



ZCCM Investments Holdings Plc
Incorporated in the Republic of Zambia

EMPLOYMENT OPPORTUNITY – CHIEF EXECUTIVE OFFICER

ZCCM Investments Holdings Plc ("ZCCM-IH" or the "Company") 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 ZCCM-IH

ZCCM Investments Holdings Plc was incorporated in 2000 as an investment holding company with diversified interests in mining and mining-related, energy and other sectors of the Zambian economy. The Company has a primary listing on the Lusaka Securities Exchange, and secondary listings on the London Stock Exchange and Euronext Access Stock Exchange in Paris. The Government of the Republic of Zambia (GRZ) directly holds 17.25% of the shares in ZCCM-IH through the Ministry of Finance and 60.28% indirectly through the Zambia Industrial Development Corporation (IDC), a multi-sector investment company wholly owned by the Zambian Government. The remaining 22.47% is held by institutional and individual shareholders who number around 4,300 with a geographical spread covering over 29 countries in Europe, Africa, the Caribbean, Australia, Asia and the USA.

ZCCM-IH holds a strategic and advantageous position across the mining and energy industries in Zambia with a portfolio of 22 active companies and a commodity mix that includes copper, gold, amethyst, manganese, limestone and power.

ZCCM-IH's vision is to be a world class investment holding company with a focus on mining. Its mission is to be a transformative company with an investment agenda that benefits its stakeholders and underpins inclusive economic growth for the country, whilst building value for all shareholders.

The Company has a Board of Directors that are responsible for ZCCM-IH's long term success and provides leadership to the Group. The Board was reconstituted in December 2021 and reflects the national drive to build a Zambia that works for all.

The Position

We are seeking a vision-driven, strategic and seasoned corporate leader to become our Chief Executive Officer (CEO). The CEO will advance and build on the vision, mission, and commercial development of ZCCM-IH and ensure that all business operations are in line with the Company's strategic plan. The CEO is the primary figurehead for the Company and represents ZCCM-IH at a national, regional and international levels in the mining and minerals sectors. The CEO will be responsible for leading the Executive Team to drive Company growth and generate sustainable shareholder value and returns.

We are looking for a leader who thrives as a change agent, has 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. Of particular importance, will be the individual's (i) ability to build trusted relationships with key stakeholders; (ii) understand the public/private sector interface and (iii) be conversant with the rigour of leading a listed company. The CEO will have in-depth understanding of emerging challenges in the mining sector; ability to adapt strategies and solutions to a changing and increasingly complex economic/development landscape and be an inspirational role model of the Company's core values, internally and externally.

Primary Roles and Accountabilities:

Strategy & Operations

- Effectively oversee the implementation of the Strategic Plan 2026 and beyond
- Review the business model and set an operational framework for the Company that ensures achievement of set objectives.
- Develop and embed a high-performance culture in the Company.
- Ensure continuation of a strong, motivated and cohesive management team driving for the achievement of the Company's strategic priorities.
- Ensure the development, implementation and review of corporate-wide policies and operational guidelines to enhance the operations and performance of the Company.

Finance

- Oversee prudent utilisation of financial, assets and other resources to ensure accountability, cost-effective operations, sustainability and business continuity of the Company.
- Drive the planning, designing and implementation of investment portfolios to ensure Company growth, profitability and sustainability.
- Deliver a consistently strong P&L and diversify the Company's income streams.

- Deliver a strong balance sheet with an optimal mix of debt and equity instruments that will fund an optimal business model whilst increasing shareholder value and return on investments.

Risk, Audit & Compliance

- Oversee Enterprise Risk Management in order to achieve set objectives, ensure business continuity and facilitate policy decisions to assure an effective and efficient internal control environment
- Manage relationships with Auditors of ZCCM-IH (approved external, internal and other auditors)
- Take primary responsibility for the oversight and portfolio management of all the Company's investee companies.
- Drive budget, organisational and operational efficiencies.
- Ensure compliance with legal and regulatory requirements across the capital markets of listing.
- Ensure adherence to good Corporate Governance practices in the Company.
- Provide high-level policy options, orientations and discussions for consideration by the Board.

Strategic Relationship Management

- Implement, oversee and guide the investor relations programme for the Company.
- Maintain timely and accurate communication between the Company and major stakeholders.

Relevant Qualifications

Considerable competences at senior management level are required to understand and apply advanced policies, practices, procedures, concepts and principles in order to effectively manage the Company's operations.

- Master's Degree in a business-related field
- Bachelor of Science Degree in a mining related field or equivalent
- Five (5) 'O'Levels with credit or better, including Mathematics and English
- Relevant professional certification
- Registered with Engineering Institute of Zambia or equivalent if not based in Zambia

Professional Work Experience

- Not less than fifteen years' work experience of which ten years must be at senior management level in a mining or similar company.
- Proven written and oral skills and ability to distil and communicate complex matters at the highest levels.
- Group holding company experience will be an added advantage.

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 **Thursday 30th June 2022**.

Zambians are strongly encouraged to apply,

Physical

The Board Chairperson
ZCCM Investments Holdings Plc
ZCCM IH Office Park, Alick Nkhata Road
P O Box 30040

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