

ZCCM Gold Company Limited

(A subsidiary of ZCCM Investments Holdings Plc)

JOB DESCRIPTION

JOB DETAILS:

Job Title : Chief Executive Officer
Reports to : Chairperson of the Board of ZCCM Gold

Job Purpose

Manages the overall operations of ZCCM Gold by providing strategic direction of the Company in order to achieve the mission and vision of the Company. Implements policy decision of the Board in order to ensure the growth and sustainability of the Company as the primary producer and marketer of gold in Zambia.

KEY RESULT AREAS AND PRINCIPAL ACCOUNTABILITIES

KEY RESULTS AREAS	PRINCIPAL ACCOUNTABILITIES
Mission, policy and planning	<ul style="list-style-type: none">• Formulate a Strategic Plan clearly outlining the Company's values, mission, and vision,• Sets goals and implement strategies and policies in order to achieve the strategic objectives of the Company• Prepare reports on the performance of the Company for the Board's information or decision making
Management and administration	<ul style="list-style-type: none">• Provides general oversight of ZCCM Gold by overseeing the day-to-day operations of the Company• Ensure adherence to regulatory and compliance requirements• Formulate policies and ensure development and implementation of systems and procedures• Ensure Heads of Departments prepare annual Action Plans derived from the Strategic Plan• Ensure a functional performance Management System in order to assist in the implementation of the Strategic Plan• Recruit, develop, motivate and retain talent in the Company.• Specify accountabilities for HoDs and evaluate their performance regularly
Corporate Governance	<ul style="list-style-type: none">• Ensure Board meetings are held regularly

	<ul style="list-style-type: none"> Facilitate for auditing of Company assets, policies and procedures
Financing	<ul style="list-style-type: none"> Oversees the fiscal activities of the organization including budgeting, reporting and audit. Ensure cost-efficiency in the utilisation of Company resources

ESSENTIAL/DESIRABLE QUALIFICATIONS/EXPERIENCE

a Qualifications

- Grade 12 certificate
- Bachelor's Degree in Mining/Metallurgy or related field
- Master's Degree Administration/Management or in a related field
- A member of the Engineering Institution of Zambia

b Required Experience

- Minimum 7 years work experience in senior management
- Proficient in technical reporting and presentation
- Experience as a project team leader.
- Proven customer management and regulator liaison experience
- Experience in mining and metal marketing

c Skills Specification

- Strategic and innovative Thinking
- Good Presentation Skills
- Excellent interpersonal and leadership skills
- Strong decision-making skills
- Leadership Skills
- Analytical mindset and problem-solving orientation