



Foskor Bursary Programme

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Foskor, the leader in Phosphate beneficiation, offer exceptional Engineering bursary opportunities for talented and deserving students of all race and gender groups.

The Foskor bursary scheme is a talent-based scheme aimed at attracting and retaining exceptional individuals. Preference is given to candidates with an exceptional academic record and those individuals who meet our minimum requirements.

Bursaries will be awarded to candidates who meet all the selection criteria as determined by the organization and set out below:

- the ability to work under pressure Grade 12 with Mathematics and Science on Higher Grade - 60%
- (Undergraduates who are currently studying full-time at a recognized South African university in the fields listed below may also apply).

The number of bursaries awarded per annum depends on the operational needs of the business.

Foskor grants bursaries to matriculants who have a keen interest in studying towards obtaining degrees or diplomas in various engineering disciplines.

Bursaries are also granted to students who are currently studying at universities in South Africa. The engineering disciplines for bursaries are:

MECHANICAL ENGINEERING

A career in Mechanical Engineering involves the design, production, manufacture and maintenance of various pieces of equipment, machinery and engines used in almost every type of industry and technology.

ELECTRICAL ENGINEERING

Electrical engineers are involved in the design, manufacture, installation and management of various appliances and systems that generate or use electrical energy such as substations, ventilation systems and pumps.

MINING ENGINEERING

A mining engineer is both a mining expert and an engineer. Working closely with geologists and mine surveyors, mining engineers essentially have to ensure that the mining operation is well planned, efficient, health and safe to work in. Mining engineers are involved in the design scheduling, budgeting, project management, supervision, monitoring and quality control of mines and mining systems.

INSTRUMENTATION ENGINEERING

An Instrumentation Engineer manages the Instrumentation, communication, computers function of Foskor according to organisational needs to ensure optimisation of electronic controlled processes through effective maintenance and the implementation of new technology.

CHEMICAL ENGINEERING

Chemical Engineering largely involves the design, improvement and maintenance of processes involving chemical or biological transformations for large-scale manufacture. Chemical engineers ensure the processes are operated safely, sustainably and economically.

IMPORTANT ATTRIBUTES FOR A CAREER IN ENGINEERING:

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|---|---------------------------------|
| ■ An ability to keep abreast of developments in the field | ■ Decision-making abilities |
| ■ The ability to work under pressure | ■ Tenacity |
| ■ People-management skills | ■ Physical fitness |
| ■ Problem-solving abilities | ■ Strong communication skills |
| | ■ The ability to work in a team |

If you are interested in becoming an Engineer at Foskor, you can work towards graduating with a BSc or BEng in Engineering. This is a four-year full time course. Graduates in Engineering join the mine or work as engineers-in-training for a minimum of two to three years. The purpose of this training programme is to provide important skills which will produce well qualified engineers.

Additional Bursary Information

The Foskor bursary covers the following:

- Registration
- Class Fees
- Prescribed material

In return, if you have been awarded a Foskor bursary, you will be required to work for the company for the full period of the bursary and to undertake vacation work at the company.

All bursary applications may be submitted to bursaries@foskor.co.za and should contain the following attachments to be taken into consideration:"

- Summarised Curriculum Vitae - 1 page (Including contact details)
- Certified copy of Grade 12 certificate
- Certified copy of identity document
- Registration documentation from Tertiary Institution (Field of study specified).

Graduate Training Programme

Engineers are duly qualified people and in the South African mining industry, have to be certified competent to be legally responsible for the safe installation and proper operation & maintenance of all machinery used.

Mechanical and Electrical engineers at these operations go through a rigorous Graduate Training Programme to gain practical experience that typically stretches over three years, all the time under the guidance of a designated mentor. This assists our engineers in applying for registration of professional status.

The company offers a structured Graduate Training Programme for graduates and diplomats in specified disciplines in order to meet the company's needs for professionally qualified employees.

The Graduate Training Programme entails professional accreditation and candidates undergo a 36-month period under the guidance and evaluation of a Graduate Training Programme co-ordinating mentor per discipline.

Types of engineers currently employed by Foskor:

- Mechanical
- Electrical
- Mining
- Chemical
- Metallurgical
- Instrumentation
- Industrial

Engineers at Foskor must have the ability to manage the dynamic complexities of mining, often working in some of the harshest environmental conditions. Foskor offers Engineers a wealth of career opportunities, from production and processing to services and technical projects.





Foskor Career Expo

As one of the world's largest producers of Phosphate rock and Phosphoric Acid, Foskor is proudly South African, but internationally focused. At Foskor, we are determined to unlock value for all our stakeholders through the profitable, responsible and sustainable beneficiation of phosphates for local and international markets.

Having started as a single mining operation some 55 years ago, Foskor has rapidly grown into a reputable and highly profitable producer and processor of phosphate rock and phosphoric acid.

Today the Foskor Group employs close on 2 000 people comprising of mining and production facilities:

- Foskor Phalaborwa is focused on the mining and beneficiation of phosphate rock as well as recovering low concentrates of copper minerals.
- Foskor Richards Bay is primarily a producer of phosphoric acid and phosphate based fertilizers, while also distributing lower volumes of sulphuric acid.

At Foskor, we are committed to ensuring that our stated vision and mission are not merely words or statements to be printed, hung on a wall and forgotten. Rather, our vision and mission are the lifeblood of our organisation. They inform every decision we make and every action undertaken within our organisation.

Foskor is an organisation that understands it is only as strong as its people, our most valuable asset. Foskor offers the opportunity to join a world-class mining company. Foskor also offers challenges and opportunities for advancement and growth.

Foskor Career Expo

Departmental Summary & Available Careers

FINANCE

The Finance department is split into several different sub-departments, both at operational and corporate levels. Management Accounting is vital at our different operations to ensure that production operates efficiently and effectively in delivering value and stock is maintained at optimal levels. Financial Accounting, encompassing statutory financial reporting, is also important, particularly at a corporate level to report on the financial status of the company. In Treasury, managing our cash and our substantial hedge book using foreign currencies, dollars; euros; etc are directed at adding value to our operations.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Cost Accountant	BCom Accounting
• Management Accountant	BCom Accounting
• Financial Accountant	BCom Accounting

HUMAN CAPITAL

Human Capital is ultimately responsible to support Foskor's business by means of recruitment, selection & placement, employee benefits, remuneration, attraction & retention, training & development as well as employee relations for the company.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• HR Consultant (Generalist)	B Degree / BTech Human Resources Management / Industrial Psychology

INTERNAL AUDIT AND RISK MANAGEMENT

The Internal audit function is responsible for the effective management of all risks, which may impact the achievement of the business objectives. Internal Auditing is an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Internal Auditor	B.Com (Hons) + articles
• Risk Management	B.Com (IT)
• Coordinator	
• Forensic Investigator	National Diploma (Policing)

MARKETING AND SALES

The Marketing Department plays an integral role in any organization. One of which is the effective communication to and from our customers as well as our external and internal environments. The Foskor marketing team is responsible for all sales of Foskor products, locally and internationally.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Sales Manager	BCom Marketing
• Sales Coordinator	National Diploma Marketing

PROCUREMENT & LOGISTICS

The Procurement department is ultimately responsible for the purchasing of goods and the rendering of services needed for production and other related activities. The department has the sole authority to purchase goods as requested by the different departments and sections of Foskor.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Buyer	National Diploma in Logistics & Supply Chain Management

INFORMATION TECHNOLOGY

The Information Technology Department is providing an IT infrastructure that serves the corporate offices in Johannesburg and the mining and industrial operations in Phalaborwa and Richards Bay respectively. They are responsible to ensure and protect the integrity of its electronic systems and equipment, business systems and operations at all times

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• ICT Technician	A+ course and knowledge of Microsoft operating systems.
• ICT Technologist	N4/T3/S3 National Diploma
• Programmer	3 Year applicable National Diploma (NQF Level 5)
• Systems Analyst	3 Year applicable National Diploma (NQF Level 5)

CONTINUOUS IMPROVEMENT

The Continuous Improvement department is a department that primarily focuses on efforts to improve production processes and technologies, management processes, products and services. These efforts can be "incremental" improvement over an extended period of time, or "breakthrough" improvement over a short period of time. Sustainability of outstanding products or processes are not possible without these efforts.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Production Metallurgists	Diploma or degree in Process Engineering (Chem Eng or Metallurgical Eng / Metallurgy)
• Industrial Engineer	Diploma or degree in Industrial Engineering
• Process Engineer	Diploma or degree in Process Engineering (Chem Eng or Metallurgical Eng)
• Chemical Engineer	Degree in Chemical Engineering

MINING

The Mining Service Section plans the mining activities in accordance with the Foskor production budget and marketing needs. Before any ore recovery is done, the Mining Service Section will verify the ore parameters with the exploration data and ore reserves. A recovery plan which consists of blast boreholes or ore types to be recovered from the ore stockpiles is planned and discussed with the Marketing and Production Departments with details of the ore type, grade and chemical properties.

During the drilling of blast holes, samples are taken from each hole, analysed and tested for conformance. Each blast hole is numbered with the depth noted on drawings. After blasting, the area to be recovered is surveyed and identified with flag lines indicating the ore and waste. The Mining Service Section has detailed drawings of the stock reserves and an ore stockpiles database with known values of the ore properties. The Mining section is responsible for drilling, blasting, loading, hauling as well as primary and secondary crushing. The mining department can ensure that the ore and waste are segregated and handled as planned.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Mining Engineers	BEng
• Geologists	BSc Geology

PRODUCTION (PLANT AND EXTENSION 8)

The production department is divided into the following processes:

Milling, Flotation, Extension 8, Filters, Drying, Dispatch and Tailings

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Chemical Engineers	BEng
• Metallurgists	Diploma or degree in Process Engineering (Chem Eng or Metallurgical Eng / Metallurgy)
• Process Personnel	Grade 12 with Mathematics and / or Physical Science

TECHNICAL SUPPORT SERVICES

The Technical Support Department develops and maintains maintenance strategies to ensure that Rock & Copper maintains assets according to best practice standards both nationally and internationally

Maintenance is the function of restoring equipment to a state where it is capable of meeting its design intent and performance expectations by the repair or rework achieved through the application of material and human capital in an efficient and cost effective manner, eg. Preventative, Predictive, Failure, Condition Based, Corrective and Statutory Maintenance.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Various Artisans	Trade Test
• Technicians	National Diploma (Technical)
• Technologists	National Diploma (Technical)
• Mechanical Engineers	BEng
• Electrical Engineers	BEng
• Instrumentation /	BEng
• Electrical Engineers	

SHEQ

Safety, Health, Environmental and Quality considerations are important aspects in all areas of the mining business. Good performance is therefore considered as essential components of a company's 'social license to mine'.

Foskor's SHEQ portfolio is responsible for ensuring compliance with relevant legislation and establishing best practices in employee safety and well being, as well as Foskor's impact on the environment.

CAREERS AVAILABLE	ENTRY LEVEL REQUIREMENTS
• Safety Officers	National Diploma Safety Management
• Environmental	National Diploma Environmental Management
• Technologist	
• Quality Technologist	National Diploma Quality Management
• Occupational Hygienist	National Diploma Occupational Hygiene

