

Character

Character is like a glass... If it breaks, it breaks beyond repair and no replacement can be found. The bible says character is greater than silver and gold. You might be differently able when it comes to speech but character speaks better than your ability. It is influential, making people to emulate your example and replicate a desired character so even when you are gone, your legacy becomes increasingly immortal. Some elite groups are hard to relate to, for they chose character over everything else.

"Character keeps your good name"

By teb-cliff aka Clifford T. Chauke Rustenburg Youth Ambassador

www.platinumweekly.co.za - www.platinumweekly.co.za
 www.platinumweekly.co.za - www.platinumweekly.co.za
 www.platinumweekly.co.za - www.platinumweekly.co.za
 www.platinumweekly.co.za - www.platinumweekly.co.za
 www.platinumweekly.co.za - www.platinumweekly.co.za

Skillfull Trading Accredited Training t/a Mine Safety Training®

Accredited Training Provider

Want to become a Safety Officer?

A demand currently exists for Safety Officers. Skillfull Trading and Mine Safety Training is a SABS ISO 9001 accredited training provider. Courses are NQF Level 4. Our Safety Officers courses are available full time or via correspondence for your convenience.

***Safety Officers 3 Full Time Course 17th - 28th October 2011**

***Safety Officers 1 Full Time Course 7th - 18th November 2011**

***Safety Officers 2 Full Time Course 28th November - 9th December 2011**

For Correspondence info contact: 072 104 8731 / 072 768 5165 during office hours.



samancor

Samancor Chrome is a progressive, innovative company with an enviable reputation for being an employer of choice. We have a clearly defined commitment to provide growth and development opportunities and these are evident at our two mines, three production plants and our corporate head office.

Training Facilitator: Boilermaking

Khuphuka Training Centre, Middelburg

The incumbent will promote the development of engineering students by means of theoretical and practical training as well as deliver classroom based training to engineering learners, conduct assessments on learners and act as a subject matter expert. Further areas of focus include ensuring that training facilities and equipment are maintained and in line with legal requirements, managing administration and ensuring OSHA Safety & Health standards are maintained.

The selected candidate will hold a Grade 12/N3 qualification coupled with applicable subjects and 5 years' post Artisan experience of which 3 years have been in a facilitating role. A valid Driver's Licence, computer literacy and registration as a Facilitator for Merseta/MQA will also be required.

In making the final selection, consideration will be given to achieving the Samancor Chrome's employment equity and the mining charter objectives.

All candidates may submit their CV to the HR Specialist by e-mail to khuphuka@samancorcr.com or by fax to 013 249 4861, quoting Ref. No. SAM15554. Closing date: 30 September 2011.

The Working Earth 9-15554

Department of Education

Listing on the Department's Database

Bid No	Description
Edu 11/11 NW	Project Managers Invitation to prospective Project Managers to apply for listing as service providers on the North West Education Departmental database. The prospective professionals must be registered with the South African Council for the Project and Construction Management Profession (SACPCMP).
Edu 12/11 NW	Social, Environment and OHS Consultants Invitation to prospective Social, Environmental and Occupational Health and Safety Consultants to apply for listing as service providers on the North West Education Database. The prospective professionals must be registered with their respective professional bodies to be considered for listing on the Database.

The list of professions required and application forms can be obtained from the Department of Education, Supply Chain Management Offices, First Floor, East Wing, Garona Building, Sekame Road, Mmabatho as from 23 September 2011, from 08:00 to 18:00, Monday to Friday. Forms can be obtained from Mrs E Mandubo on (018) 388-3408 during working hours only.

Enquiries regarding registration on the Department's Database can be directed to Mr M Manone or Mr D Sefanyetso on (018) 389-8055 during office hours. Closing date: 10 October 2011 at 11:00

Important notice: Should the Tax Clearance Certificate not be attached or not be the original copy by closing of the bid, the bid will be regarded as invalid. Only certification from the Police Department or a commissioner of oaths (Magistrates' Court) will be regarded as valid. No faxed or e-mailed bids will be accepted.



Assmang Chrome Machadodorp Works is a ferrochrome and ferromanganese smelting company based in Machadodorp, Mpumalanga Province of South Africa.

Manager: Internal Audit & Risk: DU

This role in the Finance Department reports functionally to the Divisional Manager and administratively to the Senior General Manager. The successful candidate will develop an annual overall audit programme for the Works after performing a risk assessment in consultation with Divisional and Works Management. He/she will personally accomplish the overall audit programme in accordance with acceptable audit standards, in consultation with the appointed external audit firm when required.

The ideal candidate will be a Certified Internal Auditor with a complementing Bachelor's degree in the financial and/or technical fields of expertise. Proven experience as a Manager or Supervisor and at least 5 years' experience in an Internal Audit function are also essential. We seek a person with impeccable personal integrity, business ethics, analytical skills and computer literacy. An above-average working knowledge of generally accepted corporate governance, accounting practices, information technology, financial and other legislation will be key.

Applications for this post may be sent to e-mail: recruitment4@assmangchrome.co.za or fax: 086 501 8054. For more information, please contact Khuli Shoba, tel. (013) 256-5003.

Laboratory Superintendent: DI

The Services Department requires an individual to take overall responsibility for the efficient running and proper supervision of the Laboratory. This will include being accountable for performance and people management, quality assurance, data management and compliance with all procedures and regulations. The incumbent will ensure that all employees are fully aware of all relevant instructions, procedures and notices by conducting regular meetings, safety talks and by using the notice board to convey safety information.

A degree in Analytical Chemistry or similar qualifications are essential for this role, while a postgraduate Management qualification would be advantageous. The ideal candidate should have at least 10 years' experience in a laboratory environment, 4 of which should have been spent at middle management level, and a track record of maintaining good safety and housekeeping standards. The ability to effectively manage a unionised workplace and knowledge of smelters/heavy industry environment are also essential. An understanding of the operation and calibration of the ICP, XRF, carbon and sulphur and general laboratory instruments is required, along with proficiency in gravimetric analysis and wet chemical analysis, competence in implementing and maintaining of the ISO/IEC 17025 standard, knowledge of ISO 9001, ISO 14001, OHSAS 18001 standards and computer literacy. Knowledge of a LIMS programme would be advantageous. Essential abilities are planned task observations, risk assessment, the management of budgets, effective interaction at all levels, English fluency, the compilation of accurate reports and motivations, and administrative skills. The ideal candidate is self-motivated, committed and resourceful; a decisive, assertive and strong leader and a team player possessing business acumen, initiative and drive. Good problem solving, planning, organising, negotiation and analytical skills are essential. The candidate should be methodical with excellent communication and interpersonal skills, and the ability to work under pressure. He/she should be willing to work overtime as and when required.

Applications for this post may be sent to e-mail: recruitment5@assmangchrome.co.za or fax: 086 501 9031. For more information, please contact the Human Resources Department, tel. (013) 256-5167.

Employee Relations Manager

Reporting to the Human Resources Manager, the successful candidate will be responsible for the successful implementation and enforcement of discipline-specific policies and related regulations. He/she will review applicable legislation and, where necessary, make required amendments to policy and implement accordingly. Responsibilities will include strategic employee relations management, dispute resolution and employee/management communication, and the incumbent will develop and maintain productive relations with internal and external customers.

A relevant B degree or equivalent qualification is required, along with a Certificate in Middle Management Development Programme. A relevant postgraduate qualification would be advantageous. Experience should include at least 5 years in an employee relations and/or labour relations environment, with exposure to representing cases at the CCMA/Bargaining Councils and Labour Court, while relevant mining/smelter experience would be a distinct advantage. In-depth knowledge of labour and IR legislation and collective bargaining processes and conventions is essential. The ideal candidate should be able to communicate well (in writing and verbally) in English, while the ability to speak African languages would be advantageous. Computer literacy in MS Office is required. We seek a highly motivated, passionate and self-driven individual with sound leadership qualities who is looking for a challenge and willing to make a difference. Insight, tact, assertiveness, decisiveness, a strong personality and good teamwork are key, as are sound negotiation and analytical skills. The incumbent should be able to perform standby duties.

Please be advised that the successful candidate will be appointed on condition of being certified medically fit as per the Occupational Health and Safety Act, 29/1996.

Applications for this post may be sent to e-mail: recruitment1@assmangchrome.co.za or fax: 086 501 7823. For more information, please contact Shirley Mnisi, tel. (013) 256-5077.

HR Practitioner: Employee Relations

Reporting to the Employee Relations Specialist, the successful candidate will monitor employee relations and recommend actions for improvement, ensure capacity building for staff on ER as well as advise and monitor internal IR cases. He/she will promote partnership forums and analyse and submit relevant monthly reports.

A relevant 3-year post-Matric degree/diploma or an equivalent NQF 6 qualification in Human Resources, with a major in Labour Law/Labour Relations/Employee Relations, is required for this role, while a postgraduate qualification would be advantageous. At least 3 years' HR generalist experience in a highly unionised production environment, with CCMA and Bargaining Council exposure, is essential. Experience in HR information systems would be advantageous. The ideal candidate should have sound knowledge of and the ability to apply industrial/employee relations policies and procedures, as well as good knowledge of HR policies and procedures. The ability to provide specialist advice on appropriate procedural action in respect of identified issues is a must. Further important requirements are tactical resource allocation and utilisation capabilities, effective discipline and grievance handling and the ability to establish workplace transformations through meeting employment equity targets. The incumbent should possess knowledge of the relevant HR legislation and dispute resolution mechanisms, employment equity and Skills Development Act. Sound conciliation and arbitration skills as well as advanced MS Office knowledge (Word, Excel, PowerPoint) are required, along with good facilitation, communication, negotiation and analytical skills. We seek a highly motivated, passionate and self-driven individual with sound leadership qualities who is looking for a challenge and willing to make a difference. He/she should have a strong desire to learn new skills and must be a decisive and assertive team player with a strong personality, tact and insight, and the ability to work independently. The successful candidate will be expected to perform standby duties.

Please be advised that the successful candidate will be appointed on condition of being certified medically fit as per the Occupational Health and Safety Act, 29/1996.

Applications for this post may be sent to e-mail: recruitment3@assmangchrome.co.za or fax: 086 501 8147. For more information, please contact Shirley Mnisi, tel. (013) 256-5077.

Persons interested in these positions should apply in writing to the Manager: Human Resources, Assmang Chrome - Machadodorp Works, PO Box 152, Machadodorp 1170 or to the fax number or e-mail address mentioned at each post.

Closing date: 30 September 2011

If you have not been contacted by the Company within 21 days of the closing date, please consider your application unsuccessful.

Correspondence will be limited to short-listed candidates only.



ASSMANG CHROME