnostic (quality):
 - o Root cause analysis, problem solving;
- Statutory knowledge:
 - o IR;
 - o Mine Health and Safety Act;
 - o Relevant COP's and SOP's;
 - o ISO standards;
 - o Environmental Procedures;
- SHERQ Skills:
 - o First Aid certificate;
 - o Working knowledge of all SHERQ related policies, practices and procedures;
- Computer literacy – Intermediate user of:
 - o MS Office (Excel & Word); JD Edwards, Dynamic Production Monitoring System, Active Factory Tool, Achiever, Isometrics and Qlikview or equivalent systems;
- Management knowledge.

Other Requirements

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

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KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To assiduously drive and ensure the optimum availability, reliability, productivity and safety of plant and equipment by effectively and efficiently utilising and controlling resources, both human and machine, which includes but are not limited to:
 - o Mechanical maintenance operations;
 - o Root cause analysis;
 - o Risk management;
 - o Budget management and cost control;
 - o Staff supervision;
 - o SHERQ adherence and related compliance;
 - o Work ethics.

INSTRUMENTATION TECHNICIAN

QUALIFICATIONS & REQUIREMENTS

Applications close on: 29 July 2016
The position is C4 on the Patterson band grading system

Qualifications

- National Diploma; S4 or T3 or N6 with Trade Test in Electrical Engineering (Essential).

Experience

- Minimum of five (5) years Instrumentation experience as a qualified Instrumentation Technician in an automated plant environment (Essential).

Knowledge, Skills & Competencies

- Computer Literacy:
 - o Basic user of MS Office and Discipline-specific software programs.
- Diagnostic knowledge:
 - o Understand the basic interfacing and integration of different systems;
 - o Use diagnostic tools of different systems to do proper fault-finding;
 - o Advanced fault-finding ability.
- Functional knowledge:
 - o Implementation of engineering knowledge to maintain typical instrumentation on the following equipment:
 - § Crushers, Vibrating Screens, Conveyors, Stackers, Reclaimers, Slurry and Process Water Pumps, Sample Cutters, De-grid Cyclones, Vibrating Feeders, Apron Feeders, Hydraulic Drives and Power Packs, Dust Suppression and dust Extraction, Radio Networks, Networks, Laboratory Equipment, Condition Monitoring, Loadout Stations, Weighing Equipment, PLC Systems, SCADA Systems, Optic fibre cables, Systems.
- Functional skills:
 - o General plant Instrumentation;
 - § Flow, Pressure, Level, Point Level, Temperature, Position, Weighing, Conveyor Instruments, Actuators, Solenoids, Density, Nuclear Instruments, Analysers.
 - § Apply instrumentation in different applications.
 - o Basic SCADA development;
 - § Knowledge of Wonderware software will be an advantage
 - o PLC programming;
 - § Knowledge of Rockwell Allen Bradley PLC's will be an advantage.
 - o Network Interfacing;
 - § Knowledge of Devicenet, Controlnet and Ethernet will be an advantage.
 - o Variable Speed Drives
 - § Knowledge of Rockwell Powerflex drives will be an advantage.
 - o Interfacing between different systems;
 - o Advanced plant maintenance;
 - o Instrumentation diagrams and process flow diagrams
 - o Planned maintenance system and asset management
- Management knowledge:
 - o IR and HR Policies;
- Management skills:
 - o Planning and organising skills;
 - o Assertiveness.
- SHERQ knowledge:
 - o SHERQ standards and procedures.
- SHERQ skills:
 - o Risk Assessment.
- Legal (Statutory) knowledge:
 - o Mine Health and Safety Act and other applicable legislation;
 - o Relevant COP's;
 - o Nuclear Sources.

Other Requirements

- A Valid Code 08 driver's licence;
- Medically fit for duty.

KEY PERFORMANCE AREAS INCLUDE BUT ARE NOT LIMITED TO:

- To ensure optimum availability and reliability of equipment in support of effective and continuously improved plant operations which includes but not limited to:
 - o Instrumentation and Technical support services;
 - o Improvement and optimization;
 - o Asset care and performance;
 - o Reporting;
 - o Budget and cost control;
 - o SHERQ adherence and compliance;
 - o Work Ethics.

Appointment: Remuneration will be based on a competitive all-inclusive flexible package. **Housing:** The Company offers a highly subsidized plot in Kathu to encourage 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 candidates who conform 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 email to applications@assmang.co.za.**

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

Please be advised that short listed candidates will be required to authenticate information provided in CV's.

NB: PLEASE ATTACH RELEVANT CERTIFICATES, QUALIFICATIONS, LICENCES, 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.