

ZCCM-IH PLC

JOB DESCRIPTION

JOB TITLE : METALLURGIST

JOB GRADE : ZH4

DIRECTORATE : TECHNICAL

1.0 JOB PURPOSE

To be responsible for the metallurgical aspects of ZCCM-IH's current and proposed mining investments and promote business growth and value addition.

2.0 KEY RESULT AREAS AND PRINCIPAL ACCOUNTABILITIES

KEY RESULT AREAS	PRINCIPAL ACCOUNTABILITIES (MAIN DUTIES)
Metallurgical Beneficiation Capability	<ul style="list-style-type: none">• Ensure that sufficient metallurgical beneficiation capability is maintained within the Group for both existing operations and new projects.• Initiate appropriate metallurgical interventions to meet the requirements of the business.• Ensure that appropriate metallurgical best practice is implemented.• Build strategic relationships with various organizations and individuals to meet organizational needs.• Carry out metallurgical technical audits of ZCCM-IH's investee companies and subsidiary companies as required.
Desk Top Research	<ul style="list-style-type: none">• Conduct desktop research on metallurgical beneficiation requirements and stay abreast of current technologies
Reports	<ul style="list-style-type: none">• Prepare necessary reports of metallurgical activities undertaken.• Produce monthly reports on the metallurgical status of the Company's mining projects.

	<ul style="list-style-type: none"> • Prepare ad hoc reports, as required, including economic appraisal of projects, based on Discounted Cash Flow (DCF) concepts.
Selection of metallurgical beneficiation equipment and/or partners	<ul style="list-style-type: none"> • Recommend appropriate metallurgical equipment for new mining projects. • Recommend selection of technological partners for metallurgical processing.
Budgeting	<ul style="list-style-type: none"> • Prepare Annual operating plans and associated budgets, in line with the overall Company Strategies and Goals. • Ensure that planned activities are executed within the planned time and budget
Value Addition	<ul style="list-style-type: none"> • Promote and implement value-addition strategies related to metallurgical processing.
Other Technical Support	<ul style="list-style-type: none"> • Provide other technical support to other Directorates such as Investments, in areas like technical assessment of power projects.

2.1 **REPORTING RELATIONSHIPS**

- a) **Reports to:**
Manager – Non-Mining Projects
- b) **Other Jobs Reporting to (2.1a) above:**
Nil
- c) **Number and level of immediate subordinates:**
Technical Assistant -Metallurgy – 1

2.2 **ESSENTIAL/DESIRABLE QUALIFICATIONS/EXPERIENCE**

- a) **Professional Qualification:**
- Grade 12 Certificate
 - Bachelor’s Degree in Metallurgy or Mineral Processing
 - Member of the Engineering institution of Zambia
 - Registered Engineer with Engineers Registration Board
- b) **Minimum Relevant Pre-Job Experience:**

2 years' in a similar position, preferably with practical plant operating experience.

Experience of varied metallurgical unit processes is an advantage, due to the wide spectrum of metallurgical processes in the Company's portfolio.

c) Skill Specifications:

- Communication and interpersonal skills
- Analytical skills
- Computer skills
- Proficiency in different metallurgical unit processes
- Strategic Focus
- Technical Writing skills

d) Other Attributes (Personality Traits)

- Integrity
- Conscientious
- Attention to detail

Job Holder's Name: Job Holder's Signature:

Supervisor's Name: Supervisor's Signature: