

Job opportunities

Debswana Diamond Company – **Technical Services** would like to invite suitably qualified innovative, results oriented and self-driven individuals to apply for the position listed and described below and join a professional team driven by service excellence, where the demands of the business are met by encouraging team work and addressing the needs of the individual.

ENGINEERING SERVICES COORDINATOR - TECHNICAL COACH (5x Positions)

AREA OF SPECIALISATION: Earth Moving Vehicle Mechanic Coach, A & I Coach, Electrical Coach, Fitter Coach

Ref: DCC 0000272

Job Summary

The role of the Technical Coach is to focus on the Maintenance Coordinators and Artisans. The purpose of the role is coaching. The aim is to increase the capacity and capability of the target groups through coaching and sharing own experience and know-how. The incumbent replicates best practices, guides the coaches and influences their day-to-day tasks.

Education

- Recognised apprenticeship qualification (NCC)

Minimum Requirements

- 8 years post apprenticeship with 4 years as foreman/maintenance coordinator
- Prior experience as General Engineering Supervisor

Key activities

The coach needs to have mastered the below key activities and competencies, as the coach needs to assist (through applying coaching principles and techniques) the coachees to achieve excellence in these key activities:

Technical Analysis

- Applies structured methodologies, such as root cause analysis and statistical analysis, to investigate risks and opportunities to create effective Engineering solutions
- Adopts a systematic approach to problem-solving, drawing on engineering knowledge and appropriate sources of information, to test assumptions and generate viable options
- Solves technical and operational issues in cooperation with relevant stakeholders



- Implements the most effective solutions to drive efficiencies

Asset Management and Optimisation

- Drives the effective management of assets including machinery, mobile equipment and infrastructure, in accordance with the relevant codes of practice and Group Technical standards, to achieve maximum value and competitive advantage for Debswana
- Applies and embeds asset management, through monitoring, maintaining and upgrading assets, to optimise efficiency, availability and reliability
- Holds appropriate qualifications
- Optimises performance levels of assets through actively monitoring their operation and creating solutions to encourage sustainable use

Driving Business Performance

- Translates in depth understanding of the mining environment, including processes, challenges and working culture, to identify opportunities where engineering solutions can enhance business performance
- Engages cross-functional teams to promote the role of engineering and to share best practice leading to sustainable, commercial decisions making in accordance with Group Technical Standards
- Optimises productivity and quality targets through utilising Engineering knowledge and co-operating with multi-disciplinary teams highlighting areas of improvement

Project Management

- Drives the delivery of engineering solutions in projects and operations through demonstrating project management skills and active resource management, including effective control of budgets, deliverables, staff and contracts
- Proactively manages interdependencies and conflicting priorities to generate maximum value and minimise risk to the company
- Understands Group Technical Standards
- Holds appropriate qualifications
- Manages, monitors and drives project activities within a specific project or operation
- Proactively escalates risks and proposes mitigating actions

SHE Risk Management

- Integrates Safety, Health and Environment (SHE) risk management into all engineering activities to ensure optimal business performance
- Pro-actively identifies, assesses, prioritises and mitigates against potential risks
- Continuously identifies opportunities to enhance SHE performance to protect employees and communities, equipment longevity and Debswana's license to operate
- Proactively identifies, monitors and mitigates SHE risks in accordance with internal guidelines and external requirements

From *Only candidates who meet the above requirements need apply by visiting us on <http://www.debswana.com/careers> to register and apply. Closing Date: 16th February 2017.*



