PURPOSE OF THE POSITION
✓ The purpose of this role and primary responsibilities are:
✓ to effectively manage the operations relating to the fabrication of quality gold and silver products for sale to customers adhering to required standards. This includes the full value chain of product introduction, product fabrication (cast products, minted products, jewellery granules), in-process quality control, metals accounting, optimisation of processes, the renewal of technology, SHE, quality of product and the effective management of people.
✓ to direct and manage the plant operations staff, programs and processes in order to ensure safe, optimal, timely and efficient operation of all plant operations. In doing so, the Fabrications Operations manager will be supported by the Fabrication Maintenance Manager and his/her staff as well as engineers where required.
✓ to put into production new products and designs required by the market or customers as well as Rand Refinery own developments. In doing so, the Fabrications Operations manager will be collaborating with the Senior Manager Product Quality and Outbound Supply Chain who will be accountable to deliver current and “new product” specifications into fabrication meeting all applicable standards and customer requirements.
✓ Ensuring that all assurance and financial matters are properly tracked and considered. The successful incumbent will consolidate the budget for Fabrication and conduct the execution thereof. The incumbent will advise on technical, metal accounting and financial matters and ensure that all risks have been assessed.
✓ Provides management, functional, process and technical leadership. The organisation depends on this person’s management of multiple functional teams.
✓ This position will be required to interact at all levels in the organisation as well as cross functionally.
✓ The incumbent has a broad decision-making capability and makes between 20 to 30 decisions per day, of which about half require high amounts of business acumen, analysis and risk assessment.

MINIMUM QUALIFICATION
✓ Preference will be given to a candidate that possesses a tertiary qualification (degree, diploma) in Chemical/Process Engineering or Metallurgy or Industrial Engineering or Supply Chain Manufacturing.

SKILLS AND ATTRIBUTES
✓ Advanced computer literacy in MS office and SAP.
✓ Report Writing skills – accuracy and professionalism.
✓ Analytical reporting writing skills.
✓ Fault finding skills.
✓ Risk assessment skills.
✓ Conflict resolution skills.
✓ Contractor management skills.
✓ Negotiating skills.
✓ Team and people management.

KNOWLEDGE AND EXPERIENCE
✓ Preference will be given to candidates with 10 to 15 years’ relevant production or manufacturing experience.
✓ Preference will be given to candidates with >8 years’ experience in processes of precious metal accounting.
✓ Experience in gold refining and fabrication process plants.
✓ Knowledge of Rand Refinery’s Fabrication processes- Understand the specific Rand Refinery Fabrication processes and key drivers.
✓ Judgement of product quality and adherence to specifications.
✓ Basic knowledge of the processes of instrumentation, electrical, mechanical and chemical engineering - Able to make decision on these processes.
✓ Knowledge of the LRA, OSH Act and SHE requirements.
✓ Policies, Procedures, Regulations and Permit compliance.
✓ Manufacturing problem solving knowledge.
✓ Experience of ISO 9001, 14001, 18001 and 45 000 systems and application.
✓ The proficient use of resources, work scheduling and time management.
✓ Offer effective, efficient solutions to mechanical and metallurgical process challenges.
• The ability to explain highly technical information and instructions to others.
• Detailed numerical data proficiency and performance analysis.
• Able to negotiate with supplier and customers.
• Manage a diverse workforce both in cultures, skills and qualification levels.
• Identify and manage emerging risks in an efficient manner.

MAJOR RESPONSIBILITIES

OCCUPATIONAL HEALTH AND SAFETY, RISK AND SECURITY MANAGEMENT

• Appointed in terms of section 16(2) of the Occupational Health and Safety Act, Act 85 of 1993 to ensure that the OHS ACT and regulations are complied with in Fabrication.
• Manage SHE effectively for Fabrication in order to comply with ISO and Occupational Health and Safety Act standards, by ensuring that environment, people, resources, assets and product are safe, and that risk is reduced.
• Ensure continuous compliance to regulatory and legislative requirements, emission regulations, company standards and policies by monitoring and managing controls and supporting systems and processes.
• Identify and monitor risks that pose a threat to people, production and processes in Fabrication ensuring regulatory compliance and minimal threats to Rand Refinery by implementing risk management plans.
• Implement audit findings and recommendations
• Actively encourage a culture of inclusion where people, processes and systems are integrated to deliver safe outcomes

PRODUCTION PLANNING

• Allocate resources (human and capital) correctly to meet business requirements.
• Manage the processes and procedures for Fabrication and conversion of gold/silver granules by developing and implementing a strategy that ensures performance of the production of products and associated processes meeting the required quality standards.
• Manage production by ensuring that targets are met for products as per Treasury’s requirements, quality, efficiency targets and product transferred to the Final Storage and Dispatch on time, right quantity and right quality.
• Implement cost effective engineering solutions to ensure plant efficiency and adherence to all safety standards.
• Ensure products that meet all product and customer expectation with no customer product quality complaints.

METAL ACCOUNTING/MANAGEMENT

• Ensure and govern the accuracy and completeness of all SAP production and metal flow transactions.
• Control product guarantees (weight and assay) to minimise losses while always meeting promise to market.
• Manage accurate metal balances and accounting processes and ensure budgeted gold and silver efficiencies and gains are achieved.
• Manage daily metal accounting for management in order to keep track of precious metal by daily reports.

PROCESS OPTIMISATION/CONTROL

• Develop and perform process safety and risk studies.
• Perform continuous improvement and work flow studies following a risk-based approach.
• Task Technology Development Manager to ensure that technology is renewed where possible to ensure optimum efficiencies by identifying and implementing projects that improve plant efficiencies and reduce operating costs.

FINANCIAL MANAGEMENT

• Full Profit and Loss accountability for the Fabrication Business Unit
• Manage the departmental finances by remaining within budget, implementing effective cost and capex management.
• Develop and implement strategic aims and inputs for Fabrication department and develop process solutions to ensure product produced on time, right quality and quantity while managing mass giveaway.

PEOPLE MANAGEMENT

• Direct, manage and control human resources in Fabrication.
• Ensure a sustainable and skilled staff establishment for Fabrication.
• Constantly develop staff through effective performance management, development plans for subordinates and attend to conflict resolution.
• Develop and improve on existing skills and develop succession plans for key critical and scarce roles for Fabrication.
• Ensure up to date production know-how is captured in SOPs and video material.

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: Felicity Ramiah, felicityr@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.