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**Morupule Coal Mine (MCM)** is a worldclass opencast and underground coal mining company that mines and processes coal primarily for generation of electricity in Botswana. MCM has expanded its product portfolio spanning from power generation to other forms of use as well as venturing into the export markets.

Applications are invited to fill the following vacancy. The roles are central to execution of MCM's bold, ambitious and exciting strategy and drive achievement of Zero Harm in its operations.

## **RELIABILITY ENGINEER**

### **Job Summary:**

To lead and coordinate asset reliability initiatives by analysing equipment performance data, identifying root causes of failures, and implementing proactive maintenance strategies. This role ensures sustainable equipment performance, reduced downtime, and optimized lifecycle costs across mining and surface operations. It is also central to supporting MCM's decarbonization objectives through predictive analytics.

### **Key Activities:**

- **Predictive Analytics & Decarbonization Support:** Lead predictive maintenance strategies using condition monitoring and analytics tools to support MCM's decarbonization targets.
- **Asset Reliability Analysis:** Conduct reliability studies, including FMECA, RCM, and RCA, to identify critical failure modes, prioritize risks, and optimize maintenance strategies.
- **Condition Monitoring & Data Analysis:** Utilize tools such as vibration analysis, thermography, oil analysis, and CMMS data to detect early warning signs of equipment deterioration and performance loss.
- **Maintenance Strategy Development:** Review and improve preventive, predictive, and corrective maintenance plans in line with ISO 55001 and OEM recommendations.
- **Cross-functional Collaboration:** Work closely with Maintenance, Engineering, A&I, and OEM teams to ensure reliability improvements are embedded in capital and operational projects.
- **Failure Investigations:** Lead structured root cause investigations and implement corrective and preventive actions to reduce recurrence.
- **KPI Monitoring & Reporting:** Track and report key reliability metrics (e.g., MTBF, MTTR, availability, OEE) to support data-driven decision-making and performance improvement.
- **Leadership & Influence:** Coach maintenance and operations teams on reliability best practices and foster a culture of ownership and continuous improvement.
- **Communication & Stakeholder Engagement:** Clearly communicate technical findings and reliability recommendations to stakeholders across all levels, including non-technical audiences.

**Minimum Education & Experience Requirements:**

- Bachelor's Degree in Mechanical, Electrical, or Reliability Engineering or a related field. Certification in Reliability Engineering or Condition Monitoring (e.g., CMRP, ISO CAT II/III) is an added advantage.
- 8 years' post-qualification experience in a heavy industry or mining environment, with at least 3 years in a reliability-focused role.
- Registration with the Engineers Registration Board (ERB) Botswana is required.
- Proficiency in CMMS systems, reliability analysis tools (e.g. Pareto) is required.
- Knowledge of Management Systems such as ISO 55001:2014, ISO 45001:2018 & ISO 14001:2015.

We offer competitive salary package. Prospective candidates must be medically and physically fit and willing to work in an Underground Coal Mining Environment and meet demanding schedules.

Candidates who meet the above requirements must apply with a cover letter, certified copies of educational certificates, certified copy of identity card, certified copy of driver's license (*where required*) and a comprehensive curriculum vitae (CV) addressed to:

**Head Of Human Resources**

Morupule Coal Mine

Private Bag 35

Palapye, Botswana

Email: [recruitment@mcm.co.bw](mailto:recruitment@mcm.co.bw)

**Closing Date: 27 June 2025.**

**Kindly state the position that you are applying for as the subject.**

**PLEASE DO NOT RESPOND THROUGH FAX AND NOTE THAT RESPONSES WILL ONLY BE MADE TO APPLICANTS CONSIDERED FOR INTERVIEW.**

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