



INTERNAL VACANCY

VACANCY	INSTRUMENTATION AND AUTOMATION TECHNICIAN	DIVISION	MAINTENANCE SMELTER
TYPE OF EMPLOYMENT	PERMANENT	CLOSING DATE	
GRADE	C-UPPER	11 SEPTEMBER 2019	

PURPOSE OF THE POSITION

- ✓ The purpose of this position is responsible for repairs and maintenance of all instrumentation installations and automation within the Smelter Business Unit. The role holder will form an integral part in the execution of planned and unplanned instrumentation and automation work.
- ✓ He/she will account to the Foreman: Electrical & Instrumentation. He/she will be required to work rotational standbys as may be required to cover the Smelter business unit. The purpose of the role is to improve plant reliability, increase equipment performance and minimise production downtime from unplanned equipment stoppages.

MINIMUM QUALIFICATION

- ✓ Preference will be given to candidates that have National Diploma (S4/T3) in Electrical Engineering: Light Current (Instrumentation) or higher.
- ✓ Preference will be given to a candidate that is Trade Tested as an instrumentation Mechanician.

SKILLS AND ATTRIBUTES

- ✓ MS Office Package
- ✓ Computer literate - SAP and MS office
- ✓ SAP PM knowledge will be an advantage
- ✓ Have an ability to be a team player within the organisation
- ✓ Communication - Verbal; listening; written; read.
- ✓ Communicate effectively to relevant people with regards to any maintenance information.
- ✓ Ability to work with other colleagues to build relationship and team work.

KNOWLEDGE AND EXPERIENCE

- ✓ Preference will be given to candidates that have minimum of 5 years relevant working experience and preferably in a manufacturing or mining environment.
- ✓ IT knowledge – understanding of networking principles/modern industrial networks (profibus, profinet etc) and latest technology in industrial instrumentation.
- ✓ Siemens S7 PLC knowledge - Fault finding, optimisation and programming

- ✓ Knowledge of SCADA and HMI development, configuration and networking.
- ✓ Knowledge of management of change (MOC) or process change management protocols and adherence thereto.
- ✓ Knowledge of HAZOP studies and process control systems.
- ✓ Knowledge of piping and instrumentation diagrams and installation standards.
- ✓ Knowledge of control loops.
- ✓ Maintenance scheduling knowledge-Able to schedule and plan maintenance.
- ✓ Fault finding skills – ability to identify and solve problems on machinery.
- ✓ Ability to read and interpret drawings.
- ✓ Ability to identify and proactively address instrumentation concerns.
- ✓ Knowledge and adherence to the permit to work system.
- ✓ Additional experience and qualifications above the minimum requirements will be to the applicant's advantage.

MAJOR RESPONSIBILITIES

PRODUCTION TARGETS AND DELIVERABLES

- ✓ Adhere to all relevant SHEQ polices, rules and standards.
- ✓ Execute planned maintenance within specified time and give feedback to E & I foreman.
- ✓ Setting up of maintenance standards and procedures regarding instrumentation and automation.
- ✓ Compilation and custodian of control philosophy for each plant. This is done in conjunction the process engineers.
- ✓ Drive cost controls in instrumentation and automation.
- ✓ Keep abreast with technology to ensure continuous and efficiency improvements.
- ✓ Support the shift production teams, by promptly attending to any breakdowns within the shift, minimising production downtime.
- ✓ Conduct your work within acceptable quality to improve plant availability, reliability and general housekeeping.
- ✓ Manage all maintenance work orders issued to you on time to ensure that weekly and monthly



KPIs are met. KPIs includes but not limited to the following:

- Adherence to Schedule
 - Notification turnover
 - Outstanding Statutory Workorders
 - Overall Equipment Effectiveness
- ✓ Assists in cost reduction initiatives by reducing waste and improving efficiencies.
 - ✓ Part-take in the RCFA as may be required.
 - ✓ Ensure proper management of works orders.
 - ✓ Driving and implementing reliability on plant equipment control systems.
 - ✓ Ensure high availability of SCADA and PLC.
 - ✓ Review and drive plant automation and conduct automation improvement where necessary.
 - ✓ Ensure availability of critical trends for process control and management review

PEOPLE MANAGEMENT

- ✓ Self-management by:
- ✓ Compilation of own PDP in conjunction with line manager.
- ✓ Attend training interventions as per approved PDP.
- ✓ Ensure that you remain disciplined in line with the company's code of conduct.
- ✓ Attend statutory training as may be required.
- ✓ Managing others by:
- ✓ Giving direction to assistants as may be required by your Foreman.
- ✓ Ensuring that all unsafe conditions are reported on time to prevent any incidents or accidents

OPERATIONAL EFFICIENCIES

- ✓ Complete your weekly SAP PM work orders on time and give feedback.
- ✓ Execute all work within expected acceptable levels of quality.
- ✓ Participate in Risk Assessments based on external and internal influences.
- ✓ Participate in incident investigations as may be required.
- ✓ Report any incidents to the supervisor and/or via the pink cards system.
- ✓ Participate in any inspection or audit as may be required

- ✓ Adhere to and comply with all relevant SHEQ polices, rules and standards.
- ✓ Comply with and ensure that all health and safety rules are met and act pro-actively by addressing any safety concerns which may be harmful to self or other employees.
- ✓ Ensure compliance with statutory requirements.
- ✓ Ensure that good housekeeping is maintained at all times while executing your duties.
- ✓ Adhere to PPE requirements as per area of work.
- ✓ Maintain a high level of workmanship.
- ✓ Assists in cost reduction initiatives by reducing waste and improving efficiencies.
- ✓ Waste management and good housekeeping in the area of responsibility.

SALARY

- ✓ Salary and benefits will be negotiated in line with relevant experience and qualifications.

APPLICATION PROCESS

- ✓ Applications are to be submitted in writing on the approved internal vacancy application form (CV's may be attached) and 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.

SHEQ

- ✓ Monitor and share Company-wide similarities/learning opportunities.
- ✓ Ensure compliance with any instruction given with regards to Occupational Health and Safety.