



A Member of the
ZCCM-IH Group of Companies



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EXTENDED ADVERTISEMENT PERIOD

EMPLOYMENT OPPORTUNITY – CHIEF EXECUTIVE OFFICER

Limestone Resources Limited wishes to invite applications from suitably qualified and experienced persons who are ambitious, innovative, energetic and performance-driven to fill the vacancy of **Chief Executive Officer**.

About Limestone Resources Limited

Limestone Resources Limited (LRL) is one of the major producers and suppliers of Quicklime, Hydrated lime, and Limestone aggregates within the country and to the regional markets. LRL is wholly owned by ZCCM Investments Holdings Plc (ZCCM-IH). The majority shares of ZCCM-IH are held by the Industrial Development Corporation (IDC) which is wholly owned by the Government of the Republic of Zambia (GRZ).

LRL production facilities include a Quarry, fixed and mobile Crushing Plants, two (02) Vertical Kilns (Old and New), a Rotary Kiln, New Hydrating Plant, Coal/Quicklime Milling Plant, a Packaging and Bagging plant with associated support infrastructure.

The plant is 12km road distance from the Ndola Central Business District, and 7km road connection to the Great North Road at ZESCO Skyways Substation.

The Position

The company is seeking a vision-driven, strategic and seasoned corporate leader to become Chief Executive Officer (CEO). The CEO will advance and build on the vision, mission, and commercial development of Limestone Resources Limited and ensure that all business operations are in line with the Company's strategic plan. The CEO reports directly to the Board of Limestone Resources Limited and will be responsible for leading the Executive Team to drive Company growth and generate sustainable shareholder value and returns. The Chief Executive Office is responsible for providing strategic leadership and vision to the Company by working with the Board of Directors and the Management Team to establish, implement and over-see the goals, strategies, plans and policies of the Company, subject to the direction and oversight of the Board of Directors.

The Chief Executive Officer should have a balanced combination of an understanding of mining, people management and commercial management experience. The ideal candidate will bring clear commercial and strategic focus to the Company.

PRINCIPAL ACCOUNTABILITIES

Strategy Implementation

- Works with the Board of Directors to develop the organizational strategy.
- Implements the strategic plan for the company.
- Provides policy options for consideration by the Board of Directors.
- Implement, review and ensures policies and procedures that increase the financial and operational effectiveness of the Company.
- Develops and implement Company cultural transformation change.
- Communicates and implements the Company's vision, mission and overall direction.

Operations

- Coordinates the operations and functions of the Company through meetings, reports, liaison with senior management in order to garner synergy requisite for the cost-effective attainment of the strategic objectives.
- Monitors Company performance against set objectives in order to attain set targets.
- Ensuring that resolutions of the Board are implemented by heads of departments
- Provides leadership in the development and implementation of the Safety, Health, Environment and Quality (SHEQ) policies and guidelines
- Monitor production output and costs

Finance

- Oversee prudent utilisation of financial, assets and other resources to ensure accountability, cost- effective operations, sustainability and business continuity of the Company.
- Ensure prudent utilization of finances, assets and other resources in order to make the Company operate at a profit.
- Ensures that the company generates adequate income to sustain the operations.

Risk, Audit & Compliance

- Ensure effective systems are in place to identify and mitigate business risks and such risks are within acceptable levels.
- Ensures that Board members are kept abreast of current issues, opportunities and potential risks of the Company.
- Ensures compliance with all legal and statutory legislations which are in line to operations of the Company.
- Manage relationships with Auditors (approved external, internal and other auditors)
- Drive budget, organisational and operational efficiencies.
- Ensure adherence to good Corporate Governance practices in the Company.

People Management

- Provide leadership in ensuring that strategies implemented to management human capital needs are backed by policies and procedures that support the strategic direction of the Company.
- Provide leadership in ensuring the company adopts human capital strategies that uphold industry best practices.
- Ensures the company implements a well-established performance management system.

Shareholder Management

- Oversees the implementation of stakeholder engagement strategies and communication.
- Provides leadership in ensuring an effective working relationships with all stakeholders in achieving Company objectives.
- Maintain timely and accurate communication between the Company and the major stakeholder.
- Oversees the enhancement of shareholder asset value.

Relevant Qualifications:

The Company is looking for a competent, knowledgeable and experienced individual and leader who thrives as a change agent to lead the anticipated efforts to pull the company out of its present situation.

- Five (5) 'O' Levels with credit or better, including Mathematics and English attained in a Secondary School Leavers Certificate
- A Bachelor's degree in a Business related field, Science, Engineering or equivalent
- A Master's degree in a relevant field
- Relevant professional certification
- Registered with a relevant professional body.

Professional Work Experience:

- 10 years post qualification work experience at senior management level in a complex work environment.
- Proven written and oral skills and ability to distil and communicate matters at the highest levels.

Application Process

Applications clearly marked '**CHIEF EXECUTIVE OFFICER**' together with copies of certificates and a detailed curriculum vitae should reach the undersigned **not later than Wednesday 2nd August 2023**.

Physical

Chief Human Resource & Administration Officer
ZCCM-IH Plc
Stand No. 16806, Alick Nkhata Road
Mass Media Complex Area

P O Box 30048
LUSAKA

Electronic

Visit the ZCCM-IH Careers page for this job advertisement at <http://www.zccm-ih.com.zm/careers>

Alternatively, forward your application to jobs@zccm-ih.com.zm

Only successful candidates will be responded to.