



LIQHOBONG MINING DEVELOPMENT COMPANY (Pty) Ltd SECURITY SUPERINTENDENT

Lihobong Mining Development Company (Pty) Ltd, a subsidiary of Firestone Diamonds PLC, invites suitably qualified and competent Basotho to apply for the vacant position of **Security Superintendent**.

Job purpose

To support the Security Manager by overseeing and supervising various aspects of the security department which include amongst others, the management and coordination of Access Control and CCTV systems, personnel training, security inductions, investigations and general performance assessment of systems and personnel.

Responsibilities

Under the direct supervision of the **Security Manager**, the incumbent will carry out the following duties and responsibilities relating to security systems and personnel;

- Provide leadership, advice and counsel to line management and subordinate personnel;
- Give direction to all security personnel in achieving current and long-term strategic objectives;
- Plan, co-ordinate and control operations and staffing requirements for the security department;
- Control risks through the on-going evaluation of risk areas and potential threats as per performance assessment criteria;
- Identify and monitor security and customer requirements through liaison with stakeholders;
- Control and justify section budget to ensure alignment with departmental objectives and budget;
- Monitors departmental system performance with the view to identifying opportunities for continuous improvement and makes recommendations on the same;
- Notify management on any security violations and make appropriate recommendations;
- Submit relevant reports on various security sections and as per online intelligence system;
- Ensure compliance and adherence to SHE and Security policies, standards and best practices;
- Establish, set and monitor performance standards as per agreed KPA's and identify training and development needs for the security personnel.

Legal and other requirements

- Police clearance and medical examinations of fitness;
- Valid driver's license

- Willingness to undergo the mine's integrity assessments on a regular basis, which includes the use of a Voice Stress Analysis.

Qualifications and experience

- 5 years' Supervisory experience in security environment/ highly security sensitive area;
- Diploma in Risk/ Security Management or related field from a recognized institution;
- Degree in relevant law enforcement/ security discipline will be an added advantage;
- Solid knowledge of and operation of security technologies in the fields of CCTV, Access Control and Diamond Control;
- Sound knowledge of Criminal Procedure Act, Law of Evidence and Security Law;
- Sound knowledge of Precious Stones Order no 24 of 1970.

Skills and competencies

- Basic metallurgical plant operations
- Risk and crisis management;
- IR/HR practices;
- High level involvement and reporting;
- Leadership and managerial skills;
- Audit and reporting skills;
- Computer skills;
- Investigation and detection procedures;
- Excellent communication skills;
- Problem analysis and problem solving skills

Attributes

- Consistent with agreed principles of correct moral conduct
- The ability to act in a tactful and respectful manner at all times
- Ability to take direction but exercise independent thought and judgment.
- Ability to professionally manage challenging situations and employees.
- Ability to manage multiple tasks and relationships within a fast-paced, team-oriented and lean environment.

Application letters including a detailed CV and certified copies of relevant qualifications should be submitted to:

The Human Resource Department
Liqhobong Mining Development Company
LCCI Office Complex
Corner Princess Margaret and Orpen Road Maseru.

email: careers@firestonediamonds.co.ls

Closing date for submission of applications is Friday 17 June 2016

Start date is 1 October 2016

Disclaimer: Only shortlisted candidates will be contacted