

Rosh Pinah Zinc, a leading mining company, is seeking skilled candidates to join our dynamic team. The successful candidates will play a pivotal role in our operations and will be reporting to General Manager.



INTERNAL & EXTERNAL VACANCY

Head of Operations (12 Months FTC)

Provide unified operational leadership and accountability across underground mining, processing, and maintenance through a major brownfield expansion and into steady-state operation. Serve as the General Manager's primary operational thought partner and the single point of ownership for site-wide production performance.

Your key areas of responsibility:

- Operating rhythm established and self-sustaining: structured daily operations meeting, weekly loss review, and owned action register with follow-up loop – running without prompting within 60 days
- Visual management embedded across the operation: yesterday's actuals, today's plan, today's priorities – visible to all levels, refreshed every shift
- Loss accounting framework live: every production loss classified by type, area, and shift; weekly loss review owned by the management team
- KPI cascade reaches the frontline: supervisors know what a good shift looks like and how their results flow into weekly and monthly targets
- Single source-of-truth performance tracker adopted across the leadership team – replacing parallel reporting tools
- Contractor performance managed daily: scope adherence, advance rates, blast-to-plan compliance reviewed and actioned
- Frontline leadership standard embedded: pre-shift brief, task allocation, and structured handover are habits, not events – supervisors run these independently within 90 days
- Expansion project operational readiness met on schedule, including underground feed and stockpile commitments to support concentrator commissioning
- Departmental capability uplift demonstrable: succession in place for all critical operational roles before contract end

Ideally, you will have:

- Bachelor's degree in Mining Engineering required; Master's degree in Mining, Geotechnical, or Mineral Engineering strongly preferred
- Internationally recognised professional engineering registration (P.Eng, CEng, EurIng, Pr.Eng, or equivalent chartered status)
- 10+ years hard rock underground mining experience, with a minimum of 3 years at senior management level (Mine Manager, Manager Mine Operations, or equivalent)
- Operational experience across at least three jurisdictions, with demonstrated ability to integrate into and lead unfamiliar workforces and cultures
- Direct frontline operating experience (shift supervision, time as a working miner, or equivalent) in addition to engineering and management roles – not a career office engineer
- Demonstrated turnaround or ramp-up track record in a brownfield underground operation, with verifiable delivery of a production step-change of 30% or greater within a defined headcount envelope
- Operating experience in complex orebodies – narrow vein, drift-and-fill, replacement-style, or other geometrically and geotechnically challenging deposits
- Demonstrated track record of implementing modern operational technologies in an active underground environment: real-time equipment tracking, short interval control, control room operations, ventilation-on-demand, and digital transformation initiatives
- Expertise in visual management, short interval control, and loss accounting – installed and sustained, not theoretical
- Frontline coaching capability: supervisor coaching, pre-shift brief standards, structured handover – able to carry the Frontline Leadership Coach mandate without separate hire
- Concurrent multi-disciplinary leadership across underground mining, processing, and maintenance functions
- Contractor management: scope control, daily KPI review, and performance consequence management within owner-mining or hybrid models
- Operating experience in a highly unionised environment, with demonstrated ability to build constructive labour relationships through the production agenda rather than around it
- Mine planning systems literacy: Deswik Suite or equivalent, with structured budget and life-of-mine planning experience
- Active engagement in the international mining technical community – industry committee participation, conference contribution, or peer-reviewed publication – viewed favourably as evidence of an outward-looking technical posture
- Working proficiency in English required; an additional working language considered an asset

To apply for the position, submit a compliant application with a cover letter through the recruitment portal www.jobopportunities.net. If there is no contact within 2 weeks after closing date, consider your application unsuccessful. Candidates from designated categories are encouraged to apply.

Closing date: 22 May 2026