
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.

I. INTERNAL AUDITOR -SERVICES

Job Summary:

To conduct audits in line with MCM set Internal Audit standard protocols and methodology

Key Responsibilities:

- Plan and execute risk-based assurance and advisory engagements in accordance with the Institute of Internal Auditors (IIA) International Professional Practice Framework (IPPF).
- Develop audit plans, define audit scope and objectives, and evaluate governance, risk management, internal controls, and compliance with applicable legislation, standards, policies, and technical requirements.
- Assess the effectiveness and efficiency of operational, financial, and business processes, identifying opportunities to improve performance, optimize costs, and strengthen organizational resilience.
- Engage management throughout the audit process, communicate audit findings, agree practical recommendations and corrective actions, and monitor the implementation of agreed management action plans.
- Prepare high-quality audit working papers, reports, and presentations that provide clear, evidence-based assurance and/or advisory results and recommendations.
- Conduct investigations, special reviews, and advisory engagements, while providing guidance on governance, risk management, internal controls, and business process improvements.
- Identify emerging risks, promote continuous improvement of audit methodologies, support the effective use of audit tools and data analytics, and maintain productive stakeholder relationships.

- Promote compliance with Safety, Health, Environment and Quality (SHEQ) requirements and maintain professional competence through continuous learning and adherence to ethical standards.

Technical Competencies

- Internal Audit
- Analytical and Critical thinker
- Working under minimal supervision
- Time management
- Teamwork
- Presentation skills (Oral and written)
- Report Writing Skills

Minimum Education & Experience Requirements:

- Degree or equivalent in Accountancy/ Internal Audit Plus part-qualification of ACCA/CIMA/CIA
- 3 - 5 years relevant experience
- Experience in Teammate or any auditing management software (Added Advantage)
- Registration in good standing with BICA/IIA

2.INTERNAL AUDITOR -TECHNICAL

Job Summary:

To conduct audits in line with MCM set Internal Audit standard protocols and methodology

Key Responsibilities:

- Plan and execute risk-based assurance and advisory technical engagements in Mining, Processing, Beneficiation, Engineering and Strategy & Projects across the mine operations in accordance with the Institute of Internal Auditors (IIA) International Professional Practice Framework (IPPF).
- Develop audit plans, define audit scope and objectives, and evaluate governance, risk management, internal controls, and compliance with applicable legislation, standards, policies, and technical requirements.
- Assess the effectiveness and efficiency of operational, financial, and business processes, identifying opportunities to improve performance, optimize costs, and strengthen organizational resilience.
- Engage management throughout the audit process, communicate audit findings, agree practical recommendations and corrective actions, and monitor the implementation of agreed management action plans.

- Prepare high-quality audit working papers, reports, and presentations that provide clear, evidence-based assurance and/or advisory results and recommendations.
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- Promote compliance with Safety, Health, Environment and Quality (SHEQ) requirements and maintain professional competence through continuous learning and adherence to ethical standards.

Technical Competencies

- Internal Auditing
- Risk Management
- Analytical and Critical thinker
- Working under minimal supervision
- Time management
- Teamwork
- Presentation skills (Oral and written)
- Report Writing Skills

Minimum Education & Experience Requirements:

- Bachelor's Degree in Engineering (Mining/Metallurgy)
- 3-5 years relevant experience in a mining environment
- Registration in good standing with the Engineering Registration Board (ERB)
- Understanding of SHE Management Systems (ISO 14001 and 45001)
- Experience in internal audit/Control Assessment Reviews will be an added advantage

We offer a 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 educational certificates, certified copy of identity card, certified copy of driver's license (where required) and a comprehensive curriculum vitae (CV) addressed to:

Head Of Human Resources

Morupule Coal Mine

Private Bag 35

Palapye, Botswana

Email: recruitment@mcm.co.bw

Closing Date: 20 August 2026.

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

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