

JOB PROFILE

POSITION SUMMARY	
Position Title:	Senior Mining Engineer – Medium/Short Term Planning
Site:	Bomboré Gold Project
Department:	Mine Technical Services
Section:	Mine Planning
Reporting to:	Chief Mining Engineer / Mine Technical Services Manager
Date:	01 March 2021
PURPOSE / OBJECTIVE	
Reporting to the Chief Mining Engineer, the Senior Mining Engineer – Medium/Short Term Planning is responsible to provide operational expertise for all the short- and long-range mine planning and production reporting for Bomboré mine.	
DIMENSIONS	
The Senior Mining Engineer – Medium/Short Term Planning is accountable for: <ul style="list-style-type: none"> • managing <i>five (5)</i> direct report • supervising <i>around twenty (20)</i> indirect reports 	
KEY ACCOUNTABILITIES	
<p>Medium - Long Term Planning</p> <ul style="list-style-type: none"> • Develop and implement medium- to long-term mine plans ensuring Budgeted targets are met. • Calculate and present mid-year and annual ore reserves to standard as per legal requirements. • Planning of mine infrastructure required for operations efficiency, services reticulation, and mine expansion. • Prepare 12-month rolling forecasts and be accountable for the accuracy and completeness of that plan. <p>Mine Development and Production Short Term Planning</p> <ul style="list-style-type: none"> • Provide designs and schedules in a timely manner to ensure safe, optimal production. • Provide a monthly reconciliation against the month plan / forecast and actual performance. Manage ore production and waste line management. • Timely identification of ground control and other geotechnical instability problems and take appropriate action as may be required. • Provide short to medium term plans for paste backfill reticulation. • Undertake project work and troubleshooting as required for further optimization of the backfill systems and instrumentation systems. • Managing the mine survey and ensure Surveying is carried out to mark out designs and any other information that operations require. • Plan and Oversee optimization of drill and blast design parameters. <p>Compliance / Quality Control</p> <ul style="list-style-type: none"> • Promote and adhere to appropriate internal methodologies, policies, procedures, and standards. • Consistently maintain a high quality of work across all allocated functions. <p>Staff Development:</p> <ul style="list-style-type: none"> • Promote and develop the skills of subordinates through the transfer of technology and skill development through on-the-job training programs. • Encourage and facilitate effective and supportive communication between all team members and related departments. 	

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.
 - 4 per month documented near miss incident reports.
 - 1 per month documented Hazard identification reports.
 - 1 per month documented planned task observations.
 - 1 per month documented planned inspections.
 - *Ensure direct reports 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

- 100% accuracy in providing 12-month rolling forecasts.
- On time delivery of mine designs and schedules.
- 90% accuracy in short to medium term plans for paste backfill reticulation.
- 100% compliance with all compliance with all statutory requirements.

Cashflow

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

CONSTRAINTS, FRAMEWORKS & BOUNDARIES

The Senior Mining Engineer – Medium/Short 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.

WORKING CONDITIONS/ENVIRONMENT

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

WORKING RELATIONSHIPS**Internal**

- Mine Technical Manager
- Pit Superintendent
- Mine Planners
- Geologists
- Other members of the mining and technical services team

External

- All major service providers

SKILLS, KNOWLEDGE & EXPERIENCE**Education:**

- BS Degree in Mining or equivalent
- Mining engineering degree

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 oxide low-grade mining operation.
- At least 3 years previous short 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, Geovia Surpac and Minesched preferable).
- 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 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)

