HR BUSINESS PARTNER

NEW HORIZON COPPER (PTY) LTD | KOMBAT

NHC is committed to operating safely, responsibly and efficiently while developing Namibia's copper resources to create long-term value for our people, communities and the country.

We are looking for an experienced HR Business Partner to join our Human Resources team.

PURPOSE OF THE JOB

To partner strategically with operational management and align HR strategies, policies and procedures with the company's objectives and operational requirements, providing professional HR support across workforce planning, performance, talent, recruitment, employee relations and change management.

KEY RESPONSIBILITIES

Partner with departments on workforce planning, vacancy control, headcount, recruitment priorities and operational HR requirements.

Implement and coordinate performance management processes, support performance discussions and improvement plans, and ensure required reviews are completed and documented.

Drive talent management and succession planning, identify critical roles and key talent, compile development plans and monitor succession readiness.

Coordinate end-to-end recruitment and selection, including requisitions, advertising, shortlisting, interviews, selection documentation and offer preparation.

Provide professional employee-relations advice, support disciplinary documentation and hearings, monitor trends and escalate industrial-relations risks.

Support organisational change and restructuring, advise management on workforce impacts and ensure approved changes are communicated and implemented in line with policy and legislation.

Prepare and analyse HR reports and workforce metrics, support injury-on-duty and incapacity processes, and maintain confidentiality of HR and medical information.

MINIMUM REQUIREMENTS

Bachelor's Degree in Human Resources Management, Business Administration, Industrial Psychology or a related field.

Minimum 5 years' relevant HR/generalist experience, preferably in mining or an operational environment, including at least 2 years in a senior HR, generalist or equivalent role.

Demonstrated experience in workforce planning, performance management, talent management and succession planning, recruitment and selection, employee and industrial relations and change management.

Sound knowledge of the Namibian Labour Act and employment requirements.

Strong HR business partnering capability with experience advising operational management and supporting organisational effectiveness.

Good HR analytics, reporting, HR systems and policy-application capability.

Strategic thinking, stakeholder engagement, conflict resolution, confidentiality, integrity, accountability and results orientation.

WHO SHOULD APPLY?

Applications are invited from candidates who meet the above requirements. Previously disadvantaged Namibians, women, persons with disabilities, and residents of Kombat and surrounding communities are encouraged to apply.

HOW TO APPLY

Applications must be submitted via our recruitment portal at www.jobportunities.net.

Applicants are also encouraged to register on our recruitment database at https://kombatproject.com/login.

The database is there for candidates to register their details so that we can consider them should a suitable opportunity arise in future.

If you meet the above requirements and are interested in contributing to the success of New Horizon Copper, please submit a detailed CV, certified copies of your qualifications, and a cover letter.

Closing Date: 13 November 2026 @ 7:00PM

NB: Only candidates who meet the minimum requirements will be considered. Shortlisted candidates will be contacted within four weeks of the closing date.