maamba

We're Hiring



SENIOR MINE PLANNING ENGINEER

Join Our Team

Maamba Energy Limited (MEL) is jointly owned by Nava Bharat Singapore Pte. Limited and ZCCM-IH plc. The Company owns and operates a large-scale coal mine and a 300 Megawatt coal-fired Power Plant to cater for the growing demand for power in Zambia. The company is also in the process of expansion to produce 600MW of power.

Maamba Energy Limited is looking for a dynamic and enthusiastic professional to build a career under the Mining Department in Maamba, Sinazongwe District, Southern Province. The position on offer is:

Purpose of the Role:

To develop, manage and deliver accurate, practical and optimised mine plans and production schedules that align the Life-of-Mine strategy with annual budgets, medium term plans and short-term operational requirements.

The role will provide senior technical expertise in open pit coal mine design, sequencing, scheduling, production forecasting, optimization and reconciliation, ensuring that mine plans are safe, operationally achievable, cost – effective and aligned with geological, geotechnical, environmental and coal quality requirements.

The Senior Mine Planning Enginner will also be responsible for monitoring the performance and compliance of mining contractor against approved mine plans, production targets, contractual obligations and agreed KPIs, identifying deviations and driving timely corrective actions in collaboration with mining operations and relevant departments.

The Senior Mine planning engineer will work closely with mining operations, geology, survey, SHEQ, finance, Engineering and CHPP teams to translate strategic objectives into executable mine plans and provide timely technical advise to support the achievement of production cost targets.

Key Responsibilities:

MINE PLANNING AND SCHEDULING

• Develop and integrate and maintain Life of Mine, long term, medium term and short term mine plans and production schedules
• Prepare practical mine designs and mining sequences aligned with operational, geological, geotechnical safety, environmental and requirements.
• Develop and optimise pit designs, mining phases/pushbacks, production sequences, haul roads, ramps, waste dumps and stockpile strategies.
• Optimise mining sequences to maximise coal recovery, manage stripping ratios and minimize dilution and mining losses.
• Develop executable weekly, monthly, quarterly and annual mining plans that reflect actual operational constraints and available resources.
• Ensure that mine plans are practical, achievable and aligned with available mining equipment, workforce and infrastructure
• Evaluate alternative mining strategies and scenarios to support operational and strategic decision-making

LIFE-OF-MINE AND BUDGET PLANNING

• Develop, Maintain and continuously optimise Life-of-Mine plans, annual budgets, production targets and cost forecasts.
• Provide technical inputs into annual budgets, business plans, production forecasts and financial models.
• Develop production and cost scenarios to support strategic decisions and capital investment requirements
• Assess the impact of changes in geology, equipment availability, mining performance, coal quality, operational costs and other constraints on the Life of Mine plan.
• Ensure alignment between mine plans, production targets, budgets and overall business strategy.

CONTRACTOR PLANNING, COMPLIANCE AND PERFORMANCE MANAGEMENT

• Monitor mining contractor performance against approved mine plans, production schedules, contractual obligations and agreed KPIs
• Establish and maintain appropriate systems for measuring contractor performance against planned coal, overburden, total material movement and lead distances
• Monitor key operational indicators including productivity, equipment utilization, availability, cycle times, stripping ratios, coal recovery, dilution, mining losses and compliance to planned mining sequences.
• Conduct regular plan versus actual assessment and identify deviations, their root causes and required corrective actions
• Provide timely technical advice and recommendations where contractor performance deviates from approved plans or agreed targets
• Participate in contractor performance review meetings and provide accurate technical information to support performance management
• Verify contractor production reports and supporting data against mine planning, survey and operational information
• Monitor contractor adherence to approved mining designs, excavation limits, dump designs, haul road layout and mining sequence
• Identify recurring contractor performance issues and recommend practical interventions to improve productivity and compliance
• Support the development, review and continuous improvement of contractor KPIs and performance measurement systems

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OPERATIONAL PLANNING SUPPORT

• Prepare detailed weekly and monthly plans based on equipment availability, workforce capacity, geological conditions and operational constraints.
• Work closely with mining operations to ensure that plans are translated into executable mining activities
• Provide Technical guidance to operational teams on mining sequences, priorities and production requirements
• Identify potential operational constraints in advance and develop mitigating strategies
• Provide planning support during changes in mining conditions, equipment fleet, operating strategy or production requirements.

PRODUCTION MONITORING, RECONCILIATION AND FORECASTING

• Establish robust systems for monitoring planned versus actual mining performance.
• Reconcile coal, overburden and total material movement against approved plans.
• Analyse production variances, identify root causes and recommend corrective measures.
• Prepare reliable short-, medium- and long-term production forecasts.
• Monitor production trends and provide early warnings where targets are at risk.
• Maintain accurate planning assumptions, production databases and technical records.
• Ensure reconciliation between mine planning, survey, geology and operational data.
Coal Mine Planning and Optimisation
• Apply sound technical principles to the planning and optimisation of coal mining operations.
• Optimise coal exposure, extraction sequences and access to mining areas.
• Consider geological structures, coal seam characteristics, overburden/interburden, mining losses, dilution and coal quality in mine planning.
• Integrate geological and survey information into mine designs and production schedules.
• Coordinate mine planning requirements with ROM, stockpile, TPP and CHPP operations where applicable.
• Identify opportunities to improve coal recovery, reduce waste movement and optimise overall mining costs.

MINE DESIGN AND INFRASTRUCTURE PLANNING

• Design and optimise pit layouts, ramps, haul roads, dumps, stockpiles and other mining infrastructure.
• Ensure designs comply with applicable safety, geotechnical, environmental and operational requirements.
• Review actual mining conditions against approved designs and recommend modifications where required.
• Coordinate with Survey and Geology to ensure that mine designs are based on accurate and current information.

COST CONTROL AND PERFORMANCE OPTIMISATION

• Monitor mining costs against budget and approved production plans.
• Provide planning inputs into cost-per-tonne, cost-per-bank-cubic-metre and other relevant mining cost metrics.
• Identify opportunities to improve equipment productivity, fleet efficiency and overall mining economics.
• Evaluate the operational and financial implications of proposed changes to mining sequences and production strategies.
• Support management with accurate information for operational and investment decisions.

RISK MANAGEMENT AND IMPROVEMENT

• Identify mineplanning, production and operational risks and develop appropriate mitigation scenarios.
• Undertake sensitivity and scenario analysis for changes in production targets, equipment availability, geological conditions, costs and other key assumptions.
• Maintain contingency plans for potential operational disruptions.
• Provide early identification of risks that may affect production, cost, coal supply or achievement of the Life-of-Mine strategy.

REPORTING, GOVERNANCE AND TECHNICAL ASSURANCE

• Prepare accurate and timely mine planning reports, production forecasts, reconciliations, dashboards and management reports.
• Develop and maintain appropriate mine planning standards, procedures and controls.
• Ensure that mine plans and schedules are supported by sound technical assumptions and reliable data.
• Maintain proper records for technical assurance, audits and management review.
• Ensure compliance with applicable mining legislation, company policies, standards and approved technical procedures.
• Promote a culture of accountability, continuous improvement, operational discipline and adherence to approved plans.

CROSS-FUNCTIONAL COORDINATION

• Work closely with Mining Operations, Geology, Survey, SHEQ, Engineering, Finance, CHPP and other relevant departments.
• Ensure effective communication of mine plans, production priorities, changes and constraints to all relevant stakeholders.
• Coordinate planning inputs across technical and operational disciplines to ensure an integrated mining plan.
• Provide clear technical recommendations to management on production, planning and operational matters.

Required Qualifications

- Grade 12 Certificate or equivalent.
- Bachelor's Degree in Mining Engineering or a closely related discipline.
- Postgraduate qualification in Mining, Engineering, Mineral Economics, Management or a related field will be an advantage.
- Paid up member of EIZ & ERB or another equivalent body, where applicable.

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Experience

- Minimum of 10 years' relevant mine-planning experience within an operating mine, with 5 years specifically in surface coal mining.
- Demonstrated experience in open-pit/surface mine planning, with significant practical experience in surface coal mining.
- Proven experience in surface coal mine planning is mandatory.
- Proven experience in pit design, mining phase/pushback design, production sequencing, haul-road design and waste dump planning.
- Demonstrated understanding and practical experience in coal exposure, stripping ratios, overburden/interburden management, coal recovery, dilution and mining losses.
- Proven experience in production scheduling, production forecasting, budgeting, cost modelling and mine plan optimisation.
- Demonstrated experience in monitoring mining contractor performance against approved mine plans, production targets, contractual requirements and KPIs.
- Experience in plan-versus-actual reconciliation, variance analysis and development of corrective actions.
- Demonstrated experience working with Mining Operations, Geology and Survey to reconcile planned versus actual coal and waste movement.
- Experience in a large-scale mechanised coal mining operation will be an advantage.
- Experience with Deswik or equivalent mine planning and scheduling software is highly desirable.
- Advanced proficiency in mine planning software, production reporting systems and Microsoft Excel will be an advantage.
- Experience in mining operations involving significant contractor-managed mining activities will be an advantage.
- Demonstrated experience in developing and implementing Life-of-Mine, long-term, medium-term and short-term mine plans.

Skills and Abilities

- Advanced mine planning, scheduling and optimisation skills.
- Strong open-pit coal mine design and sequencing capability.
- Strong understanding of coal mining operations, production cycles and mining economics.
- Strong contractor performance monitoring and KPI management capability.
- Excellent analytical, numerical and problem-solving skills.
- Ability to interpret and analyse large volumes of technical and operational data.
- Strong production forecasting, reconciliation and variance analysis skills.
- Strong understanding of mining costs, productivity and operational efficiency.
- Ability to identify deviations from plan and develop practical corrective actions.
- Advanced computer literacy, including Microsoft Excel and mine planning software.
- Strong technical report-writing and presentation skills.
- Excellent stakeholder engagement and cross-functional coordination skills.
- Ability to work independently, exercise sound technical judgement and make decisions under operational pressure.
- High level of attention to detail, planning discipline and commitment to data accuracy.

Personal Attributes

- Strong leadership and professional integrity.
- Results-oriented and commercially aware.
- Strong safety and environmental focus.
- High level of accountability and ownership.
- Proactive approach to identifying and resolving operational challenges.
- Sound judgement and decision-making ability.
- Strong communication, interpersonal and negotiation skills.
- Ability to challenge non-compliance professionally and constructively.
- Ability to work effectively with contractors, operational teams and senior management.
- Commitment to continuous improvement and operational excellence.

Key Perfomance Expectation

- The successful candidate will be expected to demonstrate measurable contribution to:
- Achievement of approved coal and waste movement targets.
- Compliance of mining activities with approved mine plans and designs.
- Improvement in contractor performance and KPI compliance.
- Accuracy of production forecasts and mine plans.
- Reduction in plan-versus-actual variances.
- Optimisation of stripping ratios, coal recovery and mining sequences.
- Effective control of mining costs against budget.
- Timely identification and mitigation of production risks.
- Continuous improvement in mine planning systems, processes and reporting.
- Effective integration between technical planning and mining operations.

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Apply

If you believe you meet the above qualifications and experience, please submit your application to the undersigned, enclosing a detailed CV, certified copies of qualifications certified by the Zambia Qualifications Authority (ZAQA), and three (3) traceable references. Applications should be sent with the subject line "Application for [Position Title] – [Applicant Name]" not later than **26th September 2026**

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