

VACANCY: ENGINEERING MANAGER

Arnot Mine – Rietkuil, Middleburg, Mpumalanga

Purpose of the Role:

Engineering Manager is a 2.13.1 appointment in terms of MHSA, to provide technical and people leadership and ensure the provision of efficient and effective engineering services through the co-ordination and management of all engineering activities including but not limited to mechanical, electrical, instrumentation, civil, and capital control for the mine.

The Engineering Manager is also responsible for providing a dedicated focus on maintaining and improving engineering standards and procedures for the mine in order to reduce operational and business risks and to protect the capital assets of the company.

The role furthermore supports large capital projects to successful implementation.

Closing date: 30 April 2026

Requirements:

- BEng Mechanical Engineering (Mechanical or Electrical Engineering) (Essential / Minimum).
- Government Cert of Comp: Mine & Works GCC (Mines and Works) (Essential/Minimum).
- Management Development Programme - MDP (Advantageous).
- Psychometric Assessment (Essential/Minimum).
- Certificate of Fitness (Essential/Minimum).
- Membership of a professional body e.g., SACEA, ECSA (Advantageous).



Contact us.

010 823 4525
013 136 0042
talktous@arnotopco.com
www.arnot-opco.com



Head Office

Farm Rietkuil 491 JS
Private Bag X3
Rietkuil
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Physical Address

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- 5 Years relevant management experience within a mining or production environment in compliance with MHSA and related with a minimum of 5 years operational experience.
- Maintenance/Asset Management experience in Plants, Opencast and Underground mining (Advantageous).

Other Skills/Competencies:

- Full computer literacy, and proficiency in MS Office Suite, SAP & MS Projects.
- Sound verbal and written communication skills in English.
- Able to work without supervision.
- Maintenance practices, Engineering design and principles, Mining and Plant equipment.
- Project management - Mining exposure.
- Evaluating and analysing data, facts and figures.
- Ability to communicate effectively and handle various office equipment.
- Analytical Abilities and Report writing skills.
- Interpersonal Relationship skills.
- Planning Skills and Problem-Solving Skills.

Responsibilities:

- Ensure Asset Management Plans (AMPs) are in place for critical fixed plant and equipment across surface, plant, and underground operations for the mine.
- Translate the company strategy into an annual technical and people plan as part of the operational planning process.
- Ensure that critical plant and equipment strategies and tactics deliver the defined availability, reliability and cost per operating hour within the lifecycle model and production plan.



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- Develop and manage the annual budget, capital expenditure (CAPEX), and cost requirements; monitor and control expenditures to ensure adequate provision for spares and maintenance to achieve budgeted production targets, including monthly budget reconciliations and year-end forecasts.
- Drive engineering discipline in terms of feedback into the maintenance management system.
- Identify persistent/chronic issues and imitate a process for resolution.
- Ensure all major defects and critical equipment failures are addressed to prevent recurring failures in accordance with appropriate standards.
- Ensure optimised teamwork through motivation/empowerment and leading by sound transformational leadership.
- Provide people leadership within the function by managing workload, assigning tasks and reviewing/recognising outputs of team members.
- Manage a multi-disciplinary maintenance team.
- Motivate the team and drive a culture of reliability and zero breakdowns.
- Ensure proper management of all engineering contractors and contracts.
- Facilitate stakeholder engagement internally and externally within the delegated authority and represent the Company in a professional manner.
- Ensure adherence to Mineral and Petroleum Resources Development Act. (MPRDA), Mine Health and Safety Act, (MHSA); Occupational Health and Safety Act (OHSA); and Company compliance with specific Safety Health and Environmental (SHEQ) legislation and company policies and procedures.
- Establishing safety procedures and working with the safety manager to establish and implement safety procedures in the workplace.
- Adhere to the Company's compliance requirements and ensure compliance of teams within work area.

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- Collect and summarise specific risks within working area and implement plans/system to avoid these risks.

How to Apply:

Interested candidates are invited to submit their applications via email to recruitment@arnotopco.com by **30 April 2026**. Applications must include a detailed résumé, certified copies of qualifications and ID, as well as contactable references from previous employers. Applicants are requested to clearly indicate the **vacancy title** in the subject line of the email. Please note that incomplete documentation will not be considered.

Arnot OpCo is an equal opportunity employer.

Preference will be given to suitable candidates from the designated groups in line with the Company's Employment Equity Policy and internal candidates.

Pre-screening, on-mine assessments, medical examinations, and security clearance form part of the recruitment and selection process. Shortlisted candidates will be required to attend a panel interview.

Employment of the successful candidate is subject to the abovementioned criteria. If you have not heard from us within 30 days of the closing date, please regard your application as unsuccessful.



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