
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. MAINTENANCE OPERATIVE – ELECTRICAL (BU) - (4 - MONTH FIXED-TERM CONTRACT)

Job Summary:

To carry out basic repairs, services, and installations on plant/machinery/equipment in the electrical trade within the scope of training.

Key Activities:

- Adheres to all quality assurance/governance protocols/principles in area of responsibly.
- Participates in control of Mini Business Units cost saving initiatives by optimizing resource utilization in area of responsibility.
- Removes and replaces defective components/parts as directed by the relevant supervisor.
- Confirms availability of consumables with supervisor.
- Operates specialized equipment and power/hand tools relevant to his/her trade which he/she was trained on (e.g. impact wrenches, electric drills/saws, grinding wheels, oxy-acetylene torch etc.
- Carries out basic troubleshooting on machinery/equipment.
- Reads and interprets basic technical drawings, diagrams and workshop manuals.
- Performs tasks of a predominantly manual nature (e.g., cleaning, digging, fetching, sweeping, loading, unloading, painting) as required.
- Carries out administrative functions taking into cognizance the need to create a clear audit trail.
- Adheres to all safety, health and environmental policies and procedures in their area of responsibility.
- Identifies and implements creative and innovative ideas to improve Mini Business Unit performance.
- Maintains effective relationships with clients/partners/customers to ensure achievement of Mini Business Unit objectives.
- Takes responsibility for providing excellent service by developing self, applying skills, knowledge and experiences to improve and measure their own performance against clear standards.

Minimum Education & Experience Requirements:

- O'Level/BGCSE **plus** Trade Test B in Electrical or equivalent.

- 2 years' post experience in an engineering environment OR successful completion of the Operatives Development Programme (ODP).
- Class B Driver's License.
- Understanding of SHE Management Systems (ISO 45001: 2018 & ISO 14001: 2015).

2. MAINTENANCE OPERATIVE – FITTING (BU) – (4 – MONTH FIXED-TERM CONTRACT)

Job Summary:

To carry out basic repairs, services, and installations on plant/machinery/equipment within the mechanical fitting trade, within the scope of training.

Key Activities:

- Adheres to all quality assurance/governance protocols/principles in area of responsibility.
- Participates in control of Mini Business Units cost saving initiatives by optimizing resource utilization in area of responsibility.
- Removes and replaces defective components/parts as directed by the relevant supervisor.
- Confirms availability of consumables with supervisor.
- Operates specialized equipment and power/hand tools relevant to his/her trade which he/she was trained on (e.g. impact wrenches, electric drills/saws, grinding wheels, oxy-acetylene torch etc.
- Carries out basic troubleshooting on machinery/equipment.
- Reads and interprets basic technical drawings, diagrams and workshop manuals.
- Performs tasks of a predominantly manual nature (e.g., cleaning, digging, fetching, sweeping, loading, unloading, painting) as required.
- Carries out administrative functions taking into cognizance the need to create a clear audit trail.
- Adheres to all safety, health and environmental policies and procedures in their area of responsibility.
- Identifies and implements creative and innovative ideas to improve Mini Business Unit performance.
- Maintains effective relationships with clients/partners/customers to ensure achievement of Mini Business Unit objectives.
- Takes responsibility for providing excellent service by developing self, applying skills, knowledge and experiences to improve and measure their own performance against clear standards.

Minimum Education & Experience Requirements:

- O'Level/BGCSE **plus** Trade Test B in Maintenance Fitting or equivalent.
- 2 years' post experience in an engineering environment OR successful completion of the Operatives Development Programme (ODP).
- Class B Driver's License.
- Understanding of SHE Management Systems (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: 12 FEBRUARY 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.