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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 vacancies. The roles are central to execution of MCM's bold, ambitious and exciting strategy and drive achievement of Zero Harm in its operations.**

## **I. PLANT MANAGER**

### **Job Purpose:**

To lead the operational planning and execution of all functions within our production plant. The role will be responsible for ensuring efficient, safe, and cost-effective operations aligned with strategic business goals.

### **Key Activities:**

- Develop and implement medium-to-long-term operational and maintenance strategies.
- Oversee ore treatment and plant maintenance aligned with production plans.
- Ensure compliance with quality assurance protocols and governance standards.
- Manage budgets and financial resources to meet business needs.
- Monitor plant performance and drive continuous improvement initiatives.
- Align plant objectives with departmental and organizational goals.
- Lead policy and procedure implementation for operational sustainability.
- Benchmark industry best practices and recommend process improvements.
- Manage and deliver short, medium, and long-term projects.
- Ensure legal and corporate governance compliance.
- Champion safety, health, and environmental programs.
- Promote knowledge management and performance enhancement.
- Lead talent development, succession planning, and training initiatives.
- Foster strong relationships with internal and external stakeholders.

### **Competencies:**

- Change Leadership
- Business Acumen
- Managing Performance
- Teamwork & Collaboration
- Strategic Operational Planning
- Quality Assurance & Governance

- Project Management
- Compliance & Risk Management

### **Minimum Education & Experience Requirements:**

- Bachelor's Degree in Metallurgy, Chemical Engineering, Mineral Processing, or a related field.
- Minimum of 8 years post-qualification experience in a heavy industry or mining environment.
- At least 3 years in a Process Engineer role.
- Registered with Botswana Engineers' Registration Board.
- Sound knowledge of ISO 45001:2018 and ISO 14001:2015 management systems.
- Management Development Programme, Certified Safety Professional, and Sustainability knowledge are added advantages.

## **2. MAINTENANCE ENGINEER - SURFACE**

### **Job Purpose:**

To lead engineering and asset management systems across our surface operations. This role is critical in ensuring equipment reliability, compliance with safety standards, and alignment with long-term business strategies.

### **Key Activities:**

- Implement engineering quality assurance and governance protocols.
- Develop and manage budgets for maintenance and engineering activities.
- Translate engineering strategy into actionable maintenance systems and plans.
- Lead the implementation of asset management strategies and standards.
- Manage equipment lifecycle data, audits, and specifications.
- Oversee maintenance contracts and ensure compliance with SHEQ standards.
- Analyse equipment performance and implement remedial actions.
- Manage capital projects in collaboration with the Project Management Office.
- Drive safety, health, and environmental programs.
- Coach and develop engineering talent, including learner engineers.
- Promote continuous improvement and innovation in engineering practices.
- Implement and maintain the MCM Business System.
- Lead talent management initiatives including succession and career planning.
- Build and maintain stakeholder relationships.

### **Competencies:**

- Change Leadership
- Business Acumen
- Planning & Execution
- Teamwork & Collaboration
- Asset Maintenance & Optimisation

- Service Contracts Management
- Condition-Based Maintenance & Monitoring
- Compliance & Risk Management

#### **Minimum Education & Experience Requirements:**

- Bachelor's Degree in Engineering (preferably Electrical).
- Minimum 8 years post-qualification experience in heavy engineering.
- At least 3 years at substantive mining industry engineer level.
- Registered with Botswana Engineers' Registration Board.
- Knowledge of ISO 55001, ISO 45001:2018, and ISO 14001:2015.
- Management Development Programme, Certified Safety Professional, and Sustainability knowledge are added advantages.

### **3. ARTISAN DEVELOPMENT PROGRAMME (ADP) - MECHATRONICS**

#### **Developmental Objective:**

This programme is designed to equip trainees with professional expertise and hands-on technical skills in **Mechatronics**. Over a 24-month period, participants will undergo structured training and development aimed at building competence in their area of specialisation.

#### **Position Requirements:**

- O'level/BGCSE plus a National Craft Certificate (NCC) in Mechatronics.
- A valid Class B Driver's License is required.

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: 02 October 2025.**

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

**PLEASE DO NOT RESPOND THROUGH FAX OR HAND – DELIVERY, AND NOTE THAT RESPONSES WILL ONLY BE MADE TO APPLICANTS CONSIDERED FOR INTERVIEW. ]**