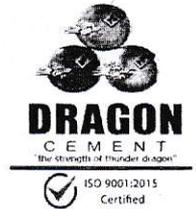




ཕྱག་ལཱ་བསྐྱོར་སྤྱོད་ལས་ཁུངས་ལོ་ལྷན་ཁག་
Dungsam Cement Corporation Limited
(Royal Government of Bhutan Undertaking)
Nganglam: Pemagatshel



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
- Ascertaining 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 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



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

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