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

## **ORGANISATIONAL DEVELOPMENT MANAGER**

### **Job Summary**

Reporting to the Head of Human Resources, the Organisational Development Manager will provide strategic leadership and specialist support in Organisational Effectiveness, Leadership Development, Talent Management, Culture Transformation, Reward Management, and Workforce Capability Development. The role is responsible for driving organisational performance, enhancing leadership capability, strengthening employee engagement, and embedding sustainable people practices that support business strategy and operational excellence.

### **Key Responsibilities**

#### **1. Organisational Development & Transformation**

- Develop, implement, and continuously review organisational development and change management strategies aligned to business objectives.
- Lead organisational culture transformation, employee engagement, and organisational effectiveness initiatives across the Mine.
- Design and implement organisational diagnostics, climate surveys, culture assessments, and associated action plans.
- Facilitate organisational redesign, workforce optimisation, and business improvement initiatives.
- Lead change management interventions to support strategic projects, operational transformation, and business sustainability.
- Develop OD frameworks, methodologies, toolkits, and governance mechanisms to improve organisational capability and effectiveness.

#### **2. Leadership Development, Coaching & Mentoring**

- Design and implement leadership development frameworks and interventions aimed at building a high-performance leadership culture.
- Lead implementation of coaching and mentoring programmes to strengthen leadership capability, succession readiness, and talent development across all levels of the organisation.
- Facilitate leadership assessments, leadership labs, management development programmes, and executive development initiatives.

- Support line management in developing people leadership capability, team effectiveness, and change leadership competencies.
- Coordinate implementation of Individual Development Plans (IDPs), leadership pipelines, and talent acceleration initiatives.
- Promote a culture of continuous learning, accountability, innovation, and high performance.

### **3. Talent Management & Succession Planning**

- Drive implementation of the Mine-wide Talent Management Framework to ensure workforce capability, succession continuity, and critical skills sustainability.
- Develop and coordinate career management, succession planning, graduate development, and talent retention initiatives.
- Monitor implementation of attraction and retention strategies for critical and scarce skills.
- Support workforce planning initiatives aligned to current and future operational requirements.
- Develop strategies to strengthen Employee Value Proposition (EVP), employee experience, and talent engagement

### **4. Performance Management & Employee Engagement**

- Coordinate implementation and continuous improvement of the company's Performance Management Framework.
- Ensure alignment between corporate, departmental, and individual performance objectives.
- Monitor effectiveness of performance management systems and provide guidance to leadership teams on performance improvement interventions.
- Lead employee engagement survey processes, including diagnostics, reporting, action planning, and progress monitoring.
- Develop initiatives aimed at strengthening employee morale, organisational trust, collaboration, and psychological safety

### **5. Reward Management**

- Manage implementation and monitoring of reward strategies, policies, and frameworks aligned to business objectives and market trends.
- Identify reward-related risks and recommend mitigation strategies and improvement interventions.
- Provide technical support during salary negotiations and reward-related consultations.
- Advise management on remuneration structures, pay decisions, incentive schemes, recognition programmes, and reward governance.
- Monitor implementation of attraction, retention, and recognition programmes to ensure consistency and effectiveness.

### **6. Project, Stakeholder & SHE**

- Initiate, coordinate, monitor, and control strategic OD, talent, leadership, and reward-related projects.
- Ensure integration and compliance with Safety, Health, and Environmental (SHE) standards within area of responsibility.
- Build and maintain effective stakeholder relationships across the business to support organisational objectives.

- Provide strategic advisory support to management on organisational capability, people effectiveness, and transformation matters.

### **Leadership Competencies:**

- Change Leadership
- Strategic Leadership
- Change Leadership
- Innovation and Continuous Improvement
- Building Organisational Capability
- Coaching and Developing Others
- Business Acumen
- Influencing and Relationship Management
- Judgment and Decision Making
- Managing Performance and Accountability
- Service Orientation
- Concern for Safety, Health and Environment (SHE)

### **Technical Competencies:**

- Organisational Development Methodologies
- Culture Transformation and Change Management
- Leadership Development and Executive Coaching
- Coaching and Mentoring Programme Design
- Talent Management and Succession Planning
- Organisational Design and Workforce Planning
- Performance Management Systems
- Reward Management and Incentive Design
- Employee Engagement and Culture Diagnostics
- Facilitation and Internal Consulting Skills
- Data Analytics and Reporting
- Numeracy and Analytical Skill

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

- Degree in Human Resources or Organisational Design / Development or Industrial Psychology or equivalent,

### **Mandatory professional certifications:**

- **Organisational Development Practitioner certification or equivalent.**
- **Talent Practitioner Certification** or equivalent recognised Talent Management certification.

- At least 8 years working experience of which a minimum of 3 should have been at middle management with experience in organizational development.
- Knowledge of SHE Management System ISO 45001: 2018 and ISO 14001: 2015.

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 certificates, Certified copy of Identity Card, 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: 12 June 2026.**

**PLEASE DO NOT RESPOND THROUGH FAX AND NOTE THAT RESPONSES WILL ONLY BE MADE TO APPLICANTS CONSIDERED FOR INTERVIEW.**