
EXTERNAL ADVERTISEMENT

Morupule Coal Mine (MCM) is a world - class opencast and underground coal mining company that mines and processes coal primarily for electricity generation in Botswana. MCM has expanded its product portfolio to include power generation and other uses, as well as venturing into export markets.

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

I. Shift Overseer Opencast - Services

Main Purpose of the Job:

To lead and manage all pit services operations, ensuring uninterrupted mining support through effective water management, road maintenance, lighting, and service infrastructure.

Key Activities:

- Enforce preventative maintenance schedules for pit service equipment (graders, water bowsers, pumps, light towers).
- Ensure mine haul and access roads are built and maintained to design specifications (e.g., width, gradient, camber, drainage).
- Monitor consumables such as diesel, hoses, filters, and lighting consumables to ensure efficient usage.
- Analyze fragmentation outcomes and adjust designs to reduce secondary breakage and downstream inefficiencies.
- Compile daily and weekly reports on pit services activities and align performance with operational KPIs.
- Oversee pit dewatering systems, pump setups, and water discharge planning to prevent flooding and ensure safe access to mining areas.
- Manage road construction, grading, and maintenance to support efficient and safe equipment movement.
- Supervise the setup, maintenance, and relocation of lighting plants, demarcation signage, bund walls, and other critical infrastructure.
- Direct pit services supervisors, operators, and technicians, ensuring optimal deployment of human and equipment resources.
- Coordinate with load & haul, drilling, and blasting teams to proactively address support requirements.
- Oversee the condition and availability of support equipment such as water carts, graders, lighting towers, and pumps.
- Collaborate with maintenance teams for timely servicing, repairs, and availability tracking.
- Oversee the condition and availability of support equipment such as water carts, graders, lighting towers, and pumps.

- Lead safety audits, risk assessments, and incident investigations related to drilling and blasting operations.
- Monitor risks related to water accumulation, road conditions, and equipment visibility and take immediate corrective action.
- Ensure compliance with MQWMA and mine-specific regulations.
- Provides excellent service through self-development.

Minimum Education & Experience:

- Diploma in Mining Engineering or equivalent.
- Minimum 5 - 8 years' experience in Open pit operations
- Valid Open Pit Blasting Certificate.
- ERB.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

2. Shift Overseer Opencast - Load and Haul

Main Purpose of the Job:

To lead and manage all open pit mining operations, ensuring safe, cost-effective, and efficient delivery of production targets in compliance with mine plans, company policies, and statutory regulations.

Key Activities:

- Ensure daily load and haul activities adhere to Standard Operating Procedures, mine design specifications, and Original Equipment Manufacturer guidelines.
- Monitor consumables, fuel, and contractor usage to ensure cost efficiency.
- Identify bottlenecks and implement initiatives for process optimization and waste reduction.
- Oversee daily production activities including drilling, loading and hauling to ensure alignment with short- and long-term mine plans.
- Coordinate with maintenance and support departments to ensure equipment availability and readiness.
- Track production metrics (e.g., tons moved, equipment utilization, cycle times) and adjust plans to meet daily and monthly targets.
- Analyze variances and provide weekly, monthly, and quarterly operational reports to management.
- Use digital mining systems for tracking KPIs and identifying areas for improvement.
- Enforce safety procedures and legal compliance across all pit activities, ensuring adherence to mine standards and national regulations.
- Ensure compliance with MQWMA and mine-specific regulations.

Minimum Education & Experience:

- Diploma in Mining Engineering or equivalent.
- Minimum 5 - 8 years' experience in load and haul operations.
- Strong experience in mine operations management and pit development.
- Valid Open Pit Blasting Certificate.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

3. Shift Overseer Opencast - Drilling and Blasting

Main Purpose of the Job:

To provide strategic and operational leadership over all drilling and blasting activities, ensuring safety, legal compliance, optimal fragmentation, cost control, and alignment with the mine's production targets.

Key Activities:

- Maintain detailed logs of service activities, deviations, corrective actions, and consumable usage.
- Report any infrastructure or utility deficiencies that may pose safety or production risks.
- Participate in audits and ensure documentation meets internal and legal standards.
- Monitor and optimize the usage of explosives, initiating systems, drilling consumables, and equipment.
- Analyse fragmentation outcomes and adjust designs to reduce secondary breakage and downstream inefficiencies.
- Drive initiatives for improving cycle time, reducing re-drills, misfires, and excessive ground vibrations.
- Oversee the development and execution of drill and blast designs based on geological, geotechnical, and production requirements.
- Manage drilling teams to ensure adherence to quality, depth, angle, burden, and spacing specifications.
- Approve blast patterns, charge designs, initiation sequences, and timing plans in coordination with engineers.
- Lead a multi-disciplinary team including drill rig operators, supervisors, and blasting contractor.
- Set performance expectations, conduct appraisals, and promote continuous learning and morale within the team.
- Prepare and submit weekly and monthly reports on drilling and blasting performance, compliance status, and cost analysis.
- Use data analytics tools and blast monitoring systems for decision-making and optimization.
- Collaborate with short-term planning, geology, pit operations, and maintenance teams to align activities and priorities.
- Address operator concerns and promotes continuous improvement in team morale and discipline.
- Identifies and implements creative and innovative ideas to improve the Mini Business Unit performance.
- Ensure all drilling and blasting activities comply with national mining regulations, explosives handling legislation, and company policies.
- Lead safety audits, risk assessments, and incident investigations related to drilling and blasting operations.
- Manage environmental compliance for blast vibrations, fly rock control, and dust/noise levels.
- Ensure compliance with MQWMA and mine-specific regulations.

Minimum Education & Experience:

- Diploma in Mining Engineering or equivalent.
- Minimum 5 - 8 years' experience in drill and blast operations.
- Strong understanding of blasting software, explosive handling, and rock fragmentation principles.

- Valid Open Pit Blasting Certificate
- Registered with the Engineering Registration Board.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

4. Section Miner Opencast - Services

Main Purpose of the Job:

To lead and coordinate all pit services activities including dewatering, road maintenance, dust suppression, lighting and support services ensuring uninterrupted mining operations, safety compliance and cost efficiency.

Key Activities:

- Oversee pit dewatering, road construction/maintenance, lighting installations, dust suppression, and bund wall construction.
- Ensure readiness and availability of essential pit services to support production teams and minimize operational delays.
- Monitor usage of consumables (fuel, water, materials) and manage service equipment to reduce wastage.
- Schedule preventative maintenance to minimize breakdowns and unplanned costs.
- Support cost tracking and reporting by aligning pit services activities with planned budgets and usage rates.
- Coordinate relocation of services infrastructure in line with pit progression and Mine plans.
- Promote a culture of responsibility, teamwork, and continuous improvement.
- Provide training and coaching to improve team competency and morale.
- Lead and supervise a team of service truck operators, water cart drivers, lighting technicians, and general pit assistants.
- Prepare shift reports and performance updates for management.
- Enforce pit safety standards related to traffic flow, road conditions, signage, visibility, and access control.
- Conduct inspections of work areas and equipment to maintain compliance with mine safety regulations.
- Supervise the safe handling of water pumps, diesel bowsers, lighting plants, and service vehicles.
- Ensure compliance with MQWMA and mine-specific regulations.

Minimum Education & Experience:

- Certificate in Mining Engineering or equivalent
- Minimum 3 - 5 years of experience in open cast/pit mining with at least 2 years in pit support services or supervision.
- Strong understanding of dewatering systems, mobile equipment and pit infrastructure main.
- Valid Open Pit (surface mining) Blasting Certificate.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

5. Section Miner Opencast - Load and Haul

Main Purpose of the Job:

To lead and coordinate daily load and haul operations & ensure safe, efficient and cost-effective movement of coal and waste material.

Key Activities:

- Participate in audits and ensure documentation meets internal and legal standards.
- Monitor equipment productivity (payload, cycle time, fuel use, idle time) and report variances.
- Reduce unnecessary truck idling, queuing and rework to manage operating costs.
- Support timely maintenance reporting to reduce unplanned downtime.
- Supervise daily loading and hauling activities in line with mine production schedules.
- Ensure effective utilization of excavators, haul trucks, and support equipment.
- Monitor material movement to designated stockpiles, dumps, and ROM pads.
- Maintain accurate daily shift reports on load and haul performance, delays, and incidents.
- Lead, train, and motivate a team of operators and spotters to meet production targets.
- Support implementation of short-term mine plans and scheduling priorities.
- Prepare shift reports and performance updates for management.
- Enforce strict adherence to safety procedures, traffic management, and operational standards.
- Conduct safety briefings, pre-shift inspections, and incident investigations.
- Ensure compliance with MQWMA and mine-specific regulations.

Minimum Education & Experience:

- Certificate in Mining Engineering or equivalent.
- Minimum 3 - 5 years of experience in open cast/pit mining with at least 2 years in a supervisory load and haul role.
- Familiarity with dispatch and fleet monitoring systems.
- Strong knowledge of load and haul fleet.
- Valid Open Pit Blasting Certificate.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

6. Section Miner Opencast - Drilling and Blasting

Main Purpose of the Job:

To lead and coordinate all drill and blast activities in the open cast mine & ensure safe, efficient and compliant rock fragmentation.

Key Activities:

- Adheres to quality assurance/governance protocol/principles in area of responsibility.
- Participate in audits and ensure documentation meets internal and legal standards.
- Monitor drilling and blasting costs against budget, identifying areas for savings.
- Reduce wastage of explosives and materials through careful planning and performance tracking.
- Support procurement and inventory controls for explosive and drilling supplies.
- Recommends cost saving initiatives for inclusion in sectional budget process.
- Plan and supervise daily drilling and blasting activities to align with production schedules.
- Lead a team of drill operators, charge-up crews, and assistants.

- Allocate and supervise drill rigs, blasting teams, and support equipment for optimal performance.
- Ensure blast designs are executed safely and accurately for optimal fragmentation.
- Work with Shift Overseer to refine drill patterns and blast designs for performance and safety.
- Review and validate drilling logs, explosives usage, and blast records.
- Ensure proper logging and documentation of all blast-related activities.
- Mentor and train drill and blast operators in best practices and new technologies.
- Collaborate with engineers and geologists to refine drilling patterns and explosive charges.
- Analyze blast performance data (fragmentation, muckpile shape, diggability) and optimize outcomes.
- Prepare shift reports and performance updates for management.
- Communicate effectively with maintenance teams to minimize equipment downtime.
- Identifies and implements creative and innovative ideas to improve the Mini Business Unit performance.
- Enforce strict compliance with mine safety procedures, explosives regulations, and statutory requirements.
- Conduct pre-blast inspections and safety briefings for all personnel involved.
- Investigate incidents or misfires and recommend corrective actions.
- Ensure environmental impacts of blasting (e.g., vibration, fly rock, dust) are minimized and monitored.

Minimum Education & Experience:

- Certificate in Mining Engineering or equivalent.
- Minimum 3–5 years of experience in open cast/pit mining with at least 2 years in a supervisory drill and blast role.
- Strong knowledge of drill and blast principles, rock mechanics, and explosive handling regulations.
- Valid Open Pit (surface mining) Blasting Certificate.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

We offer a competitive salary package.

Prospective candidates must be medically and physically fit, willing to work in an underground coal mining environment, and able to meet demanding schedules.

Candidates who meet the above requirements should submit: **A cover letter, Certified copies of educational certificates, Certified copy of identity card, Certified copy of driver's license (where required) and Comprehensive curriculum vitae (CV).**

The applications should be addressed to:

Head Of Human Resources
 Morupule Coal Mine
 Private Bag 35
 Palapye, Botswana
 Email: recruitment@mcm.co.bw

Closing Date: 20 January 2026

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

**NOTE: DO NOT RESPOND THROUGH FAX OR HAND DELIVERY. ONLY
SHORTLISTED CANDIDATES WILL BE CONTACTED FOR INTERVIEWS.**