
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.

SAFETY MANAGER

Job Summary:

The Safety Manager leads the Safety Function to build capability across the operation and establishes a framework that enables compliance with statutory safety requirements. The role provides execution support for technical safety work owned by the Safety Function, manages sustainable data reporting, and interfaces with regulatory bodies and stakeholders across all safety dimensions.

The Safety Manager reports to the **Head of Safety and Sustainability**.

Key Activities:

- Monitor and evaluate performance against established safety strategies, frameworks, systems, and programmes, identifying and advising on opportunities for improvement to provide assurance.
- Interpret operational requirements and integrate these with discipline-based financial needs to ensure the availability of resources required to meet business objectives.
- Execute Stay-in-Business and capital projects related to safety and health.
- Manage the development and execution of the overall Safety and Health functional strategy aligned to the Morupule Coal Mine Strategic Business Plan, providing visible and effective leadership.
- Contribute to the formulation and implementation of Safety and Health policies and strategies for the mine in alignment with organisational strategic goals.
- Provide strategic orientation, vision, and direction to pursue opportunities that support business objectives.
- Manage the mine's Safety and Health agenda and set parameters for the development, implementation, and monitoring of programmes related to occupational safety and health, mine safety, legal compliance, operational risk assurance, and emergency planning.
- Analyse safety and health developments, trends, and industry best practices, assess their impact on the mine's strategy, and recommend adaptations where necessary in consultation with executive leadership.
- Ensure a coordinated and integrated approach to Safety and Health activities by managing linkages with internal and external partners.
- Provide direction on planning requirements for sustainability-focused safety and health programmes, strategies, risks, and opportunities.

- Manage Safety and Health reporting systems and issue regular management reports to inform leadership of key performance areas and obtain approvals for any required changes.
- Maintain and enhance management tools, systems, and practices to ensure robust safety and health implementation and sustainable compliance outcomes.
- Manage processes related to safety and health sustainability assurance and statutory compliance, leading interventions to improve legal and compliance systems.
- Initiate and manage safety-related projects in accordance with recognised best-practice principles.
- Oversee the safety and health programmes in line with operational strategy and objectives.
- Establish and integrate the safety component of the organisational 3–5-year plan across all functions.
- Interface externally with regulators, industry bodies, and community stakeholders on emerging safety issues, trends, and legislative developments (e.g. Botswana Chamber of Mines forums).
- Lead the Operational Risk Management Process (ORMP), including analysis of safety data, standards, and work execution, to improve risk control strategies, issue registers, and management-of-change processes.
- Drive continuous improvement of the Safety Management System by providing technical input into initiatives that build line management capability and capacity.
- Manage subordinate performance through setting objectives, monitoring results, conducting reviews, and implementing corrective actions where necessary.
- Develop, build, and sustain team capability through structured training, succession planning, localisation initiatives, and targeted recruitment.
- Establish and maintain effective working relationships with key stakeholders to support achievement of business objectives.
- Undertake additional duties as assigned in support of operational requirements.

Technical Competencies:

- ISO standardisation principles
- Operational risk management and mitigation
- Emergency preparedness and response
- Ecosystem management and sustainability
- Occupational Safety, Health, Hygiene, and Environmental Management
- Knowledge of occupational hazards and risks
- Incident and accident investigation techniques
- Safety, Health, and Environment (SHE) software systems

Minimum Education & Experience Requirements:

- Degree in Safety Management, Environmental Health/ Environmental Management sciences, Occupational Hygiene or equivalent
- 10 years + experience with 3 years at managerial level
- Understanding of Occupational Health & Safety Management Systems i.e. ISO 45001 and Environmental Management System ISO 14001
- Valid Class B Driver's license
- Management/Supervisory Development Programme will be an added advantage

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: 08 May 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.

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