



**Richards Bay Coal Terminal Company**

**INTERNAL ADVERT**

**PLANT CONTROLLER**

<b>DIVISION:</b>	<b>OPERATIONS</b>
<b>DEPARTMENT:</b>	<b>SHIFT 2</b>
<b>GRADE:</b>	<b>CL</b>

<b>PURPOSE OF POSITION</b>	
To ensure maximum productivity and safety in a designated section through the effective supervision of operations and optimal use of the plant.	
<b>KEY PERFORMANCE AREAS</b>	
<ul style="list-style-type: none"> <li>• Effective individual and team leadership</li> <li>• Maintaining optimal plant utilization.</li> <li>• Attending operational breakdowns.</li> <li>• Ensuring that all administrative matters are completed accurately and timeously.</li> <li>• Maintain Housekeeping, Health and Safety Standards at NOSA level and ISO 14001 Environmental Standards.</li> <li>• Supervise and control subordinates.</li> </ul>	
<b>COMPETENCIES (The following will be advantageous)</b>	
<b>KNOWLEDGE</b> (Educational Qualifications & Experience)	<ul style="list-style-type: none"> <li>• Preferably Grade 12 or NTC3</li> <li>• 3 years relevant experience in a coal handling environment</li> <li>• Supervisory experience will be advantageous</li> </ul>
<b>SKILLS</b> (Practical & Technical)	<ul style="list-style-type: none"> <li>• Code EB Driver License ( previous Code 08)</li> <li>• PC Literacy (MS Office Suite &amp; SAP PM)</li> <li>• Basic fire fighting</li> <li>• Good understanding of Disciplinary /Grievance Procedure, Safety</li> <li>• Licensed to operate all Plant Machines</li> <li>• Good plant knowledge and basic RBCT business understanding</li> <li>• Good leadership, communication and interpersonal skills</li> <li>• Ability to work shifts and work in a team environment.</li> </ul>
<b>BEHAVIORAL ATTRIBUTES</b> (Personality Characteristics)	<ul style="list-style-type: none"> <li>• Team awareness</li> <li>• Effective communication</li> <li>• Continuous improvement focus</li> <li>• Decision making</li> <li>• Self-driven &amp; highly motivated</li> <li>• Handling and management of conflict.</li> </ul>
Fully completed RBCT application forms should be submitted to the Human Resources Department by no later than	
<b>27 February 2012</b>	
Employment decisions will be made in line with the RBCT EE policy.	
<b>People living with physical limitations are encouraged to apply.</b>	
External applicants should consider their application as being unsuccessful if not contacted within 3 weeks of the closing date.	