

JOB TITLE : CHIEF TECHNICAL OFFICER

JOB GRADE : ZH2

DIRECTORATE : TECHNICAL SERVICES

JOB PURPOSE

To develop, direct, monitor implement high level strategies and manage the Technical operations and resources of the Company in order to ensure that the vision, mission and objectives of ZCCM-IH are realised. To identify potential strategic Partners and undertake negotiations for the acquisition of Strategic Partners.

KEY RESULT AREAS AND PRINCIPAL ACCOUNTABILITIES

KEY RESULT AREAS	PRINCIPAL ACCOUNTABILITIES (MAIN DUTIES)
Strategic Planning	<ul style="list-style-type: none"> • Coordinating the preparations and implementation of the Departmental Action Plan. • Prepare strategies to achieve the action Plan • Manager performance in the Department by ensuring that employees have performance targets. • Conduct performance appraisals
Annual Operations and Budget Planning	<ul style="list-style-type: none"> • Coordinating the development of the Department's Annual Operating Plans and Budgets • Ensuring the implementation and monitoring of annual operating plans and budgets.
Exploration and Mining Activities	<ul style="list-style-type: none"> • Spearhead the acquisition of exploration licences for base metals, Oil and Gas and other minerals • Lead efforts and negotiations for the acquisition of strategic Technical and Financial partners for conducting exploration and other identified projects. • Oversee the Company's exploration activities • Supervise the Development of mining activities for the Company • Provide technical oversight to subsidiaries in the mining and technical areas
Development of Staff	<ul style="list-style-type: none"> • Ensure capacity building of staff by coordinating the necessary intervention of the Human Resources Function. • Develop a frame work for skills and knowledge transfer for staff by strategic partners.

Corporate Governance	<ul style="list-style-type: none"> • Conduct Technical Audits in the Mines • Prepare periodic reports to the Chief Executive Officer on the operations of the Department
Value Addition	<ul style="list-style-type: none"> • Promote and implement value addition strategies

REPORTING RELATIONSHIPS

- a) **Reports to:**
Chief Executive Officer
- b) **Other Jobs Reporting to (2.1a) above:**
Chief Financial Officer
Chief Investments Officer
General Counsel
Chief Corporate Services Officer/Company Secretary
Chief Risk & Internal Audit Officer
Human Resources Manager
Public Relations Manager
Procurement Manager
- c) **Number and level of immediate subordinates:**
Technical Manager
Office Manager

ESSENTIAL/DESIRABLE QUALIFICATIONS/EXPERIENCE

- a) **Professional Qualification:**
- Full Grade 12 Certificate
 - Minimum Degree in Mineral Sciences/Geology/Mining/Metallurgy, or any mining related qualification from a recognized University
 - Post Graduate qualification in a business-related field will be an added advantage
 - Member of the Engineering Institution of Zambia (EIZ),
- b) **Minimum Relevant Job Experience:**
- 10 years' experience in a senior management position in the mining field: Board experience and experience in project work will be added advantages.
- c) **Skill Specifications:**
- Good verbal communication and interpersonal skills
 - Analytical skills
 - Computer skills

- Strategic focus
- Technical writing skills
- Decision making capability
- Negotiation skills
- Financial knowledge
- Project Evaluation

d) Other Attributes (Personality Traits)

- Integrity
- Conscientious
- Attention to details