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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.

HR Specialist: Assessments

Khuphuka Training Centre, Middelburg

The incumbent will conduct Psychometric Assessments and provide feedback for recruitment and developmental purposes in order to select and place the most suitable candidates, develop current employees as well as comply with the relevant HR legislation and maintain a Psychometric database. Further areas of focus include sourcing and developing appropriate assessment tools, compiling assessment reports and statistics, providing feedback to external applicants and relevant line management, controlling costs and managing the Departmental budgets.

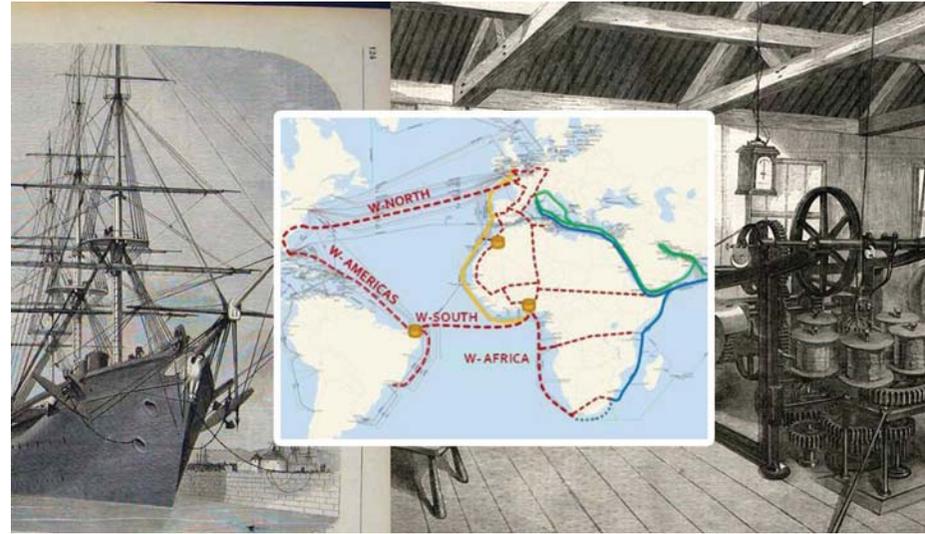
The selected candidate will hold a postgraduate qualification in HR, Psychology or Industrial Psychology coupled with a minimum of 4 years' relevant working experience, specialising in psychometric assessment activities. Registration with HPCSA and computer literacy will also be required.

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. SAM15817. Closing date: 9 December 2011.

The Working Earth 11-15817

Shrinking the global village



Tech junkies will rejoice when they learn that a new project has been launched that will connect three major continents with the next generation 100G fibre-optic cables. The trans Atlantic initiative will stream data at 10 times the capacity of the previous system between Africa, the America's and Europe. The first transatlantic cable was finished in 1858 and weighed 550 kg/km of which 23 kg's was copper. It

was used to send telegraphs between the United Kingdom and the USA. Sadly, it lasted little over a month before it was destroyed due to excessive electrical current. The combined cables of this next generation cable will be so long that if it was put end-to-end, it would navigate the entire planet seven times. Perfect for putting us right next door to our 'neighbours' in America, Europe, Angola and Nigeria.

Lonmin scoops multiple safety awards

Lonmin Plc (Lonmin) has been honoured by its peers with a host of prestigious industry safety awards. The Association of Mine Managers of South Africa (AMMSA) awarded 14 of its 36 annual prizes for safety excellence to Lonmin managers at a ceremony at Welkom, South Africa, last Friday evening (Dec 2nd). Lonmin's safety management team has driven forward a host of innovative and forward-thinking policies aimed not only at immediate safety improvements but also at changing thinking and behaviour to achieve long term change. The Lonmin team has explored best practice and new thinking with both local and international health and safety experts. The awards also recognised the way Lonmin had taken key learning points from other industries and applied them successfully across its mining operations. Mark Munroe, Executive Vice President Mining, said, "I'm delighted for the team, but safety is not just about the people at the top, it all starts with each operational team member making a difference by acting in an appropriately safe manner and builds from there."

He also added, "It's great that our work has been recognised by our peers, which means a lot to us, but we'll be striving as hard to improve tomorrow as we were yesterday, that's the nature of what we do." Lonmin has introduced many safety practices and technologies in recent months, in areas as diverse as support, mining methods, innovative training and emergency & disaster management. Managers were particularly recognised by the AMMSA for the way Lonmin staff had been helped to take ownership of safety issues in their areas, starting with an innovative "safety summit" dealing with leadership, safety culture, simple systems and establishing an enabling environment. Following a tragic series of fatalities in early and mid 2011 management and employees came together to sign a safety pledge. Lonmin CEO Ian Farmer said: "Mark's team deserves credit for its hard work, and I'd like to add my congratulations on their achievement, particularly in helping to create an impressive level of awareness about our determination to reach zero-harm in our business."



Eland Platinum Mine is the employer of choice in the North-West Province. Our rapidly expanding facility is situated on the western limb of the Bushveld complex near Brits.

The following opportunity, for a career-minded individual, is available:

Mine Geologist

Mineral Resources Department

Underground geological logging, plotting, written reports and updating of plans, as well as diamond drilling of geological features and anomalies, are the main responsibilities. The successful candidate will also liaise with the different mining and MRM sub-departments and will provide ad hoc assistance with exploration work.

The minimum requirements are a BSc Geology/BSc Honours Geology/BTech Geology, 4-5 years' working experience on Bushveld Igneous Complex geology, previous work with Gems, Sable and Microstation and SACNASP membership, whilst experience in geological modelling would be advantageous. Computer literacy in Microsoft Office (specifically Word and Excel) is also needed, with SAP experience proving advantageous. Those with their eye on the short-list should boast good interpersonal communication skills, must be able to work both independently and in a team and should be medically fit. (Ref. 83025)

Please note: Xstrata Eland is committed to operating sound Sustainable Development (SD) management practices and strives towards leadership in these areas. Applicants must take note that general SD requirements and adherence to all SD policies and procedures will be expected of them.

In addition to merit on the basis of qualifications, experience and proven achievements, preference will be given to applicants from the historically disadvantaged groups.

Potential candidates must be willing to attend an interview at the Eland site near Brits at their own expense.

The Company offers a competitive remuneration package with a Medical Benefit Fund and a Retirement Provident Fund.

To apply, please submit a comprehensive CV, quoting the relevant reference number and stating your relevant experience, as well as certified copies of educational qualifications, to the Human Resources Department at Xstrata Alloys, Eland Platinum Mine, e-mail: elandhr@xstrata.co.za or fax: 086 594 8009 or post to PO Box 3436, Brits 0250.

If you have not heard from us within a period of 21 days after the closing date for applications, accept that your application was unsuccessful. The CVs of unsuccessful candidates will not be returned.

Closing date: 15 December 2011

