



INTERNAL & EXTERNAL POSITION: MANAGER: HUMAN RESOURCES

ROSH PINAH ZINC, A LEADING MINING COMPANY, IS SEEKING A SKILLED MANAGER: HUMAN RESOURCES TO JOIN OUR DYNAMIC TEAM. THE SUCCESSFUL CANDIDATE WILL PLAY A PIVOTAL ROLE IN OUR OPERATIONS.

Your Key Areas of Responsibility:

- Develop and implement HR strategies aligned with the mine's goals and objectives.
- Effective management and control of employee and contractors' data, including overtime, sick leave, modified work, among others
- Serve as the primary point of contact for labour relations and union negotiations.
- Identify and implement strategies to enhance workforce productivity and operational efficiency
- Oversee recruitment processes to ensure the mine attracts and retains top talent.
- Manage conflict resolution and employee grievances to ensure fair and consistent practices.
- Ensure adherence to Namibian labour laws, mining regulations, and company policies.
- Manage employee benefits programs, including medical aid, pensions, and other benefit initiatives.
- Foster a diverse and inclusive workplace that values equality and respect.
- Partner with the training department to align workforce skills development with operational requirements.

Ideally, you will have:

- An Honour's Degree in Human Resources Management, or a related field (Master's degree is preferred).
- Minimum of 10 years of HR experience, with at least 5 years in a leadership role within mining or heavy industry.
- Strong knowledge of Namibian labour laws, union negotiations, and labour relations practices.
- Proven ability to drive productivity improvements and manage workforce performance.
- Experience with collective bargaining and managing unionized environments.
- Professional Registration with an accredited HR body (e.g., SHRM, CIPD, SABPP, IPM).

To apply for the position, submit a compliant application with a cover letter through the recruitment portal www.jobopportunities.net. If there is no contact within 2 weeks after closing date, consider application unsuccessful. Candidates from designated categories are encouraged to apply.

CLOSING DATE: 16 DECEMBER 2025



VISIT OUR WEBSITE: <https://www.roshpinahzinc.com/>