



VACANCY

VACANCY	30 X SKILLS DEVELOPMENT : YOUTH EMPLOYMENT SERVICES (YES) PROGRAMME	DIVISION	VARIOUS DEPARTMENTS
TYPE OF EMPLOYMENT	FIXED TERM (12 MONTHS)	CLOSING DATE	
GRADE	B-LOWER	14 JUNE 2019	

PURPOSE OF THE POSITION

- ✓ The purpose of this role is to create work opportunities for unemployed youth.
- ✓ The placement of the Yes programme candidates will be within the following functional areas :
- ✓ Smelter (Primary Processes, Secondary, Blending) Refinery (Electro-gold/Electro-silver), Fabrication (Ops, FSD), Refinery & Operations Management, SHEQ, Smelter Sampling, Laboratory, Finance and Procurement, Corporate Security and Company Secretariat.

MINIMUM QUALIFICATIONS AND REQUIREMENTS

- ✓ Preference will be given to candidates with specific qualifications related to the functional area that application will be made for.
- ✓ Preference will be given to candidates that logistically residing closer to the Germiston, Johannesburg area.
- ✓ Preference will be given to candidates that have a completed matric with mathematics and science and tertiary qualifications from the following areas of specialisation Extractive Metallurgical, Chemical Engineering, Safety or Environment, Project Management, PSIRA, Accounting and Supply Chain.

SKILLS AND ATTRIBUTES

- ✓ Computer literacy- MS office
- ✓ Good communicating skills (verbal and written)
- ✓ A high moral code of conduct
- ✓ Decision making and problem solving skills in order to use the new ideas gained from the experience.
- ✓ Able to work consistently from day to day.
- ✓ Expected to work overtime, shift and be flexible as per operational demand.

KNOWLEDGE AND EXPERIENCE

- ✓ Candidates have to be between the age of 18 to 35 as per the conditions of the YES programme.
- ✓ Preference will be given to candidates with no work experience.

MAJOR RESPONSIBILITIES

OPERATIONAL AND BUSINESS KNOWLEDGE AND APPLICATION OF KNOWLEDGE

- ✓ The candidates will ensure that through the process of learning on the job that they develop business skills.

- ✓ Candidates will ensure that through the medium of "real-life" experience that they gain working knowledge of the functional area that they are assigned to.
- ✓ Candidates will be trained and coached by associates employed within the functional area that they are placed in.
- ✓ The candidate must be willing to be actively involved within the functional area that they are placed.
- ✓ The candidate must be able to reflect on the learning gained from standard operating procedures as per the specific functional area.
- ✓ The candidate must ensure that they have a concrete work experience within the functional area.
- ✓ The candidate must ensure that they are able to use theoretical knowledge and apply within the learning experiences within the functional areas.
- ✓ The candidates must apply what was learned and is able to apply the knowledge within the functional area.

SALARY

- ✓ Unemployed candidates must be willing to accept the stipend as determined by the YES programme.

APPLICATION PROCESS

- ✓ Applications are to be submitted in writing using the format of a curriculum vitae and these must be forwarded to: Nonkululeko Simelane, nonkululekos@gold.co.za, HR Department.
- ✓ Kindly provide proof of qualifications and experience.
- ✓ Consideration will be given to the Rand Refinery employment equity policy as part of the selection process.
- ✓ Please note that should your application be unsuccessful, you will be notified in writing.