

Client Newsletter

JULY 2013

Branding to Attract Top Talent

When trying to attract candidates who have spent years' studying towards diplomas and degrees, you are dealing with intelligent people who have the expectation of earning good salaries with top companies. These candidates are skilled, trained and well educated, which makes them higher calibre than normal job seekers and if you want to attract the best of them, your company needs to stand out.

INSIDE THIS ISSUE

BRANDING TO ATTRACT TOP TALENT
ENGINEERING NEWS
MINING NEWS
PHARMACEUTICAL NEWS

Company Brand Visibility

Being visible means having a presence on the internet through a company website and social media networks as well as having print adverts or brochures. Most job seekers today have instant access to the internet via cellular phones, tablets, laptops and computers, and they will often look up your company on the internet – don't be invisible.

Brand Reputation

1. Engaging & Professional Job Descriptions

The first step in attracting quality candidates is to create an engaging and professional job description. Get the candidate's attention. It is important to ensure that the role requirements are properly indicated, as well as your company expectations so that the candidates will know what is needed.

2. Company Website

Does your company website appropriately reflect and share your company values, culture and goals? To attract better quality employees (and possibly customers), you need to have non-product/service related information about your company on your site.

3. Social Media

It is not necessary to have a social media presence, but it does help a lot when it comes to sharing information, updates, events or industry news. Getting higher quality employees can be improved by enabling existing employees to help represent your company's employment brand and culture through online social media connections.

Most job seekers will look up the name of the company directors, managers or interviewers online and will check their social media profiles – and this can all be done using cellular phones.

4. Employee Actions and Reputation

When employees are associated with your company, their actions at work, outside of work and online can affect your company brand – you need to be aware of how they represent or misrepresent themselves, and by extension, your company.

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Engineering News

Rock Engineer – R 800 000.00 pa
(Gauteng)

- Chamber of Mines Rock Engineering certified
- BSc Mining Engineer
- Her extensive training and experience in the high pressure, male dominated mining industry has developed her analytical aptitude thereby enabling her to enhance her skills in crisis management, allowing her to produce excellent results in fairly atypical work circumstances
- Undertake regular underground visits to monitor compliance to support standards and to delineate areas with possible strata control problems
- Carry out appropriate rock engineering measurements
- Liaise with the Shift Supervisors to determine individual needs according to operational plans or problems encountered
- Input relevant data into plans and layouts
- Monitor underground conditions and reporting to the Shaft Rock Engineer
- Guideline management in standards for section safety and performance
- Audit mining standards for support and pillars to ensure conformance
- Monitor legal conformance to procedures and standards in terms of rock engineering responsibilities e.g. Codes of Practice during underground visits
- Plan Data Collection
- Participation in the investigation of relevant rock engineering related incidents and accidents
- Support the Shaft Rock Engineer with rock engineering information to compile reports
- Do regular RMR's during underground visits to build up a database
- Assist the Shaft Rock Engineer with the monthly risk assessments on the stope plans
- Assist with the reviewing of mining layouts
- Gives training to the operations personnel in strata control factors
- Monitors and reports stability of underground workings
- Assist with the testing of rock properties

Research & Development Engineer
– R 700 000.00 to R 600 000.00 pa
(Gauteng)

- BTech: Mechanical Engineering
- ECSA – Candidate Engineering Technologist
- Autodesk Inventor Essentials 2008
- Autodesk Dynamic
- Autodesk Dynamic Simulation 2009
- Moeller PLC Based Training –Easy 500/700
- FANUC Robotics Training
- FESTO – Basic Hydraulics HY521
- FESTO – Advanced Hydraulics HY521
- Occupational Health and Safety Act and Regulation
- Lean Manufacturing & Six Sigma (Poka Yoke)
- ANSYS Mechanical Advanced Training Course

**TO MEET WITH ANY OF THESE
CANDIDATES, PLEASE E-MAIL**

Cobus Steyn

cobus@executech.co.za

Sales Engineer / Manager
– R 55 000.00 to R 45 000.00 pm
(Gauteng)

- 1st year in government finance
- 23 years' work experience with 20 years' experience with valves & sales within mining sector
- Managed a team of 15 people Sales target of R1 million reached over 3 months

**TO MEET WITH THIS CANDIDATE,
PLEASE E-MAIL**

Ismail Yousuf

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BACK TO TOP

Mining News

Mine Manager – R 1 200 000.00 pa (Limpopo)

- Mine Manager's Certificate (Coal)
- 5 years' work experience
- 3 Production sections
- 2 Outbye sections
- Ventilation
- Geology
- CM Sections
- Contractor management
- Conveyor Belting
- Outbye areas
- Winder shaft
- Development section for future life of mine
- Construction sections for new sections (increasing shaft production by addition of new production sections)

Bitumen Manager – R 650 000.00 pa (Cape Town)

- 18 years' work experience
- Responsible for the P E Depot
- Managing 102 staff
- Managing Budget R 300 mil
- Handling all quotes for Sanral tenders
- 16(2) Representative responsible for all SHE
- Responsible for securing new business
- Doing cash flows and bitumen forecasts for refineries
- Human resources; performance evaluation of line managers
- Monthly order book to head office
- Responsible of monthly inventory control for CPT and PE
- Responsible for the workshop
- Responsible for the manufacturing plant producing an average of 2000 ton per month

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Mining Superintendent – R 1 200 000.00 pa (Elisras)

- BTech Mining
- 5 Years' Work Experience
- 2010: Obtained Mine Manager's Certificate of Competency for Coal Mines
- 2008: Obtained Permanent Surface Blasting Certificate for Fiery Mines
- 2008: Walked a PC8000 Komatsu shovel, for 40km to the DMO project and opened the first box-cut
- 2003: Awarded Educational Bursary from Ingwe Colliery to study Mining related Degree of choice
- 2002: Obtained permanent underground blasting, flame proof and gas testing certificates for Fiery Mines

TO MEET WITH THIS CANDIDATE,
PLEASE E-MAIL
Kagiso Madiba
kagiso@executech.co.za

Sales Engineer / Manager – R 30 000.00 to R 25 000.00 pm (Gauteng)

- Bcom
- 15 years' experience in sales of pumps, valves, pipes, fittings and compressors
- Targets of R600k – R800k per month reached

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[BACK TO TOP](#)

Mining News cont

Mine Manager – R 1 150 000.00 pa (Secunda)

- Mine Manager's Certificate
- Degree in mining & engineering
- 5 years' work experience
- Safe and healthy work environment for employees
- Management of projects
- Underground mining process optimization
- short and medium term mine planning
- financial management
- People management
- Compliance and governance according to the MHSA



Mine Manager – R 2 500 000.00 pa (Rustenburg)

- Wits South Africa –NHD Mining – July 1994
- DME – South Africa - Mine Managers Certificate –June 1996
- ECSA South Africa - Professional Engineer -June 2008
- MBA – Potchefstroom University – NWU – 2009
- 25 years' work experience, 11 years in management
- Experience in Trackless mining, sinking of shafts, design and layouts of mine and was responsible for complete mining project
- Managing vertical / incline shaft operations
- Mine planning and deployment

Rock Engineer – R 1 000 000.00 pa (Free State)

- Wits South Africa –NHD Mining – July 1994
- NHD – Wits Technicon 1992
- Mine Managers ticket + RE ticket 1996
- GDE + Advance RE ticket – Wits University 2011
- Currently converting NHD to B tech degree at Johannesburg University
- 20 years' work experience
- Head of Rock Engineering department, consisting of 3 shafts

Production Manager – R 800 000.00 pa (North West)

- Mine manager certificate
- Bachelors in mining and engineering
- Blasting ticket
- Mine overseer ticket
- 10 years' experience in production management, mine overseeing and management
- Worked on projects involving : line of site, optimisation, mechanised mining

TO MEET WITH THESE
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Pharmaceutical News

Regulatory Affairs Pharmacist – R 42 000.00 pm (South of Johannesburg)

- B.Pharm
- 3 Years' Regulatory Work Experience
- Available 1st August 2013

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Kagiso Madiba
kagiso@executech.co.za**



Regulatory Affairs Pharmacist – R 550 000.00 pa (Johannesburg)

- B.Pharm
- MSc (Med) Pharmaceutical Affairs
- 14 Years' Work Experience
- South African Pharmacy Council
- South African Pharmaceutical Society
- South African Pharmaceutical Regulatory Affairs Association
- Annual product reviews
- Dossier compiling and submissions to Sub-Saharan African countries
- Proof reading of marketing material
- Batch documentation audits
- Checking and approval of master documents
- Training of medical representatives
- Revising and updating of SOP's
- Correct disposal of products
- Self-inspection audits
- Handling of returned goods
- Handling of customer complaints
- Processing product requests
- Releasing of stock from quarantine

Regulatory Affairs Pharmacist – R 650 000.00 pa (Johannesburg)

- B.Pharm
- M.Pharm
- 7 Years' Work Experience
- PSSA
- Current Chairperson of Pharmacy Alumni
- Evaluate the Source Dossier
- Compile dossiers into Botswana, Namibia, Zimbabwe, Malawi, Zambia, Ghana, Nigeria, Kenya, Tanzania, Ethiopia, Uganda, Mozambique, Congo, Gabon, Cameroon, Senegal, Ivory Coast, DRC, Madagascar, Mauritius, Mexico, Venezuela, Brazil and South Africa.
- Submit Dossier to MCC, SSA, and FWA
- Submit a Data Pack to LATAM
- Respond to PA from MCC
- Respond to Clinical queries from MOH
- Proof read packaging material for compliance
- Advise marketing department on changes
- Special projects and any other task delegated by my manager or superior as deemed necessary.
- Continued professional development e.g. Attend professional meetings such as SAPRAA and SAPPI
- Post registration Amendments

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zan@executech.co.za**



Civil & Construction News

Senior Civil Engineer – R 950 000.00 pa (Gauteng or Western Cape)

- BSC Civil Engineering, PEng
- 29 Years' Work Experience
- International Experience
- Strong structural knowledge
- Concrete and steel structure knowledge
- Availability – 1 Month

Project Planner – R 400 000.00 pa (Gauteng and Witbank)

- S4 Civil Engineering
- 8 Years' Work Experience
- 4 Years Project Planning Experience
- Fully proficient in Primavera 6
- Flexible to travel
- Worked within the power and piping disciplines
- Previous Eskom Experience
- Availability – 1 Month

Civil Engineer – R 550 000.00 pa (Gauteng)

- B.Eng Civil Engineering
- 7 Years' Work Experience
- Large amount of civil works experience – roads, sewerage, and water projects
- Worked within the mining industry
- Looking for new opportunities within the civil discipline
- 7 years design experience
- Availability – 1 Month



Senior Draughtsman – R 420 000.00 pa (Gauteng)

- Draughting Skills & 1st Year Civil Engineering
- 8 Years' Work Experience
- Proficient on the following Programmes:
- Bentley Structural V8XM
 - Geopack Rebar
 - Tekla Structures
 - Inventor 7
 - Procon
 - AutoCad
 - Revit
- Structural and Civil Draughting
- Concrete and Steel Structures
- Availability – 1 Month



Civil Technician – R 240 000.00 pa (Gauteng or Polokwane)

- N.Dip Civil Engineering
- 8 Years' Work Experience
- This candidate has worked within the civil discipline all his career
- Experienced in working on roads, water and waste management projects
- Flexible to travel
- Availability – 1 Month

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