



FOSKOR 

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. Cost Accounting, essential for cost management and proper and accurate reporting on production costs, and also an effective tool for budgetary controls and cost variance summaries.

- **CAREERS AVAILABLE**

- Cost Accountant
- Management Accountant
- Financial Accountant

- **ENTRY LEVEL REQUIREMENTS**

- BCom Accounting
- BCom Accounting
- BCom Accounting



Departmental Summary & Available Careers

- ***HUMAN RESOURCES***

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

- **CAREERS AVAILABLE**

- **ENTRY LEVEL REQUIREMENTS**

- HR Consultant (Generalist) BDegree / BTech Human Resource Management / Industrial Psychology



Departmental Summary & Available Careers

- **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 organisations operations.

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- **CAREERS AVAILABLE**

- Internal Auditor
- Risk Management Coordinator
- Forensic Investigator

- **ENTRY LEVEL REQUIREMENTS**

- B. Com (Hons) + articles
- B. Com (IT)
- National Diploma (Policing)



Departmental Summary & Available Careers

- **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 therefore communication to the external environment as well as the effective communication to the internal environment. The Foskor marketing team is responsible for all sales of Foskor products, locally and internationally.

- **CAREERS AVAILABLE**

- Sales Manager
- Sales Coordinator

- **ENTRY LEVEL REQUIREMENTS**

- BCom Marketing
- National Diploma Marketing



Departmental Summary & Available Careers

- **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. Purchasing is executed by the Logistics and Procurement Department. The department has the sole authority to purchase goods as requested by the different departments and sections of Foskor.

- **CAREERS AVAILABLE**

- Buyer

ENTRY LEVEL REQUIREMENTS

National Diploma in Logistics & Supply Chain Management



Departmental Summary & Available Careers

- **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**

- ICT Technician
- ICT Technologist
- Programmer
- System Analyst

- **ENTRY LEVEL REQUIREMENTS**

- A+ course and knowledge of Microsoft operating systems.
- N4/T3/S3 National Diploma
- 3 Year applicable National Diploma (NQF Level 5)
- 3 Year applicable National Diploma (NQF Level 5)



Departmental Summary & Available Careers

- **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 an outstanding products or processes is not possible without these efforts.

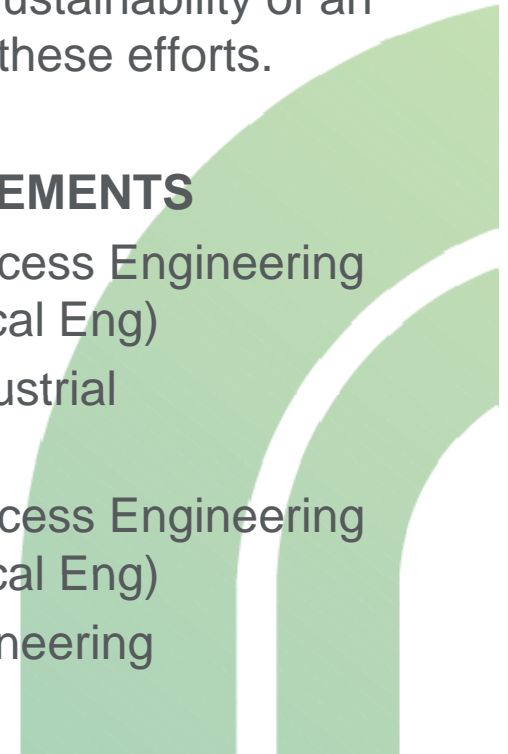
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- **CAREERS AVAILABLE**

- Production Metallurgists
- Industrial Engineer
- Process Engineer
- Chemical Eengineer

- **ENTRY LEVEL REQUIREMENTS**

- Diploma or degree in Process Engineering (Chem Eng or Metallurgical Eng)
- Diploma or degree in Industrial Engineering
- Diploma or degree in Process Engineering (Chem Eng or Metallurgical Eng)
- Degree in Chemical Engineering



Departmental Summary & Available Careers

- **TECHNICAL SUPPORT SERVICES**

- The Technical Support Department develops and maintains maintenance strategies to ensure that Foskor maintains assets according to best practice standards 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 repair or rework achieved through the application of material and human resources in an efficient and cost effective manner, eg. Preventative, Predictive, Failure, Condition Based, Corrective and Statutory Maintenance.

- **CAREERS AVAILABLE**

- Various Artisans
- Technicians
- Technologists
- Mechanical Engineers
- Electrical Engineers
- Instrumentation / Electronical Engineers

ENTRY LEVEL REQUIREMENTS

- Trade Test
- National Diploma (Technical)
- National Diploma (Technical)
- BEng
- BEng
- BEng



Departmental Summary & Available Careers

- **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 wellbeing, and Foskor's impact on the environment.

- **CAREERS AVAILABLE**

- Safety Officers
- Environmental Technologist
- Quality Technologist
- Occupational Hygienist

- **ENTRY LEVEL REQUIREMENTS**

- National Diploma Safety Management
- National Diploma Environmental Management
- National Diploma Quality Management
- National Diploma Occupational Hygiene

