



VACANCY ADVERTISEMENT

Lotus (Africa) Limited is a leading Africa-focused advanced uranium company with significant scale and resources. The Company holds an 85% interest in the Kayerekera Uranium Project in Karonga, Malawi. Lotus is committed to generating value for its shareholders, customers, and communities where it operates. The Company is situated in Karonga, Malawi and has its headquarters in Perth, Australia. Lotus will be undertaking refurbishment and maintenance of the process plant and other facilities in preparation for production set to commence in the near future.

Lotus (Africa) Limited invites applications from suitably qualified energetic and self-motivated male or female Malawian nationals to join its team on a six months' fixed term contract at Kayelekera Mine in Karonga District in the position below:

1. Site Engineer (Required 1)

POSITION SUMMARY

The Site Electrical Engineer will be responsible for overseeing the design, installation, maintenance, and troubleshooting of electrical systems and equipment at a uranium mining site. The role ensures compliance with safety regulations, industry standards, and environmental guidelines while ensuring uninterrupted electrical services for both construction and operational activities.

REPORTING TO THE GENERAL MANAGER, THE ROLE WILL BE RESPONSIBLE FOR:

- i. **Electrical Design & Installation:**
 - Reviewing and approving electrical plans and designs for construction and maintenance activities.
 - Overseeing the installation of electrical equipment, including power distribution systems, motors, switchgear, and lighting systems.
 - Collaborating with other engineering disciplines to ensure electrical systems integrate seamlessly with other site operations.
- ii. **Site Maintenance:**
 - Developing and implementing preventive maintenance schedules for all electrical systems and equipment.
 - Conducting regular inspections and testing of electrical systems to ensure safe and efficient operation.
 - Diagnosing and troubleshoot electrical issues to minimize downtime and ensure continuous site operations.
- iii. **Compliance & Safety:**
 - Ensuring that all electrical systems comply with local, national, and international electrical codes, safety standards, and mining regulations.
 - Preparing and reviewing risk assessments for electrical tasks, while ensuring compliance with the permit-to-work system.
 - Ensuring all electrical personnel adhere to the established safety protocols of the mine.

- iv. **Project Management:**
 - Overseeing electrical projects, ensuring they are delivered on time and within budget.
 - Coordinating with contractors and suppliers to procure electrical equipment and materials.
 - Maintaining detailed project documentation, including progress reports, electrical schematics, and change orders.
- v. **Energy Management & Efficiency:**
 - Monitoring energy consumption and implementing strategies to optimize electrical system performance, minimizing energy costs and environmental impact.
 - Designing and implementing energy-efficient electrical systems to support sustainability initiatives.
- vi. **Communication & Collaboration:**
 - Working closely with the construction and maintenance teams to ensure that electrical requirements are met throughout various phases of the mining project.
 - Liaising with stakeholders, including senior management, contractors, and regulatory authorities.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in Electrical Engineering or a related discipline from a reputable institution.
- 7+ years of experience as an electrical engineer, preferably in a mining, industrial, or heavy construction environment.
- Previous experience in managerial role is essential
- Proven experience working in hazardous environments, such as mining, is an advantage.
- Professional Engineering (PE) license or equivalent certification is preferred.

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Excellent planning and implementation skills
- Strong knowledge of electrical systems, including low, medium, and high-voltage equipment.
- Proficient in using electrical design and analysis software (e.g., SCADA, AutoCAD, ETAP etc.).
- Familiarity with relevant electrical codes and standards (e.g., NEC, IEC).
- Ability to read and understand electrical drawings
- Strong organization skills
- Ability to adhere to deadlines

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Excellent problem-solving and analytical skills.
- Good task management and coordinating skills.
- Strong project management and leadership abilities.
- Strong conceptual thinking skills
- Resilience and resourcefulness
- High level of leadership skills
- Effective communication and interpersonal skills for working in a collaborative team environment.
- Consistent demonstration of Lotus Core Values.
- Regard for high work standards

- Ability to work with people from a wide range of nationalities and cultures

2. Safety and Fire Officer (Required 1)

POSITION SUMMARY

The Safety and Fire Officer will be responsible for providing visible and high-level safety support to operational personnel to ensure the highest level of Health and Safety is achieved.

REPORTING TO THE SAFETY, HEALTH & RADIATION (SHR) COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Assisting with the implementation of Lotus Safety and Health Management Plan.
- Providing visible and high level safety support to Kayelekera Mine and Contractor personnel to ensure the safe and efficient operations within all departments.
- Assisting with Health, Safety and Training programmes on site as required and to liaise with environmental, medical and security teams when necessary.
- Ensuring all personnel and contractors comply with Lotus' specified training procedures, policies and systems.
- Ensuring all contractors' equipment is being maintained and monitored using a comprehensive system which is transparent and can be audited at any time, e.g. pre-start checks, maintenance scheduling and documented fault reporting and corrective actions.
- Actively facilitating the risk assessment process and promote a risk management culture at Kayelekera Mine.
- Preparing and assisting in the delivery of general and area specific inductions and other necessary training e.g. FLRA, Courageous Safety Leadership, Cultural Awareness etc.
- Ensuring regular inspections are conducted within all areas of the mine site including facilities manned by contractors.
- Undertaking accident/incident investigations as required.
- Preparing safety statistics on a weekly and monthly basis and report trends.
- Preparing a monthly report of activities and statistics conducted during the period in an accurate and timely manner for inclusion in the site-wide monthly report.
- Conducting regular audits/job observations to determine the level of compliance with PPE requirements.
- Liaising with other sections in the Department to ensure integrated operation of the department and to achieve stated objectives.
- Attending relevant departmental safety related meetings as agreed with the SHR Coordinator.
- Regularly liaising with other Departmental heads and their staff as required.
- Maintaining a pro-active approach to all aspects of operational safety.
- Carrying out other duties as required or directed by the SHR Coordinator.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Diploma in Occupational Health & Safety or equivalent, those with Degree in Occupational Health & Safety or other related discipline will have an added advantage.
- 3 years' experience in the mining or construction industries.
- Must have a valid driver's licence.

CORE COMPETENCIES/SKILLS

- Ability to implement plans and achieve goals
- Ability to effectively train site personnel in inductions, safety practices and procedures.
- Ability to implement effective safety controls for working at heights, confined spaces, excavations, electrical tasks, and scaffolding.
- Ability to interact with other departments, contractors, Project Managers and safety personnel.
- Possession of excellent written and oral communication skills in English.
- Advanced knowledge of Microsoft Office programs including Word, Excel and Power Point
- Working knowledge of Safety Management Systems.
- Experience in accident/incident investigation and reporting.
- Experience in training of site personnel in inductions, safety practices and procedures
- Auditing experience

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus (Africa) Limited Core Values
- High work standards
- Decisiveness
- Resilience and resourcefulness
- High level of interpersonal skills
- Strong influencing skills
- Strong commitment to OH&S standards and policies
- Demonstrated group work skills
- High level of conceptual and analytical skills with the ability to identify and implement strategies and improvements
- Strong facilitation skills

3. Lab Technician (Required 1) – Full time

POSITION SUMMARY

The Lab Technician will be responsible for providing visible and high-level safety support to operational personnel to ensure the highest level of Health and Safety is achieved.

REPORTING TO THE CHIEF CHEMIST, THE ROLE WILL BE RESPONSIBLE FOR:

- Sample preparation & testing of environment sample analysis on day to day basis as per appropriate standards.
- Ensuring accuracy and precision on all laboratory results being produced.
- Under the direction of the Chief Chemist, producing analysed sample reports on daily basis.
- Sample preservation on daily basis as per the appropriate standards.
- Ensuring quality control systems, safety practices & housekeeping are maintained in the lab at all times.
- Standardizing and operating instruments like ICP, UV–Vis spectrometer, pH meter, EC-TDS meter, FTIR, Analytical balances, ion analyzer, furnaces etc for performing qualitative & quantitative analysis with accuracy and precision.
- Providing technical support to Sections related with various samples.

- Performing basic laboratory tests for general, medical check-up and occupational health programs as directed by clinic Doctor or Chief Chemist.
- Maintaining a record for checking equipment and maintaining equipment according to manufacturer's standards.
- Knowing how to use and maintain laboratory equipment.
- Safe handling and disposal of all specimens and equipment used in testing those specimens.
- Recording daily, weekly & monthly statistics.
- Carrying out other duties as required or directed by the Chief Chemist.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Bachelor's Degree in Chemistry or equivalent from a reputable institution
- Minimum 3 years' experience in Lab as Chemist with the experience in process plant or mining will be preferred

CORE COMPETENCIES/SKILLS

- Possession of excellent written and oral communication skills in English
- Advanced knowledge of Microsoft Office programs including Word, Excel and Power Point
- Strong conceptual thinking ability
- Decisiveness
- Performance orientated
- High level of interpersonal skills

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus (Africa) Limited Core Values
- High work standards
- Strong commitment to OH&S standards and policies
- Ability to work and plan daily tasks
- High level of accountability

4. Logistics Controller (Required – 1)

POSITION SUMMARY

The Logistics Controller will be responsible for administration and control of all inbound and out bound movement of commodities, spares and services for the Mine in general by applying sound logistical methods and procedures. Generating all documents for export 'Shipments'. Coordinating and expediting of urgently required spares and commodities.

REPORTING TO THE SUPPLY CHAIN COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Customs documentation compliance
- Securing cost effective transporters and routes
- Coordinating numbers of trucks arriving at KM to assist with unloading
- Arranging for Clearing Agents to clear Kayerekera Mine goods
- Liaising with buyers on delivery requirements
- Liaising with MRA with legality / classification of imports
- Coordinating with transporters on-Mine liaison officer
- Ensuring accuracy of exports and 'Shipment' documentation

- Preparing daily report / schedules

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Diploma in Supply Chain and Logistics from a reputable institution, those with Degree will have an added advantage.
- Exposure to Supply Chain operations on a large mine
- 3 years' experience in construction and mining environment

CORE COMPETENCIES/SKILLS

- Ability to multi-task as position has very diverse responsibilities
- Ability to read, write and communicate in English
- Knowledge of Southern African Customs procedures and requirements
- Knowledge of transport and supply chain procedures
- Computer literate especially in MS Office, EXCEL and exposure to ERP /MRP inventory management systems
- Ability to consistently adhere to Lotus core values
- Ability to work independently

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Diligence
- Attention to detail
- Ability to communicate especially with Government Departments
- Ability to prepare documentation – accuracy and completeness

5. Site Administrator (Required – 1)

POSITION SUMMARY

The Site Administrator will be responsible for accurately tracking employees' working hours, maintaining attendance records, and ensuring smooth site operations. The role also includes administrative tasks such as document management, coordination of on-site activities, and supporting in day-to-day site functions.

REPORTING TO THE HUMAN RESOURCES COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Accurately recording and monitoring employee attendance and shift patterns.
- Tracking and managing site paperwork such as timesheets, shift patterns, invoices, purchase orders, and delivery notes.
- Maintaining and organize site records, including project documents, permits, and site records and correspondences.
- Liaising with the HR department to report timekeeping and attendance issues.
- Knowledge of payroll and timekeeping systems.
- Preparing and distributing daily, weekly, and monthly reports related to timekeeping, site operations, and personnel activities.
- Serving as point of contact for any site-related inquiries.
- Coordinating with Site Engineer and Engineering Coordinator to ensure smooth operational flow.
- Handling visitor logs, access badges, and security compliance.
- Assisting with inventory management and ordering of office and site supplies.
- Monitoring site compliance with health and safety regulations and report any discrepancies.

- Assisting in preparing for audits and ensure documentation is readily available
- Ensuring a professional and positive image of the company is maintained at all times.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Diploma in Human Resources, Business Administration or equivalent. Additional certification in construction management preferred.
- Proven experience in timekeeping, payroll, or site administrative roles, ideally within the construction or mining industry.
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and office management software.
- Knowledge of labour laws and site safety procedures.

CORE COMPETENCIES/SKILLS

- Strong organizational and time-management skills.
- Excellent verbal and written communication abilities.
- Ability to multitask and prioritize tasks effectively in a fast-paced environment.
- Effective interpersonal skills for interacting with site personnel, clients, and stakeholders.
- Ability to spot discrepancies and errors in paperwork and reporting.
- Professional demeanor and ability to handle inquiries and concerns with a positive attitude.
- Ability to manage financial documentation, including time attendance sheets and invoices
- Commitment to maintaining a safe working environment and promoting safety practices.

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Decisive leader, who collaborates actively
- Team player
- Consistent demonstration of Lotus Core Values.
- Strong regard for processes and policy compliance
- Ability to work with individuals from a wide variety of cultural backgrounds
- Shows a high level of integrity and self-discipline

6. Security Supervisor (Required - 2)

POSITION SUMMARY

The purpose of this role is to support the Security Operations Officer and Security Manager in the effective and efficient operation of the Security Department at Kayelekera Mine.

REPORTING TO THE SECURITY MANAGER, THE ROLE WILL BE RESPONSIBLE FOR:

- Report all security & CCTV related matters & problems to the Plant Security Superintendent OR Security Manager.
- Fully comply with Voluntary Principles (VPs) on Human Rights and the Use of Force.
- Operate and maintain all Paladin Mine CCTV operating systems including monitors, cameras, recorders, UPS systems.
- Conduct daily checks of external and internal operating systems.
- Report and record in a daily log all security breaches and suspicious activities in accordance with Lotus Mine security procedures.
- Conduct a thorough shift handover brief.

- Actively participate in training activities to gain new skills, develop full potential and assume increasing accountability.
- Be proactive in all aspects of Security to prevent and eliminate theft and fraud.
- Attend regular security meetings.
- Operate CCTV system in order to maintain integrity of the Process Plant security fence and all assets within the plant; to eliminate intrusion or theft of company property.
- Identify and report immediately any breaches of Plant security procedures or any suspicious activity.
- Responsible and accountable for ensuring that non-compliance with procedures is reported to management without delay.
- Responsible and accountable for maintaining, communicating and archiving all surveillance related reports.
- Produce a weekly incident report detailing all instances of non-compliance to the Security Operations Officer or Security Manager as directed.
- Ensure written reports are produced without delay regarding non-compliance or incidents classified as a major breach of security, which involves damage to mine property or is a risk to safety, to the Security Operations Officer or Security Manager as directed.
- Shall ensure that an updated surveillance manual is held within the surveillance room.
- Ensure relief is operating to TTP's, SOP's and orders.
- Carry out any other duties as required or directed by the Security Operations Officer or Security Manager.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Minimum completion of Secondary School education – Form 4
- Minimum 2 – 4 years working as a CCTV Security professional
- Valid light vehicle driver's license
- Understanding of the Malawian Law and legal process
- Experience working in a mining and uranium processing environment

CORE COMPETENCIES/SKILLS

- Advanced skills in CCTV Security systems
- Working knowledge of Microsoft office programs
- Experience in working with Electronic Control Systems
- Strong communication skills
- Strong influencing skills
- High level of interpersonal skills

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Decisive leader, who collaborates actively
- Consistent demonstration of Lotus Core Values.
- Performance orientated
- Leads by example
- Maintains a high work standard.
- Hold employees accountable.
- Strong team leadership.

- Strong regard for processes and policy compliance
- Resourceful and resilient
- Excellent organisational and time management skills
- Strong influencing skills.
- Ability to work with individuals from a wide variety of cultural backgrounds

7. Security Guards (Required 6)

POSITION SUMMARY

The Security Guard will be responsible for participate in a successful Security Team in achieving a Safe, Professional and Cost Effective Operation and Security efficiency, in alignment with corporate objectives and practices.

REPORTING TO THE SECURITY SUPERVISOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Reporting all security & CCTV related matters & problems to the Plant Security Superintendent OR Security Manager.
- Reporting all problems to the Shift Security Supervisor.
- Interacting and participate with the Mining Contractor, who is responsible for conduct of mining activities.
- Fully complying with Voluntary Principles (VPs) on Human Rights and the Use of Force.
- Ensuring the safety and security of any posts they may be assigned to during their rostered shift.
- Searching personnel, vehicles and areas of responsibilities.
- Ensuring that the daily occurrence book for each post is completed accurately.
- Maintaining physically fitness, high standard of personal hygiene and dress.
- Ensuring total adherence to all Safety & Security Policies of LAL, as well as other policies, procedures and guidelines.
- Actively participating in training activities to gain new skills, develop full potential and assume increasing accountability.
- Being proactive in all aspects of Security to prevent and eliminate theft and fraud.
- Attending regular security meetings.
- Under direction of supervisor, carrying out driving duties as and when required
- Ensuring pocketbook is maintained in accordance with laid down policy.
- Carrying out other duties as required or directed by the Security Supervisor.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Minimum completion of Secondary School education
- Valid light vehicle driver's license
- Experience working in a mining and uranium processing environment
- Police or military experience an advantage

CORE COMPETENCIES/SKILLS

- Advanced skills in CCTV Security systems
- Experience in CCTV Security systems
- Excellent written and spoken English skills
- Strong communication skills
- Strong influencing skills

- High level of interpersonal skills

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Decisive leader, who collaborates actively
- Team player
- Consistent demonstration of Lotus Core Values.
- leads by example
- Maintains a high work standard.
- Strong regard for processes and policy compliance
- Resourceful and resilient
- Ability to work with individuals from a wide variety of cultural backgrounds
- Shows a high level of integrity and self-discipline

8. Forklift Operators (Required - 4)

POSITION SUMMARY

The Forklift Operator will be responsible for safely operating forklifts to move, load, and unload materials in a warehouse or construction environment. This role requires skillful handling of materials and adherence to safety protocols.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Operating forklifts to load and unload goods, ensuring proper placement.
- Safely transporting materials to designated areas within the site or warehouse.
- Performing routine equipment inspections before use.
- Ensuring loads are secured to prevent damage or accidents.
- Assisting with inventory management and stock organization.
- Following safety protocols and report hazards to supervisors.
- Checking tires, forks, and lifting mechanisms for damage or wear.
- Inspecting hydraulic fluid levels, brakes, and steering for proper function.
- Ensuring that the safety devices, such as the horn and seatbelt, are operational.
- Reporting any equipment malfunctions or need for repairs to the Engineering Coordinator.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education (MSCE)
- 2 years' experience bulk handling environment
- 3 years' experience operating 2.5 ton capacity forklift and higher
- Working in a mining or construction environment would be an advantage

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Ability to read, write and communicate in English
- Basic Mathematical ability
- Previous exposure to bulk handling environment with a high volume of movement

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Safety oriented

- Self-discipline and the ability to work with minimum supervision
- Consistent demonstration of Lotus Core Values.
- Ability to follow specific directions/guidelines
- Ability to work in a team environment
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

9. Hiab Operator (Required – 2)

POSITION SUMMARY

The Hiab Operator will be responsible for operating a truck-mounted crane (Hiab) to load, lift, and transport heavy materials or equipment on-site. The position demands skilled operation of both the truck and the crane, ensuring safety and efficiency.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Operate the Hiab crane to load and unload materials in compliance with safety standards.
- Drive the truck to various locations as required by the project.
- Conduct pre-operation checks to ensure equipment is safe and functional.
- Maneuver and control crane load using precise movements to avoid accidents.
- Collaborate with Engineering Coordinator to ensure efficient and safe lifting operations.
- Maintain cleanliness and serviceability of the truck and crane.
- Check the crane's hydraulic system, cables, and lifting mechanism for wear and damage.
- Inspect the truck for fuel, tires, and engine oil levels.
- Ensure the crane is properly secured and stable before lifting operations.
- Test brakes, lights, and other controls for proper functioning.
- Document any needed repairs or maintenance to the service team.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education (MSCE)
- Valid commercial driver's licence indicating appropriate class.
- Formal Hiab training or certification in safe operation, crane mechanics, and lifting techniques.
- 2 years' experience operating heavy machinery and transport vehicles
- Crane operation experience.
- Experience working in a mining or construction environment would be an advantage.

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Ability to read, write and communicate in English
- Previous exposure to bulk handling environment with a high volume of movement

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Safety oriented
- Self-discipline and the ability to work with minimum supervision
- Consistent demonstration of Lotus Core Values.
- Good physical health

- Ability to follow specific directions/guidelines
- Ability to work in a team environment
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

10. Lowbed Operator (Required – 1)

POSITION SUMMARY

The Lowbed Operator will be responsible for transporting heavy equipment and machinery using lowbed trailers. The operator will ensure safe loading, transportation, and unloading of heavy loads in compliance with legal requirements.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Safely operating lowbed trailers to transport heavy machinery, oversized equipment and loads.
- Loading and securing equipment onto the trailer according to safety guidelines.
- Applying knowledge of commercial driving and skill in maneuvering vehicle at varying speeds in difficult situations: such as heavy traffic, harsh weather, or in tight loading/unloading areas on and off highway and private dirt roads.
- Performing daily inspections to ensure vehicle safety and readiness for long-haul trips.
- Adhering to road safety regulations and transport equipment to specified locations.
- Coordinating with site teams to plan loading and unloading operations.
- Keeping detailed records of trips, maintenance, and inspections.
- Inspecting tires, brakes, and lighting systems to ensure vehicle safety.
- Checking for any mechanical issues with the lowbed trailer, including ramps and chains.
- Inspecting hydraulic systems and suspension for any signs of wear.
- Testing the braking system and ensure the trailer is in proper working condition.
- Reporting any mechanical issues or repairs needed to the maintenance department.
- Promptly reporting any delays due to breakdown, weather or traffic conditions, or other emergencies.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education (MSCE)
- Valid driver's licence with the appropriate endorsement of heavy and oversized loads.
- Formal training or certification in operating lowbed trailers and understanding load securement practices.
- 3 years' experience operating heavy machinery and transport vehicles
- Understanding of safety regulations, load distribution, and the operation of various types of heavy equipment.
- Working in a mining or construction environment would be an advantage

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Ability to read, write and communicate in English
- Basic Mathematical ability
- Previous exposure to bulk handling environment with a high volume of movement

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Safety conscious
- Self-discipline and the ability to work with minimum supervision
- Consistent demonstration of Lotus Core Values.
- Ability to assess situations and make quick decisions when unexpected issues arise.
- Ability to work in a team environment
- Demonstrable physical fitness
- Regard for high work standards
- Ability to work with precision when loading, securing and transporting heavy equipment.
- Ability to judge distances, navigate tight spaces, and maneuver large vehicles.
- Ability to work with people from a wide range of nationalities and cultures

11. Manlift Operator (Required – 4)

POSITION SUMMARY

The Manlift Operator will be responsible for safely operating and controlling a manlift, and other equipment such as scissors lift, boom lifts, or vertical personnel lifts, ensuring the safe and efficient transport of personnel and equipment to elevated work areas while adhering to all safety protocols and operational guidelines.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Operating various types of manlifts to raise or lower personnel, tools and materials to required areas.
- Assisting workers or technicians perform tasks such as electrical work, painting and construction activities at elevated heights.
- Inspecting the manlift prior to use for any mechanical issues, ensuring it is in working condition.
- Perform routine maintenance checks on the equipment and report any malfunctions to supervisors.
- Ensuring all safety harnesses, guardrails, and other fall protection measures are in place and secure.
- Following safety protocols guidelines for operating manlifts, including wearing personal protective equipment (PPE) such as harnesses and helmets.
- Monitoring surrounding work areas to prevent accidents, ensuring the platform remains stable.
- Assessing the ground and environment for stability of before operating the lift.
- Positioning the manlift properly to ensure safe elevation of without obstruction.
- Keeping a clear, organized workspace around the lift to avoid hazards.
- Coordinating with ground crews, supervisors or other team members to ensure smooth operations.
- Communicating any equipment issues, hazards, or challenges faced during operations.
- Adhering to Occupational Safety and Health
- Documenting daily equipment inspections, maintenance logs and any safety incidents.
- Attending training sessions for equipment operation, safety protocols, and Company procedures.
- Being able to operate in various weather conditions, and understand the limitations of the equipment in the adverse environments such as rain, or wind.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education (MSCE)
- Certification or training in aerial lift operation.
- Understanding of safety procedures and regulations relating to lifting equipment.
- 3 years' experience operating aerial lift operations and heavy machinery
- Mechanical aptitude for basic maintenance and troubleshooting.
- Ability to work at heights without fear.
- Good communication skills for coordinating with other team members.
- Working in a mining or construction environment would be an advantage

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Ability to read, write and communicate in English
- Strong ability to drive large, complex vehicles in diverse conditions, including rough terrain, highways and confined spaces.
- Knowledge in securing different types of loads, such as using chains, straps, and binders to ensure safe and balance transport.
- Previous exposure to bulk handling environment with a high volume of movement

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Safety conscious
- Self-discipline and the ability to work with minimum supervision
- Consistent demonstration of Lotus Core Values.
- Ability to assess situations and make quick decisions when unexpected issues arise.
- Ability to work in a team environment
- Demonstrable physical fitness
- Regard for high work standards
- Ability to work with precision when loading, securing and transporting heavy equipment.
- Ability to judge distances, navigate tight spaces, and maneuver large vehicles.
- Ability to work with people from a wide range of nationalities and cultures

12. Tractor-Loader-Backhoe (TLB) Operator (Required – 2)

POSITION SUMMARY

The TLB Operator will be responsible for operating and maintaining a TLB for construction, earthmoving, and excavation tasks. The role requires precision, safety, and a strong understanding of machine operations to ensure smooth site work.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Operating TLB to excavate, load, and transport materials as directed by site supervisors.
- Performing daily pre-operation equipment inspections to ensure functionality and safety.
- Cleaning, maintaining, and lubricating equipment for optimal performance.
- Identifying potential hazards on site and ensure safe operation.
- Coordinating with other workers and team members to execute tasks efficiently.
- Adhering to company's safety operation procedures.

- Checking tires, fuel, oil, and hydraulic fluid levels before operation.
- Inspecting hydraulic systems, controls, and attachments for wear and damage.
- Ensuring the backhoe bucket and loader are in proper working condition.
- Reporting any malfunctions, damages, or necessary repairs to the maintenance team.
- Locating underground services such as pipes, or wires, prior to beginning work.
- Having the initiative, ability, and willingness to perform and assist with other job positions for job completion as requested.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Valid TLB Driver certificate
- 2 – 4 years TLB Driving experience
- Working in a mining environment would be an advantage
- Basic rigging certificate

CORE COMPETENCIES/SKILLS

- Strong commitment to OH&S procedures and policies
- Demonstrable familiarity with local and industry-specific regulations related to operating heavy equipment, safety guidelines, and environmental protection.
- Strong troubleshooting skills
- Self-motivated
- Ability to communicate in English
- Strong interpersonal skills
- Work under minimal supervision
- Housekeeping and Maintenance of all TLB and lifting equipment

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus Core Values.
- Methodical and logical
- Ability to follow specific directions/guidelines
- Ability to work in a team environment
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures
- Strong regard for processes and policies compliance
- Ability to deal with ambiguous situations and information

13. Pipe Fitter (Required – 2)

POSITION SUMMARY

The Pipe Fitter will be responsible for installing, assembling, build and/or erect structures from a variety of metal and non-metal pipe and pipe fittings; handling various tools and equipment while working with other industrial construction crafts.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Demonstrating basic rigging skills
- Using small power tools (i.e. die grinder, right angle grinder, cutters and pipe threaders) proficiently

- Maintaining tools and equipment ensuring that they are in good working conditions
- Ensuring that all work complies with safety standards and regulations
- Performing welding, and cutting tasks, often using specialized tools and techniques to join or cut pipes.
- Fabricating parts and piping systems according to project needs.
- Inspecting piping systems for leaks and damage, and repairing or replacing faulty sections of the piping.
- Coordinating with other trades such as welders, plumbers and electricians to ensure proper installation of the piping system
- Reading and comprehending piping isometric drawings
- Reading, comprehending and interpreting technical drawings and plans to determine the layout of the piping system.
- Assembling and securing pipes, tubes, fittings, and related equipment, according to specifications by welding, blazing, soldering, or threading joints.
- Testing and commissioning piping system to ensure proper functioning of the piping system
- Cleaning and performing minor maintenance activities on tools and equipment

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education
- Apprenticeship or vocational training in pipe fitting or related field preferred
- Minimum of three years' experience in pipe fitting, welding, or related mechanical work in construction sites, factories, refineries, and power plants.
- Experience in working at heights, in confined spaces, or in varying weather conditions.
- Diagnosing issues in piping systems and perform repairs efficiently.
- Proficient in using hand power tools, and familiar with the materials used in piping systems such as copper, steel, and plastic.
- Working in a mining environment would be an advantage
- Basic rigging certificate

CORE COMPETENCIES/SKILLS

- Strong commitment to OH&S procedures and policies
- Precise in measuring and cutting pipes to fit to fit exact specifications.
- Strong troubleshooting skills
- Self-motivated
- Ability to communicate in English
- Strong interpersonal skills
- Work under minimal supervision

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus Core Values.
- Methodical and logical
- Ability to follow specific directions/guidelines
- Ability to work in a team environment
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

- Strong regard for processes and policies compliance

14. Structural Erector (Required - 5)

POSITION SUMMARY

The Structural Erector will be responsible for assembling, installing, and securing structural steel components and frameworks at construction sites. Working with heavy machinery, interpreting blueprints and technical drawings, and ensuring that all structural elements are accurately aligned and secured according to safety and engineering standards.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Erecting steel columns, beams, and girders.
- Installing metal decking and structural components, including trusses and braces.
- Using cranes, hoists, and other lifting equipment to position structural elements.
- Reading and interpreting construction blueprints, diagrams, and technical drawings.
- Ensuring that all structural components are aligned with the plans and specifications.
- Adhering to safety regulations and protocols to prevent accidents and injuries.
- Inspecting and maintain equipment to ensure proper functioning and safety.
- Following guidelines for securing structures and working at heights.
- Preparing and clean the construction site, including setting up scaffolding and safety barriers.
- Coordinating with other construction workers and supervisors to ensure smooth workflow.
- Checking for alignment, level, and plumb of structural elements.
- Performing minor adjustments and repairs as needed to meet structural integrity standards.
- Documenting progress and report any issues or deviations from plans to supervisors.
- Maintaining records of materials used, work performed, and any incidents on site.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education
- Certification in relevant construction safety and equipment operation is preferred.
- Working in a construction or mining environment would be an added advantage
- Previous experience as a structural erector or in a similar role is typically required.

CORE COMPETENCIES/SKILLS

- Strong commitment to OH&S procedures and policies
- Strong problem solving skills
- Ability to read, write and communicate in English
- Strong interpersonal skills
- Proficiency in reading blueprints and technical drawings.
- Experience with various lifting equipment and tools used in structural erection.
- Ability to work at heights and in various weather conditions.
- Physical strength and stamina to handle heavy materials and equipment.
- Ability to recognize and address potential safety hazards on site.

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus Core Values.
- Attention to details

- Strong problem solving skills
- Physical Stamina and Strength
- Ability to work in a team environment
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

15. Scaffold Erector (Required - 6)

POSITION SUMMARY

A scaffold erector is responsible for assembling and disassembling scaffolding structures in construction and maintenance projects.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Inspecting and evaluating the construction site to determine the type and design of scaffolding needed based on the project's requirements and safety regulations.
- Understanding and interpreting construction plans and blueprints to accurately assemble scaffolding according to design specifications.
- Constructing scaffolding frameworks using various materials such as metal pipes, tubes, and wooden planks, ensuring they are stable and secure.
- Following strict safety protocols to prevent accidents and ensure the scaffolding meets all safety standards and regulations, including installing guardrails, safety nets, and ensuring the structure is properly anchored.
- Regularly inspecting and maintaining scaffolding equipment to ensure it is in good working condition and replacing any damaged or worn components.
- Safely dismantling scaffolding after the completion of a project or when it is no longer needed, and ensuring all materials are stored properly.
- Working closely with other trades, including electricians, plumbers, and builders, to ensure scaffolding is erected and removed without disrupting other activities.
- Training and supervising junior scaffolders or new team members to ensure they understand safety procedures and best practices.
- Being prepared to respond to any emergencies or incidents related to scaffolding, including making quick repairs or adjustments if needed.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Malawi School Certificate of Education
- Completion of a vocational training program or apprenticeship in scaffolding or a related field.
- Working in a construction or mining environment would be an advantage

CORE COMPETENCIES/SKILLS

- Strong commitment to OH&S procedures and policies
- Strong problem solving skills
- Self-motivated
- Ability to communicate in English
- Strong interpersonal skills
- Work under minimal supervision

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus Core Values.
- Demonstrable physical fitness
- Ability to follow specific directions/guidelines
- Ability to work in a team environment
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

16. Painters (Required – 8)

POSITION SUMMARY

The Painter will be responsible for performing painting and surface preparation tasks mine site. This role also involves painting various surfaces such as steel structures, equipment, walls, and other infrastructure to ensure corrosion protection, safety markings, and general maintenance of site aesthetics and functionality. The position requires adherence to strict safety protocols and environmental regulations.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Preparing surfaces (e.g., steel, concrete, wood) for painting by cleaning, sanding, scraping, or using abrasive blasting techniques.
- Applying paints, primers, and coatings to protect equipment, structures, and infrastructure from corrosion, wear, and tear.
- Utilizing specialized coatings and paints suitable for use in mining environments, following manufacturer guidelines and site-specific safety regulations.
- Conducting touch-ups and full painting of safety markings, including warning signs, hazard zones, and vehicle pathways.
- Operating and maintaining painting equipment, such as sprayers, brushes, rollers, and scaffolding.
- Inspecting painted surfaces and performing quality control checks to ensure compliance with industry standards and site-specific requirements.
- Collaborating with site engineers, safety officers, and maintenance personnel to identify and prioritize painting and coating needs.
- Working in compliance with site safety protocols, including proper disposal of hazardous materials, and use of personal protective equipment (PPE).
- Performing regular maintenance on painting tools and equipment to ensure operational readiness.
- Adhering to strict environmental and waste disposal regulations for handling paints, solvents, and coatings, especially in sensitive areas on the mine site.
- Maintaining records of work performed, including types of coatings used, surface preparation methods, and environmental conditions during application.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Certification in industrial painting or coatings
- Experience with abrasive blasting and other advanced surface preparation methods.
- Proven experience as a painter, preferably in industrial, construction, or mining environments.
- Knowledge of various painting techniques and surface preparation methods.
- Familiarity with specialized industrial coatings, corrosion protection, and application processes.
- Strong understanding of safety practices, including hazardous material handling.

- Ability to read and interpret technical drawings, safety guidelines, and instructions related to painting tasks.
- Attention to detail and commitment to producing high-quality work.

CORE COMPETENCIES/SKILLS

- Ability to stand, walk, and work for extended periods.
- Ability to work at heights and in confined spaces.
- Physical stamina and the ability to lift and move heavy materials.
- Comfortable with repetitive motions, bending, and climbing ladders or scaffolding.

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Team player
- Regard for high quality work
- Consistent demonstration of Lotus Core Values.
- Strong regard for processes and policy compliance
- Ability to work with individuals from a wide variety of cultural backgrounds
- Showing a high level of integrity and self-discipline

17. Tool Store Storeman (Required – 2)

POSITION SUMMARY

The Tool Store Storeman will be responsible for efficient management of the inventory and storage of engineering tools and related equipment. This role involves overseeing the receipt, storage, and issuance of tools, maintaining accurate inventory records, and ensuring that tools are kept in good condition so that they operate smoothly to meet the needs of engineering projects and maintenance activities.

REPORTING TO THE ENGINEERING COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Overseeing the receipt and inspection of tools and equipment delivered to the store.
- Verifying quantities and quality of items received against purchase orders and specifications.
- Maintaining accurate records of tool inventory, including stock levels, usage, and returns to ensure adequate stock levels for ongoing engineering projects and maintenance activities.
- Performing regular stock counts and reconcile discrepancies to ensure inventory accuracy.
- Implementing inventory control measures to minimize loss, damage or theft.
- Organizing tools and equipment in the storage area to cleanliness and orderliness, and to maximize space and facilitate easy access.
- Ensuring proper stock storage standards to reduce loss due to deterioration.
- Implement and maintain labeling systems for efficient tool identification and retrieval.
- Conduct regular maintenance checks and cleaning of tools to ensure they remain in good working condition.
- Report any defective or damaged tools and arrange for repairs or replacements as necessary.
- Ensuring compliance with health and safety regulations in the storage and handling of engineering materials and equipment.
- Follow proper procedures for hazardous materials and substances.
- Fulfil requests for engineering materials and equipment from various departments or projects teams.
- Prepare and pack items for distribution, ensuring accuracy and completeness.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Diploma in Purchasing and Supply
- 3 years' experience inventory management, tool distribution, or Warehousing in large and busy construction or mining environment.
- Computer proficient, Microsoft Office, SYSPRO or any other ERP / MRP inventory management system experience would be advantageous.
- Experience working in a mining or construction environment would be an advantage

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Ability to read, write and communicate in English
- Basic Mathematical ability
- Prepared to get dirty in pursuit of accuracy.
- Previous exposure to bulk handling environment with a high volume of movement, or multiline warehouse including being in close proximity to large vehicles and mechanical loading equipment.

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Safety conscious
- Self-discipline and the ability to work with minimum supervision
- Consistent demonstration of Lotus Core Values.
- Prepared to get dirty in pursuit of accuracy.
- Demonstrable physical fitness
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

18. Storeman

POSITION SUMMARY

The Storeman is responsible for managing and overseeing the receipt, storage, and distribution of goods and materials within the warehouse or store. Ensuring inventory accuracy, maintaining organization within the store, and supporting overall supply chain operations.

REPORTING TO THE SUPPLY CHAIN COORDINATOR, THE ROLE WILL BE RESPONSIBLE FOR:

- Inspecting and receiving shipments, verify quantities, and ensure that items are in good condition.
- Tracking inventory levels, update records, and conduct regular stock checks to maintain accurate inventory counts.
- Organizing products and materials in the store or warehouse, ensuring proper storage conditions to prevent damage or spoilage.
- Preparing and packing goods for distribution according to customer or internal requirements, ensuring accuracy and timeliness.
- Maintaining and updating records related to inventory, shipments, and receipts, and complete necessary documentation for transactions.
- Adhering to safety regulations and protocols, ensuring a safe working environment and compliance with health and safety standards.

- Keeping the storage area clean and organized, including routine maintenance of equipment and reporting any issues or damages.
- Implementing inventory control measures to minimize loss, damage or theft.
- Implementing and maintain labeling systems for efficient tool identification and retrieval.
- Following proper procedures for hazardous materials and substances handling.
- Assisting with customer inquiries and provide support as needed for order placement and resolution of issues.
- Working with other team members and departments to ensure smooth operations and efficient workflow.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Diploma in Purchasing and Supply
- 2 years' experience in inventory management, Warehousing, or a similar role in construction or mining environment.
- Strong organizational skills, attention to detail, and ability to handle physical tasks.
- Basic computer skills for managing inventory and documentation, Microsoft Office, SYSPRO or any other ERP / MRP inventory management system experience would be advantageous.

CORE COMPETENCIES/SKILLS

- Strong commitment to Occupation Health and Safety procedures and policies
- Ability to read, write and communicate in English
- Basic Mathematical ability
- Prepared to get dirty in pursuit of accuracy.
- Previous exposure to bulk handling environment, or multiline warehouse including being in close proximity to large vehicles and mechanical loading equipment.

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Safety conscious
- Self-discipline and the ability to work with minimum supervision
- Consistent demonstration of Lotus Core Values.
- Prepared to get dirty in pursuit of accuracy.
- Demonstrable physical fitness
- Regard for high work standards
- Ability to work with people from a wide range of nationalities and cultures

19. Cleaners

POSITION SUMMARY

The Cleaner is responsible for ensuring the cleanliness and organization of mining sites, including surface and underground areas. Removing debris, maintaining equipment, and supporting overall site safety and efficiency.

REPORTING TO THE SOUS CHEF, THE ROLE WILL BE RESPONSIBLE FOR:

- Removing dust, dirt, and debris from site areas, including floors, walls, and equipment.
- Cleaning all kitchen cooking equipment including fridges, stovetops and fryers
- Washing all dishes, cutlery and glass ware

- Cleaning and sanitizing site facilities such as storerooms, restrooms, break rooms, and administrative areas.
- Reporting any equipment malfunctions or damage to supervisors for repair.
- Properly handling and dispose of waste materials, including hazardous substances, in accordance with safety and environmental regulations.
- Maintaining waste disposal areas and ensure they are organized and accessible.
- Following all safety procedures and protocols to ensure a safe working environment for all personnel.
- Wearing appropriate personal protective equipment (PPE) at all times.
- Assisting maintenance and operations teams with cleaning and preparing equipment for use.
- Supporting mining operations by maintaining clean and safe working conditions.
- Maintaining logs of cleaning activities and waste disposal.
- Reporting on inventory of cleaning supplies and request replenishment as needed.
- Regularly inspecting areas for cleanliness and potential safety hazards.
- Reporting any issues or concerns to supervisors promptly.

EDUCATIONAL QUALIFICATIONS AND EXPERIENCE

- Secondary School Certificates
- Previous experience in a cleaning, preferably in an industrial or mining environment.

CORE COMPETENCIES/SKILLS

- Ability to communicate in English
- Good interpersonal skills
- Knowledge of cleaning techniques and equipment.
- Familiarity with safety protocols and PPE usage.
- Good physical stamina and the ability to perform manual labor.
- Strong commitment to OH&S procedures and policies
- Ability to follow direction

PERSONAL QUALITIES/ BEHAVIOURAL TRAITS

- Consistent demonstration of Lotus Core Values.
- Attention to details
- Trustworthy

How to apply:

Suitably qualified candidates are required to hand deliver or send their Applications & updated Curriculum Vitae with three traceable referees to:

The Human Resources Coordinator, Lotus (Africa) Limited, Kayerekera Uranium Mine, P. O. Box 47, Karonga, Malawi.

Or email to: Lal.jobs@lotusmalawi.com. Closing date: **Friday 17th September 2024.**

Please note that only shortlisted candidates will be contacted. If you are not contacted within thirty (30) days after the closing date, you should consider your application unsuccessful.