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Bisha Mining Share Company
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VACANCY ANNOUNCEMENT

Bisha Mining Share Company is inviting applicants for the following position for Bisha site project.

1. Position: Planning Engineering & Reliability Superintendent

Department: Process Plant
Number required: One (01)

Primary Purpose

- Equipment strategy development
- Life cycle cost analysis and equipment replacement strategies
- Reliability improvement
- Short, medium, and long-term planning of all materials and resources
- Budget development and cost forecasts.

ESSENTIAL FUNCTIONS

- Developing detailed maintenance plan for maintenance strategy
- Developing maintenance procedures and create PM on CMMS.
- Manage the RCM, CBM and engineering facets.
- Managing Maintenance resources “Contractors, parts, tools and manpower”

TASK DESCRIPTION Expanded TO CORE PERFORMANCE AREAS

- Develop whole of life equipment strategies
- Develop life cycle cost models for critical assets and critical fleet types
- Improve equipment reliability
- Develop detailed scopes of work for future planned work schedules that improves resource effectiveness and reduces risk
- Develop short, medium, and long-term integrated maintenance schedules of work that optimizes equipment downtime and resource utilization
- Develop Master Data for new and existing equipment
- Develop the skills and competencies of the work team members
- Develop cost and availability budgets and forecasts in conjunction with Execution teams
- Develop and deploy health, safety, and environment improvement plans
- Deploy Management of Change processes
- Financial
- Employee Development
- Work Management Processes
- Reporting
- Health, Safety and Environment

UNIQUE REQUIREMENTS/OTHER INFORMATION

- Candidate must be physically and medically fit.
- Effective communication skills.
- Strategic planning & scheduling.
- Excellent interpersonal skills, initiative, efficient and ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Ability to establish priorities and to plan, co-ordinate and monitor own work.

- Diploma/Degree in Mechanical or Electrical Engineering is an advantage
- Minimum Education: Tech/Vocational Cert/Apprenticeship or Secondary School Education, followed by additional Mechanical Trade Training with significant experience in the mechanical engineering discipline.
- 15 Years experience in Mining environment
- 5 Years Mechanical/Electrical maintenance experience
- Demonstrated experience in large multi pit operations utilizing large-scale mining and processing equipment
- Demonstrated experience in improving reliability, maintenance planning, materials management, budgeting, and long-term asset integrity management
- Demonstrated experience in leading teams of people and leading by exam
- Competent in equipment strategy development and improvement using RCM methods, life cycle costing, root cause analysis (RCA) and defect elimination processes
- Competent in asset management, long term maintenance planning, shutdown management and budget development and cost forecasting
- Demonstrated application of continuous improvement ideas
- Demonstrated ability to lead a team safely and improve team safety awareness

Technical Skills	Behavioral Skills
<ul style="list-style-type: none"> ○ Computer Literacy (CMMS, MS Office – Intermediate, In-house software), Time Management, Mechanical/Electrical skill, Project Management, Risk Assessment, Logical Thinker, Project Management, Medium level competency in budgeting tools 	<ul style="list-style-type: none"> ○ Communication (English, Local language advantage), Innovative, Efficiency, Cultural Diversity sensitivity, Accountability, Team player, Working under pressure, Good interpersonal relationship

2. Position: Chief Metallurgist

Department: Process Plant
Number required: One (01)

Primary Purpose

- The Chief Metallurgist will be responsible for overseeing all aspects of metallurgical operations within the organization.
- The role requires extensive knowledge of metallurgical processes, materials science, and mineral processing techniques. The incumbent will lead a team of metallurgical professionals, manage metallurgical testing and analysis, and collaborate with cross-functional teams to optimize production processes and ensure the highest standards of quality and efficiency. Commitment to Nationalization which requires mentoring and development of Eritrean National Metallurgists.

ESSENTIAL FUNCTIONS

- The Chief Metallurgist reports directly to the site Process Plant Manager in all aspects of Process Plant operations, cost control, research, projects, process control, metallurgical accounting and metallurgy.

TASK DESCRIPTION Expanded TO CORE PERFORMANCE AREAS

- Regulatory Compliance and Safety
- Planning
- Implementation of the Plan
- Process Optimization
- Quality Assurance and Control
- Technical Expertise
- Project Management and Decision-Making
- Reporting and Data controlling
- Leadership and Management

Qualifications:	Knowledge and Experience
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UNIQUE REQUIREMENTS / OTHER INFORMATION

- Candidate must be physically and medically fit.

Qualifications:	Knowledge and Experience
<ul style="list-style-type: none"> ○ Bachelor's degree in Mineral Processing, Chemical Engineering, Metallurgical Engineering, Materials Science, or a related field is desirable. Advanced degree (Master's or Ph.D.) preferred. ○ Membership of a recognised international Processing or Chemical professional organisation. ○ Proven experience in metallurgical operations, process optimization, and quality control, preferably in a mining or mineral processing environment. ○ Certificate in Business Management is desirable. 	<ul style="list-style-type: none"> ○ A minimum of 10-15 years of progressive experience in metallurgical operations, with a focus on base metal processing. ○ 8-10 years Base Metal flotation. ○ In-depth understanding of basic cost statements and budget preparation. ○ In-depth understanding of base metal metallurgy, including mineral processing, hydrometallurgy, pyrometallurgy, and materials characterization techniques. ○ Process control development skills
Technical Skills	Behavioral Skills
<ul style="list-style-type: none"> ○ A thorough understanding of the principles and processes involved in mineral processing, including comminution, flotation, and other beneficiation techniques. ○ Proficiency in designing, conducting, and interpreting metallurgical test work to optimize process parameters and recoveries. This includes knowledge of laboratory techniques, sample preparation, and analytical methods. ○ Ability to optimize, and troubleshoot mineral processing circuits, including crushing, grinding, flotation, and other unit operations. Knowledge of process simulation software (e.g METSIM, JKSimMet,) can be valuable. ○ Understanding of material handling systems and equipment used in mineral processing plants, such as conveyors, pumps, and cyclones. ○ Proficiency in metallurgical accounting practices to accurately track and report the flow of materials and metals through the processing plant. ○ Strong project management skills to lead metallurgical projects from conception to completion, including planning, budgeting, resource allocation, and reporting. 	<ul style="list-style-type: none"> ○ Strong leadership and management skills, with the ability to motivate and develop teams to achieve goals and objectives. ○ Effective communication and interpersonal skills, with the ability to collaborate and build relationships across departments and disciplines. ○ Excellent problem-solving and analytical abilities, with a focus on continuous improvement and innovation. ○ Strong leadership and management skills, with the ability to motivate and develop teams to achieve goals and objectives. ○ Ability to work towards strict deadlines ○ High level of accuracy



Position: Senior Geologist

Department: Mining

Number required: One (01)

Primary Purpose

- To plan, supervise and control grade of underground ore production.
- Control activities at the mine, determine ore grade from draw points.
- Minimize dilution of ore by waste and determine ore reserves and resources of the mine.

TASK DESCRIPTION EXPANDED TO CORE PERFORMANCE AREAS

- Determine the grade of ore produced from each draw point.
- Minimize dilution of ore by waste.
- Design and apply computer programs to prepare and maintain production control statistics.
- Calculate manual Ore Reserves and Resources of the mine.
- Control the use of labor.
- Reporting
- Training
- Health, Safety and Environment
- Additional Duties

UNIQUE REQUIREMENTS / OTHER INFORMATION

- Previous working experience in reactive ground conditions.
- Requisite attributes necessary to perform the role in terms of BMSC core Values.
- He always be organized, competent, dependable and responsible.
- Candidate must be physically and medically fit.

Qualifications:	Knowledge and Experience
<ul style="list-style-type: none"> ○ University degree in Geology is essential. ○ Expert working knowledge of the mining and minerals industry. ○ Proficient in using various types of computer software (Word, Excel, PowerPoint, Outlook, AutoCAD). 	<ul style="list-style-type: none"> ○ Software including: Deswik, Surpac, ACQ and Microsoft Office. ○ At least 10 years practical mining experience. ○ At least 5 years Geology experience in Underground mining.
Technical Skills	Behavioral Skills
<ul style="list-style-type: none"> ○ Knowledge of precious and base metal assay techniques, principles of sampling and check assaying, Knowledge and understanding of Resource Modelling and Evaluation, QA/QC Principles, Database Management, Mine Financial Valuation, Geological Modelling, Drilling Techniques, Underground geology and structural mapping, Underground Grade control techniques, Interpretation of drill results, Ore blending and Mill grade reconciliation experience 	<ul style="list-style-type: none"> ○ Time Management, Attention to detail, Effective communication Skills, Interpersonal Skills, Creative & Innovative, Leadership, Team Player, Decisive, Ability to train subordinates

General Information and other requirements:

- **Place of Work:** Bisha.
- **Salary:** As per Company salary scale.
- **Type of Contract:** Indefinite

Additional requirement for Nationals:

- Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.
- Present clearance paper from current/last employer.
- Testimonial documents to be attached (CV, work experience credentials, a copy of your National Identity Card etc.).
- Only shortlisted applicants will be considered as potential candidates for an interview.
- Application documents will not be returned to sender.
- All applications should be sent through the post office.
- **Deadline for application: 10 days from the day of publication in the Newspaper.**

Address: Please mail your applications to:-

**Bisha Mining Share Company,
P. O. Box 4276 Asmara, Eritrea**

Note to Eritrean applicants:

Please send a copy of your application to:

- 1. Aliens Employment permits Affairs,
P. O. Box 7940
Asmara, Eritrea.**
- 2. Mineral Resources Management
P. O. Box 272
Asmara, Eritrea**

