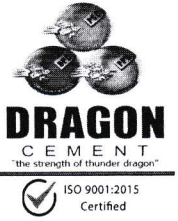


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**Dungsam Cement Corporation Limited**  
(Royal Government of Bhutan Undertaking)  
Nganglam: Pemagatshel



## Section Head – Mining & Development

**Job Title**

Mining Engineer

### Job Objective

- The role is responsible for assessing the feasibility, safety and productivity of potential mine locations and plan, manage and optimise the extraction of surface and underground deposits

### Primary Responsibility (Financial, Customer, Process & People responsibilities)

#### Financial

- Manage and closely track the overall cost of mining including manpower cost, transportation expenditure, cost towards outsourced mining operations
- Drive cost saving and improvement initiatives to improve productivity in mines

#### Customer

- Understand the plant's production plan and ensure mining activities are carried out to provide continuous supply of limestone etc.
- Ensure timely and accurate resolutions to issues related to Limestone etc. quality, size and other aspects as raised by the Quality (Mines) team

#### Process

- Assess the feasibility and the potential for commercial benefit of new sites
- Ascertain extraction risks from mines
- Use specialist computer applications to maximise planning and production and analyse the data
- Monitor and evaluate underground performance
- Ensure that operations comply with health and safety requirements
- Ensure that equipment used at mines are safe
- Prepare and organise for costing of supplies
- Plan and implement the extraction systems

#### People

- Partner with the HR Team to drive development of talent and create a leadership pipeline within the mining function

- Ensure timely goal setting, monitoring, review of performance parameters and provide guidance, counselling and feedback to team members on their performance to ensure a motivated and committed team
- Ensure capability development of self and team members by overseeing implementation of appropriate training and development programs
- Provide support in implementing other HR related initiatives
- Any other assignment from time to time as delegated by the management

Key Result Areas	Key Performance Indicators
<b>Financial</b>	
Adherence to Budget	% deviation from approved mining budget
Operational Efficiency	Cost of extraction per ton
<b>Customer</b>	
Mine Operations	% of risks minimized
Quality	% deviation from the agreed quality standards for the limestone
<b>Process</b>	
Mining Planning	Adherence to approved Mining Plans
Compliance	Number of notices received from statutory Authorities for non-compliance in Mines
<b>People</b>	
People development	Target v/s Actual man-hours of trainings held during the year
	Adherence to PMS timelines for self and team

<b>Organizational Relationships</b>	Upwards : Division Head
	Downwards : Mines staffs
	Functional Liaison : Planning, P&PD, QC and external parties
<b>Education Qualification</b>	B.Tech (Mining)