

JOB PROFILE

POSITION SUMMARY	
Position Title:	Senior Mining Engineer – Long-term Planning
Site:	Bomboré Gold Project
Department:	Mine Technical Services
Section:	Mine Planning
Reporting to:	Chief Mining Engineer / Mine Technical Services Manager
Date:	01 May 2021
PURPOSE / OBJECTIVE	
Reporting to the Chief Mining Engineer, the Senior Mining Engineer – Strategic Planning is responsible for managing the long-term planning functions and systems for the Bomboré project and to optimise the mine development and implementation strategy.	
DIMENSIONS	
The Senior Mining Engineer – Long-term Planning is accountable for: <ul style="list-style-type: none"> • managing <i>four (4)</i> direct report • supervising <i>twelve (12)</i> indirect reports 	
KEY ACCOUNTABILITIES	
<p>Planning</p> <ul style="list-style-type: none"> • Perform annual Strategic Planning and high-level scheduling and scenario analysis using the mine planning optimization and scheduling tools. • Produce the annual detailed Life of Mine Budget Schedule. • Provide data and information to site Management to support plans which have been generated. • Co-ordinate inputs from Geology, Processing, Mining and Business Senior Staff/Management as required for annual Block Model Optimization and pit shell selection and strategic scenarios as required. • Co-ordinate inputs from Geology, Processing, Mining and Business Senior Staff/Management as required for Annual Cut-off determination. • Perform annual Reserve/Resource estimation and Reporting. • Provide Leadership and ownership of the Long-Term Planning and Medium-Term Planning Block Models including coordinating the handover from Resource Modelers and the validation of data. • Provide 24 month rolling schedules on a 6 monthly basis to ensure that capital development is sufficiently advanced to meet future production targets. • On a quarterly basis ensure medium term activities are aligned with the long-term plan. • Produce detailed mining budgets and forecasts on financials and physicals to meet objectives. <p>Compliance</p> <ul style="list-style-type: none"> • Incorporate all relevant regulations and statutory requirements into plans and designs to minimize Orezone’s risk exposure and liabilities. • Contribute to the achievement of Orezone’s Occupational Health & Safety goals by implementing appropriate programs and processes. • Demonstrate Orezone’s values and commitment to safety through business decisions and actions. <p>Expertise Development & Continuous Improvement</p> <ul style="list-style-type: none"> • Ensure procedures and practices are applied and identify opportunities for improvement. • Identify business improvement opportunities. 	

- Evaluate and propose optimum solutions for problematic situations (based on accumulated data/information) which threaten the achievement of planned objectives.
- Contribute to overall business improvement and profitability by implementing efficiency plans and cost reduction plans where possible within the department whilst supporting organizational objectives and achievement of set targets.

Staff Development:

- Provide guidance, coaching and technical assistance and support to the Mining team.
- Monitor and evaluate the performance of the team to identify areas requiring improvement and implement training and coaching measures to ensure employees receive sufficient training enabling them to perform their duties in a safe and efficient manner.
- Conduct formal career development discussions with employees and identify development opportunities and programs that assist with defining future career progression possibilities.

Safety Management:

- Demonstrate personal commitment regarding safety and environmental and Social Responsibility practices.
- Ensure every person within team is fit for work.
- Ensure that agreed procedures, safeguards and controls are applied and used.
- Ensure all activities are conducted safely and in accordance with Company standards and procedures.
- Ensure hazard management plans are observed.
- Keep statutory and internal reporting as required.
- Active participation to the Health & Safety Committee.

The duties and responsibilities listed above are representative of the nature and level of work assigned and not necessarily all inclusive.

KEY PERFORMANCE INDICATORS

Safety

- Meet required monthly safety submissions:
 - 4 per month documented safety interactions.
 - 3 per month documented near miss incident reports.
 - 3 per month documented Hazard identification reports.
 - 3 per month documented planned task observations.
 - 1 per month documented planned inspections.
 - Ensure Supervisors achieve their monthly safety submissions.
- Rectify 100% of "A" class safety hazards on the same day.

All In Sustaining Costs (AISC)

- Zero (0) unplanned absenteeism per month.
- 100% punctuality.
- Generate and share one cost saving idea/initiative per quarter with supervisor.

Production

- Ensure 95% compliance with all daily, weekly, and monthly plan.
- On time delivery of crusher feeder plan.
- On time issuing of monthly plans.
- 90% accuracy and compliance with forecast which needs to be delivered every 3 months.
- On time submission of weekly, monthly, quarterly, and annual reports.
- Achieve 100% accuracy on the reports.

Cashflow

- Control monthly expenditure to within the agreed budget.
- Complete capital projects on time and within budget.

CONSTRAINTS, FRAMEWORKS & BOUNDARIES

The Senior Mining Engineer – Long-term Planning must:

- The incumbent makes decisions, solves problems, and implements solutions both strategic and specific. Input is solicited from others to assist in the decision-making process. The incumbent has responsibility for solving the more challenging operational and technical problems facing the mine and recommends engaging expert external consultant assistance when required.
- The incumbent must ensure the output of the department complies with statutory regulations, policies, and guidelines.

CHALLENGES

- The major challenge of the position is to fully evaluate development and operating options, coordinating all inputs to make sure that the best possible option within the operational constraints is identified and implemented by providing timely, detailed, and comprehensive mine designs, plans and schedules.

WORKING CONDITIONS/ENVIRONMENT

- Roster: 7 weeks in, 3 weeks out
- Hours: 10 hours
- Location: Bomboré Mine site

WORKING RELATIONSHIPS

Internal

- Mine Technical Services Manager
- Mine Planners
- Geologists
- Other members or the mining and technical services team

External

- All major service providers
- Mining Contractor

SKILLS, KNOWLEDGE & EXPERIENCE

Education:

- BS Degree in Mining or equivalent.

Relevant experience:

- Minimum of 8 years' experience in similar mining environment.
- 2 - 3 years mine operations experience such as project management, supervision, equipment operation or skilled labour.
- 2 - 3 years' experience as a short/medium term planning engineer in a similar open pit mine operation.
- At least 2 years previous long term mine planning experience preferably in a similar style operation.
- Demonstrable knowledge and understanding of strategic planning for this type of project including a confident understanding of the global key drivers that affect the optimisation of the project.
- Sound business acumen and in particular, an understanding of the main cost drivers in this environment.
- Proficient in the use of Microsoft Office software (Outlook, Word, Excel, Access)
- Proficient in the use of Geovia products (Surpac, Minesched, Whittle).
- Extensive knowledge of gold operations in developing countries essential.
- Excellent understanding of the mining industry, industry practices, regulations, and technical advancements.
- Extensive knowledge and understanding of mine planning and mine surveying functions for large scale open pit operations.
- A proven history in delivering results to schedule and budget while having demonstrated a proactive commitment to a safe working environment.
- Experience of working effectively in a senior management team environment.

- Experience working in multicultural environment.
- Able to communicate effectively at all levels of the organisation and build effective relationships and networks.
- Possesses strong training and mentoring skills with the ability to develop an effective team.
- Demonstrates strong conceptual skills and be capable of developing lateral and practical solutions.
- Strong analytical and problem-solving skills.
- Ability to respond to a changing work environment.
- The ability to manage multiple projects and tasks at the same time.
- A reputation for integrity and ethics.
- Demonstrated leadership skills.

ORGANISATION STRUCTURE (CHART)

