
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 vacancies. 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. Track Dozer Operator

Main Purpose of the Job:

To drive and operate a Track Dozer in accordance with MCM standards and legal requirements.

Key Activities:

- Conducts Risk Assessment before the commencement of any work as per laid down procedures,
- Performs visual checks on machinery/equipment in order establish any defects, assessing specific requirements and reporting findings to the supervisor as appropriate.
- Carries out cleaning activities as directed from time to time.
- Operates machine to rip, doze and dig in accordance with the existing operating procedures.
- Operates the machine to construct, profile haul roads and working areas in accordance with the existing operating procedures.
- Directs trucks where to tip at dumping areas.
- Trams machine between sites as required in accordance with existing procedures.
- Guides fuel bowser into safe position for refuelling.
- Disembarks from machine to refresh as per the laid down procedure.
- Provides on the job training and coaching for trainee operators by ensuring adherence to correct and safe working practices.
- Performs tasks of a predominantly manual nature which includes but not limited to; cleaning of the cab, cleaning of the machine body as and when required.

Minimum Education & Experience:

- BGCSE
- 2 years' experience in a mining environment. Previous experience as a Dozer Operator advantageous.
- Class H License.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

2. Drill Rig Operator

Main Purpose of the Job:

To drive and operate Drills in accordance with MCM standards and legal requirements.

Key Activities:

- Conducts Risk Assessment before the commencement of any work as per laid down procedures.
- Performs visual checks on machinery/equipment in order establish any defects, assessing specific requirements and reporting findings to the supervisor as appropriate.
- Positions and prepares machine on the hole to be drilled to ensure process efficiencies.
- Clears drill chippings from holes and covers the hole to prevent backfilling.
- Trams drill between sites as required in accordance with existing procedures.
- Changes hammers, rods and bits in accordance with the laid down procedures.
- Guides fuel bowser into safe position for refuelling.
- Disembarks from machine to refresh as per the laid down procedure.
- Records fuel quantity filled.
- Interacts with fleet management systems as per the procedure.
- Performs tasks of a predominantly manual nature which includes but not limited to; cleaning of the cab, cleaning of the machine body as and when required.
- Maintains smooth communication between other operators and the workstation to enhance efficiencies of operations.
- Ensure compliance with MQWMA and mine-specific regulations.

Minimum Education & Experience:

- BGCSE.
- 2 years' experience in a mining environment. Previous experience as a Drill Rig Operator advantageous.
- Class H License.
- Understanding of SHE Management System ISO 45001:2018 & ISO 14001:2015.

3. Multi-Machine Operator (Excavator, Dump Trucks, Dozer, Drill Rig)

Main Purpose of the Job:

To safely and efficiently operate multiple types of mining equipment including excavators, dump trucks, drill rigs, and dozers in accordance with MCM standards, statutory requirements, and approved operating procedures.

Key Activities:

- Conducts workplace and task-specific risk assessments prior to commencement of any activity, in accordance with established safety procedures and statutory requirements.
- Performs comprehensive pre-start and visual inspections on all assigned machinery and equipment (excavators, dump trucks, drill rigs, and dozers) to identify defects, assess operational readiness, and report findings to the supervisor as required.

- Spots, signals, and directs haul trucks into and out of loading positions to maintain safe traffic flow and loading efficiency.
- Loads material into haul trucks in accordance with standard operating procedures, ensuring correct payload, minimal spillage, and equipment protection.
- Operates dump trucks to haul material safely and efficiently to designated tipping or ROM locations, in compliance with haul road rules and speed limits.
- Operates dozers to clean loading areas, maintain safe working floors, manage spillage, and assist in achieving and maintaining correct bench and floor elevations.
- Operates drill rigs in accordance with approved drilling patterns, depths, and procedures to support effective blasting outcomes.
- Coordinates and directs support equipment to maintain clean, safe, and productive loading and working areas.
- Maintains correct floor and bench levels through the use of applicable machine systems, visual indicators, and guidance from supervisors or survey controls.
- Performs routine housekeeping and minor manual tasks, including cleaning of the cab and external machine components, to ensure safe and ergonomic working conditions.
- Trams machines between work sites safely and efficiently in accordance with mine traffic rules and approved procedures.
- Guides fuel and water bowsers into safe positions for refuelling and refilling activities, ensuring adherence to safety and environmental controls.
- Disembarks from machinery for rest and refreshment strictly in line with site safety procedures.
- Interacts effectively with fleet management and monitoring systems to record production data, report delays, and communicate operational information.
- Provides on-the-job training and coaching to trainee and junior operators, ensuring adherence to safe work practices, operating standards, and productivity requirements.

Minimum Education & Experience:

- BGCSE and valid specific MTTC Machine operator certificate (Excavator, Drill Rig & Dump Truck).
- Minimum of 2 years' experience in operating relevant heavy mining equipment (Excavator, Drill Rig & Dump Truck).
- 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: 30 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.**