



## **KARIBA MINERALS LIMITED**

(A subsidiary of ZCCM Investments Holdings Plc)

### **JOB DESCRIPTION**

#### **JOB DETAILS:**

**Job Title** : General Manager  
**Reports to** : Chairperson of the Board of KML

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#### **JOB PURPOSE**

To direct, monitor, implement high level strategies and manage the overall operations and resources of the Company in order to ensure that the vision and mission of KML are realised

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#### **KEY RESULT AREAS AND PRINCIPAL ACCOUNTABILITIES**

<b>KEY RESULT AREAS</b>	<b>PRINCIPAL ACCOUNTABILITIES (MAIN DUTIES)</b>
<b>Strategic Plan</b>	<ul style="list-style-type: none"><li>• Coordinates the preparation of the organization's Strategic Plan and secures its approval by the Board;</li><li>• Ensures implementation of the Strategic Plan</li></ul>
<b>Annual Operating Planning and Budgeting</b>	<ul style="list-style-type: none"><li>• Coordinates the development of annual operating plans and budgets.</li><li>• Ensures implementation of the annual operating plans and budgets.</li></ul>
<b>Systems Development</b>	<ul style="list-style-type: none"><li>• Develops, implements and monitors organizational strategies/systems</li><li>• Introduces workable systems in all aspects of the business that promote efficiency in order to meet the set objectives of the Company;</li><li>• Ensures a functional performance management in order to achieve the Company's strategic objectives;</li><li>• Ensures that procurement of products and services required by the Company are conducted in a transparent and cost-effective manner.</li></ul>

<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Provides leadership in order to achieve the vision of the Company</li> <li>• Ensure growth and sustainability of the mine and secure markets for the Company's products</li> </ul>
<b>Board Decisions</b>	<ul style="list-style-type: none"> <li>• Implements Board policy decisions</li> <li>• Initiates policies that are responsive to changes in the market.</li> </ul>
<b>Corporate Governance</b>	<ul style="list-style-type: none"> <li>• Ensures observance of good Corporate Governance practices by adherence to Company policies.</li> </ul>
<b>Overall Management</b>	<ul style="list-style-type: none"> <li>• Guides the business into the future with planned growth by ensuring higher productivity, effective utilisation of resources and adherence to good governance principles in order to meet the overall goals of KML.</li> <li>• Assist in obtaining statutory permissions (mining license, environmental clearance etc)</li> <li>• Oversee the hiring and talent development programs</li> <li>• Determine critical investment areas in the mine including equipment, infrastructure, and talent.</li> <li>• Interact with local authorities &amp; community for smooth operations</li> </ul>

## **ESSENTIAL/DESIRABLE QUALIFICATIONS/EXPERIENCE**

### **a) Qualifications**

- Grade 12 Certificate
- Bachelor's degree in Mining Engineering or related field
- Masters' degree in Business Administration/Management or related field
- Membership of the Engineering Institute of Zambia

### **b) Required Experience**

- 7 years' experience in a Senior Management position
- Knowledge of mining operations
- Proficient in technical reporting and presentation
- Experience as a functional team or project team leader.
- Proven project and customer management and regulator liaison experience

### **c) Skills Specifications**

- Strategic Thinking
- Communication and interpersonal skills

- Strong leadership skills
- Good decision-making skills
- Analytical skills
- good knowledge in mechanized mining

**d) Other Attributes (Personality Traits)**

- Visionary
- Approachable
- Accommodating
- Supportive
- Integrity