

CAREER OPPORTUNITY

Email CV to: recruitment@tianaconsulting.co.za

Closing date: 4 June 2025

Remuneration per annum – R 1. 1 Million

Mining Lab Manager

About the job:

The incumbent will lead all aspects of safety, operational management, process optimization, financial oversight, business improvement, and customer relationship management for the three on-site laboratories at the Cottesloe facility: the Self-Contained Self-Rescuer, Mechanical, and Rope Testing laboratories.

This role will ensure the laboratories deliver accurate test results, provide efficient and effective services, and maintain full compliance with the quality management system. The incumbent will also support the Senior Engineer and team in maintaining operationally critical testing equipment while enforcing strict adherence to Occupational Safety, Health & Environment (SHE) regulations and fostering a strong safety culture.

Additionally, the incumbent will drive innovation and enhance client service delivery across all three laboratories. The position is based in Johannesburg – Cottesloe.

Key responsibilities:

- Lead the development, maintenance, and continuous improvement of the facility's SHE documentation and records.
- Drive a zero-harm workplace by embedding SHE principles into all activities, ensuring a safe, healthy, and environmentally sustainable working environment.
- Promote continuous improvement to enhance SHE performance across the facility.
- In collaboration with the Impact Area Manager, develop and implement a comprehensive business plan that supports operational efficiency, sustainable growth, impact, and facility resilience. This includes strategy development across human capital, finances, technology, and commercialization.
- Promote and uphold the integrity of maintenance systems and data management, including the Computerized Maintenance Management System (CMMS).
- Provide expert guidance on investigating and resolving technical issues.
- Advise internal and external stakeholders on best practices related to the facility's services.
- Liaise with customers to address service-related concerns and enhance the facility's reputation.
- Monitor and manage equipment to meet current operational needs and anticipate future resource requirements as part of annual business planning.
- Enforce compliance with quality assurance processes, standard operating procedures (SOPs), and corrective actions where necessary.
- Lead the implementation and maintenance of quality systems to meet ISO 9001 and ISO 17025 requirements.

- Lead, mentor, and coach employees, fostering growth, development, and continuous improvement.
- Build and nurture high-performing, self-managed teams that take collective responsibility for achieving facility and organizational goals.
- Prepare annual budgets for the three laboratories and contribute to the overall operational budget of the cluster.
- Implement cost containment strategies to prevent operating losses and enhance facility profitability.
- Drive cost-effective service delivery across the facility's value chain while maintaining high-quality standards.

Qualifications, skills and experience:

- A bachelor's degree in mechanical/ electrical engineering with at least eight years work experience in mechanical/ electrical engineering, with a minimum five (5) years in either mining, heavy machinery, laboratory or technical environment.
- Certificate in ISO 17025 laboratory systems.
- Project Management certification/accreditation or short course would be advantageous.
- Certificates in laboratory method validation and internal audit would be advantageous.
- Professional registration with ECSA would be advantageous.
- Experience in managing a business with a minimum of R 30 million annual revenue.
- Experience in SHE management systems and processes.
- Familiarity with the function and troubleshooting of many types of laboratory equipment.
- Demonstrated experience in managing a diverse team, including performance management.
- Operational planning & implementation.
- Resource planning & optimization.
- Sound project management and systems skills.
- Knowledge of usage of Laboratory Equipment.
- Knowledge of Laboratory Procedures and Processes
- Knowledge of all relevant SHE legislations such as OHSAS 18001/ ISO 45001, ISO 14001.
- Good interpersonal and team skills and the ability to build and maintain solid working relationships.
- Sound financial management.
- All international qualifications require an evaluation report / certificate issued by the South African Qualifications Authority (SAQA).

What's in it for you?

The CSIR offers:

- Flexible hybrid work arrangement.
- Learning and development opportunities.
- Competitive and market-related remuneration packages.
- Total guaranteed salary packages which encompass contributions to the pension fund, risk insurance and medical scheme.
- We openly acknowledge and reward our employees' contributions and accomplishments through our esteemed CSIR Excellence Awards.