



Central West and Far West



# Local opportunities

Mining, exploration and geoscience sector



Regional  
NSW

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## Vocational Pathways At DP

Learn more about the vocational pathways at Alkane and explore the education and experience you require to work with us.



Resourcing tomorrow's technology

### About Alkane

Alkane Resources Ltd is an ASX and OTCQX (US) listed multi-commodity mining and exploration company with a focus on gold, zirconium, niobium and rare earths. Our projects are located in the Central West of New South Wales, in eastern Australia. Through our subsidiary Australian Strategic Materials, we are developing the Dubbo Project (DP), an exciting project based on one of the world's largest in-ground resources of rare metals and rare earths. Due to the size of the resource, the mine is expected to process 1 million tonnes of ore throughput per year over a period of 70 years or more.



### Taking care of the environment

Alkane Resources has a longstanding commitment to the environment. We invest heavily into preparing the land in and around our project sites before we start work, maintaining it throughout the life of the project, and rehabilitating it after the job is completed. As an Australian company with team members based throughout the Central West of NSW, we're focused on ensuring that we nurture and enhance our project sites by developing existing natural resources and undertaking offsetting activities to counteract the environmental impacts of our activities.

### Giving back to the community

Alkane is heavily involved with the communities living in proximity to our project sites. The presence of a mining project often means an influx of people, and an influx of spending, into the local area, and we're committed to ensuring that this spending benefits local people and local businesses. Our staff shop locally when they can, providing a boost for local businesses, and we continue to donate to, and sponsor, community services, infrastructure and projects.

### Careers at Alkane

Our mining and exploration activities create jobs and economic activity in the Central West of NSW. While many mining companies opt for a fly-in fly-out workforce, we choose to engage local people wherever possible, providing them with training and career opportunities and making them part of the Alkane team.

### Helpful links for careers in mining

[http://www.miningcareers.com.au/working\\_in\\_mining/professional\\_pathways](http://www.miningcareers.com.au/working_in_mining/professional_pathways)

[http://www.miningcareers.com.au/working\\_in\\_mining/trades\\_operator\\_pathways](http://www.miningcareers.com.au/working_in_mining/trades_operator_pathways)

[http://www.miningcareers.com.au/working\\_in\\_mining/australian\\_minerals\\_industry](http://www.miningcareers.com.au/working_in_mining/australian_minerals_industry)

<http://www.mea.edu.au/>

[http://www.miningcareers.com/make\\_a\\_start/education\\_and\\_training](http://www.miningcareers.com/make_a_start/education_and_training)

<http://hotrubble.com.au/#slide=4&slidelink=0>



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# Degree Qualifications



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## Operations Manager



### OPERATIONS MANAGER

1x

- Responsible for managing a multi-disciplinary team to ensure safe and effective management of all operations
- Bachelor level qualifications in engineering, production or similar
- Post graduate qualifications in chemical engineering, metallurgy, finance or mining related discipline (desirable)
- Significant experience in mine operations management
- Significant people management skills and experience

## Production Manager



### PRODUCTION MANAGER

1x

- Responsible for managing a large multi-disciplinary team to ensure effective operation of the mine process plant
- Bachelor level qualifications in chemical engineering / metallurgy
- Significant experience in production management
- Significant people management skills and experience

## Superintendent



### SUPERINTENDENT - ACID PLANT

1x

- Responsible for managing a multi-disciplinary team to ensure safe and effective management of the acid plant
- Bachelor qualifications in chemical engineering / metallurgy (desirable)
- Significant operational engineering experience
- Significant people management skills and experience

## IT Officer



### INFORMATION TECHNOLOGY OFFICER

2x

- Responsible for managing IT infrastructure and providing general IT advice and support
- Bachelor level qualifications in information technology or relevant equivalent experience

## Lab Technician



### SENIOR LABORATORY TECHNICIAN

8x

- Responsible for the preparation and analysis of final product samples and conducting process investigations
- Bachelor level qualification in industrial chemistry or significant skills and experience in an industrial laboratory

## Engineer - Acid Plant



### ENGINEER - ACID PLANT

2x

- Responsible for overall operation of the plant, handling technical issues and identifying and recommending process improvements
- Bachelor qualifications in chemical engineering / metallurgy
- Previous acid plant or cogeneration experience

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# Degree Qualifications



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## Technical Manager

### TECHNICAL MANAGER

1x

- Responsible for managing a large multi-disciplinary team of technical experts to ensure high quality technical advice is delivered and establish optimal output of the mine
- Bachelor level qualifications in chemical engineering / metallurgy
- Mechanical and processing background
- Several years process engineering experience
- Significant people management skills and experience



## Process / Mining Engineer

### PROCESS / MINING ENGINEER

4x

- Responsible for providing advice associated with the optimisation of the mineral extraction process
- Bachelor level qualification in chemical, metallurgical, or mining engineering
- Graduate diploma or masters of metallurgy (desirable)
- Previous mining, chemical, metallurgical engineering or heavy industry experience



## Geologist / Mine Planner

### GEOLOGIST / MINE PLANNER

1x

- Responsible for the development of a mining plan by assessing the mine site to determine a suitable mining location
- Bachelor level qualifications in geology
- Mine planning experience / qualifications



## Maintenance Manager

### MAINTENANCE MANAGER

1x

- Responsible for managing the entire maintenance team which is made up of a diverse group of technicians and other professionals
- Bachelor of mechanical engineering
- Significant maintenance management experience for a large and complex site, ideally within the mining or minerals processing industry
- Strong people management skills and experience



## Project Engineer

### PROJECT ENGINEER

6x

- Responsible for process development work, assessing process improvements, investigating yield increase and process optimisation
- Bachelor level qualifications in chemical metallurgical or mechanical engineering or related discipline
- Previous process engineering experience



## Enviro, Radiation & Safety Manager

### ENVIRONMENTAL, RADIATION & SAFETY MANAGER

4x

- Responsible for environmental and radiation monitoring, reporting and advice
- Bachelor level qualifications in environmental science or significant relevant experience
- Radiation safety qualifications or equivalent experience



## Metallurgical Accountant

### METALLURGICAL ACCOUNTANT

2x

- Responsible for accounting for all metallurgical flows within the plant, mass, energy and water balances and metallurgical accounting
- Bachelor level qualifications in Chemical engineering / metallurgy (desirable)
- Finance / accounting qualifications (desirable)



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# Degree Qualifications



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## Marketing Professionals

### MARKETING MANAGER

- Responsible for marketing of product to technical clients and offtake partners
- Bachelor level qualifications in chemical engineering / metallurgy / industrial chemistry / business
- Post graduate qualification or equivalent experience in marketing (desirable)
- Previous senior levels of marketing experience within the mining or chemical industries



1x

### MARKETING ADMINISTRATOR

- Provide marketing administrative support and advice, including activities such as organisation of events and creation of marketing materials
- Bachelor level qualifications in marketing or equivalent experience
- Previous experience in a marketing administration position



2x

### COMMUNITY RELATIONS OFFICER

- Responsible for managing public relations and community engagement
- Bachelor level qualifications in marketing, communications or relevant equivalent experience
- Significant previous experience in a community / public relations position



1x

## HR

### HUMAN RESOURCES BUSINESS PROFESSIONAL

- Responsible for providing operational and strategic HR advice and support to internal clients, including working closely with line managers to achieve business objectives through an engaged and enabled workforce
- Bachelor level qualifications in human resource management or relevant equivalent experience
- Previous experience in human resources in a mining or mineral processing operation



2x

## Finance & Accounting Professionals

### FINANCE & ADMINISTRATION MANAGER

- Responsible for managing the finance and administrative functions, including accounts, procurement / supply, HR, IT and security
- Bachelor level qualifications in finance / accounting or relevant equivalent experience
- CPA or CA
- Significant accounting experience with operational understanding / mining experience
- Experience in procurement, IT, HR & security preferred

1x

### FINANCE SUPERVISOR

- Supervises accounts staff and provides technical leadership
- Bachelor level qualifications in finance / accounting or relevant equivalent experience
- CPA or CA, with post CA / CPA experience
- Experience in a supervisory position preferred

1x

### MANAGEMENT ACCOUNTANT

- Plans, reviews and administers accounting systems and procedures, analyses the financial information needs, provides advice on financial planning and risk management, and provides management with reports to assist in decision making
- Bachelor level qualifications in finance / accounting or relevant equivalent experience
- CA / CPA (desirable)
- Previous experience in management accountant position

1x



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# Tertiary/Trade Qualifications



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## Technician

### ELECTRICAL & INSTRUMENTATION TECHNICIAN 16x

- Responsible for ensuring that all electrical / instrumentation is maintained and in good working order across the site
- Electrical / instrumentation trade qualifications
- Electrical apprenticeship opportunities also available

### MECHANICAL TECHNICIAN 28x

- Responsible for ensuring maintenance and effective mechanical operation of the plant
- Mechanical trade qualifications, such as fitter machining or boiler making
- Mechanical apprenticeship also available



## Power Operator

### POWER OPERATOR 4x

- Responsible for ensuring that power is functioning correctly within the plant
- Electrical trade qualifications
- High voltage qualifications
- Previous experience as a power operator, ideally within the mining industry



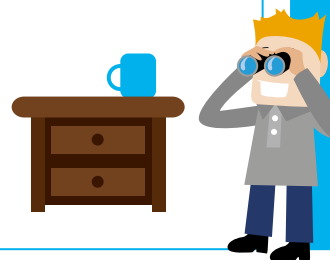
## Foreman

### ELECTRICAL FOREMAN 1x

- Responsible for supervising a team of electrical / instrumentation technicians
- Electrical / instrumentation trade qualifications
- Significant previous electrical process experience ideally within the mining industry
- Previous people management skills and experience

### MECHANICAL FOREMAN 1x

- Responsible for supervising a team of mechanical technicians
- Mechanical trade qualifications, such as fitter machining or boiler making
- Significant previous mechanical operations experience ideally within the mining industry
- Previous people management skills and experience



## Foreman

### ACID PLANT FOREMAN 1x

- Responsible for supervising the electrical / instrumentation and mechanical technicians within the acid plant
- Trade qualifications in either the electrical or mechanical discipline
- Significant previous acid plant experience (desirable)
- Previous people management skills and experience

### DAY FOREMAN 1x

- Responsible for daytime operations of the site, including water supply, road and rail deliveries
- HSC (desirable)
- Heavy vehicle licence (desirable)
- Front end loader licence (desirable)
- Previous operations experience within mining industry (desirable)
- Shift supervisor experience (desirable)
- Strong people management skills and experience

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# Tertiary/Trade Qualifications



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## Process Operator

### FIELD OPERATOR

8x

- Responsible for ensuring correct operation of processes within the sulphur plant - checking controls and parameters
- HSC qualification including chemistry (desirable)



## Trainer

### TRAINER

5x

- Co-ordinate and provide on-the-job and induction training to employees
- Trade background / operations background
- Years of experience as a process operator
- Certificate IV in workplace training & assessment (desirable)



## Shift Supervisor

### SHIFT SUPERVISOR - PROCESS PLANT

4x

- Responsible for leading the production team in the safe production of quality products within the process plant
- Trade qualifications in engineering, production or a related discipline or relevant equivalent experience (desirable)
- Previous operational production experience in a minerals processing or industrial environment (desirable)
- Previous people management skills and experience

### SHIFT SUPERVISOR - ACID PLANT

4x

- Responsible for leading the production team in the safe production of quality products within the acid plant
- Trade qualifications in engineering, production or a related discipline or relevant equivalent experience (desirable)
- Previous acid plant experience (desirable)
- Previous people management skills and experience



## Lab Technician

### LABORATORY TECHNICIAN

8x

- Responsible for the preparation and analysis of plant production and control samples
- HSC qualification including chemistry
- Certificate IV in laboratory techniques (desirable)



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Position titles, descriptions and number of positions are an estimate on current projections. These may change over time due to changing organisational needs.

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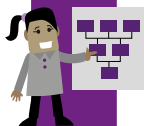


# Tertiary/Trade Qualifications



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## Supply Chain Professionals



### SUPPLY CHAIN MANAGER

1x

- Responsible for directing the process associated with the planning of procurement, production, inventory control, logistics and distribution
- Tertiary qualifications in logistics, procurement, supply and a certificate in procurement and supply (desirable)
- Significant experience in supply / procurement operations

### PURCHASING OFFICER

3x

- Responsible for the coordination and management of all purchasing activities
- Ensuring effective purchasing and delivery of goods and services
- Tertiary qualifications in procurement, purchasing or contract management (desirable)
- Previous experience in a similar purchasing, procurement or contract management position



## Supply Chain Professionals

### EXPORT SUPERVISOR

1x

- Supervise and provide advice regarding export services and procedures. Responsible for ensuring products are correctly containerised and dispatched to customers
- HSC
- Tertiary qualifications in administration (desirable)
- Previous export experience within the mining industry
- Experience in managing people

### EXPORT OFFICER

1x

- Coordinate and administer export activities. Responsible for ensuring products are correctly containerised and dispatched to customers
- HSC
- Post-school qualifications in administration (desirable)
- Previous export experience within the mining industry (desirable)



## Finance & Accounting

### ACCOUNTS PAYABLE OFFICER

3x

- Responsible for managing the accounts payable process
- Tertiary qualifications in accounting (desirable)
- Previous accounts payable experience



## Admin Professionals

### ADMINISTRATION ASSISTANT / SECRETARIAL SUPPORT

1x

- Responsible for the provision of administrative and / or secretarial support to senior managers
- Certificate IV in business administration or relevant equivalent experience (desirable)



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# On The Job Training



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## Supply Chain

### WAREHOUSE OFFICER

4x

- Responsible for providing materials, equipment and supplied by directing receiving, warehousing and distribution services
- Forklift licence and reach truck licence (desirable)
- Previous warehouse experience in similar industry (desirable)



## Plant Handler

### PLANT HANDLER

20x

- Responsible for loading sulphur (from stockpile) into the acid plant process and to maintain the sulphur stockpile
- Front end loader (FEL) licence (desirable)
- On the job training provided



## Control Room Operator

### CONTROL ROOM OPERATOR

8x

- Responsible for monitoring of the plant and equipment from computerised control room environment
- HSC with electronics and computing knowledge
- Operation control system experience
- Previous plant operation experience (desirable)



## Process Operator

### PROCESS OPERATOR

32x

- Responsible for ensuring that everything is operating correctly - checking controls and parameters. Ensure that their section is functioning correctly during their shift
- Various operator positions exist throughout the plant and process, including niobium operators, zirconium operators, rare earth operators, utilities operators, roaster / leach operators, filtrations operators
- HSC qualification including chemistry (desirable)
- On the job training provided

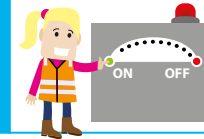


## Maintenance Planner

### MAINTENANCE PLANNER

4x

- Responsible for scheduling equipment and plant maintenance and plant shutdowns to allow maintenance work to occur
- Maintenance planning software knowledge and experience
- Maintenance planning experience within a manufacturing or mining environment



## Farm Manager

### FARM MANAGER

1x

- Organise and manage farmland within owned land and surrounding land including biodiversity offsets. Engage with the farming community
- Management of farm
- HSC qualification
- Finance, agricultural science or farm management qualifications (desirable)

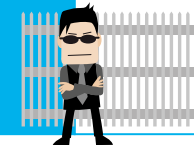


## Security

### SECURITY OFFICERS

10x

- Responsible for ensuring security of mining staff and asset protection for mine equipment and the site
- NSW security licence (desirable)
- Current drivers licence
- Current first aid certificate (desirable)
- Previous mine security experience (desirable)



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# On The Job Training



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## Mining Operator



### MINING OPERATOR

12x

- Responsible for driving trucks and bulldozers for the purpose of excavation
- HSC (desirable)
- Heavy vehicle licence (desirable)
- Front end loader licence (desirable)
- On the job training provided

## Water Supervisor



### WATER SUPERVISOR

1x

- Responsible for ensuring safe and effective working of site water systems
- Drivers licence required to travel across site to check pipes, pumps and dams
- On the job training provided

## Rehab Operator



### REHAB / TAILS OPERATOR

2x

- Responsible for the profiling of solid waste in residue facility and using either a front end loader or bulldozer to distribute
- HSC (desirable)
- Drivers licence
- Bulldozer and / or front end loader licence (desirable)

## Road Operator



### ROAD OPERATOR

3x

- Responsible for transporting containers to various areas of the site and returning them empty for processing
- Heavy vehicle licence (desirable)
- Previous site transportation experience (desirable)
- On the job training provided

## Crushing / Milling Operator



### ORE CRUSHING / MILLING OPERATOR

4x

- Responsible for operating the crusher and milling equipment, including feeding material into the crusher via a front end loader
- HSC (desirable)
- Front end loader licence (desirable)
- On the job training provided

## Logistics Supervisor



### LOGISTICS SUPERVISOR

1x

- Responsible for the logistics associated with a high volume of trucks coming on and off site on a daily basis
- Heavy vehicle licence (desirable)
- Previous heavy vehicle logistics management experience (within the mining industry is desirable)
- Experience managing people

## Product / Train Operator



### TRAIN OPERATOR

3x

- Responsible for loading and unloading trains and trucks using a container forklift
- 40 tonne forklift licence (desirable)
- Previous container unloading experience

### PRODUCT TRANSPORT OPERATOR

1x

- Responsible for transfer of products onto trucks
- Forklift licence (desirable)
- Basic admin skills and experience

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For more details about the qualifications needed for these jobs, check out the vocational pathways fliers.



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 A High Grade Gold and base metals producer.  
**Mineral Industry Careers**

## HAVE YOU CONSIDERED A CAREER IN MINING ?

IF YOU.....

THEN MINING MIGHT BE FOR YOU BECAUSE ...

Want financial reward

Mining pays well! Salaries can vary depending on the role but if you work in mining, you have the potential to make a comfortable living!

Are looking for adventure and opportunities to relocate

If you want to travel or relocate to a new country or region, mining allows you to do that. Mining is done all over the world and in different climates. As a professional, you have plenty of opportunities to travel to different countries, work in a variety of environments, and excavate almost any natural resource.

Are fascinated with evolving and changing work environments

Mining is an industry that is always evolving. New computer programs, technologies, equipment, locations, other tools and safety protocols are continually changing the industry and how tasks are completed.

Are looking for growth and training opportunities

The continued changes of this exciting industry create many opportunities for ongoing staff growth and development. Every time a new piece of equipment or procedure is introduced, employees go through training to learn of the latest trends and advances.



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**MINERALS INDUSTRY CAREERS.  
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Geology/Geoscience**

**WHAT DOES A GEOSCIENTIST DO ?**

Geoscientists study the nature, composition and structure of the earth to increase scientific knowledge, locate materials and minerals, and advise on the extraction of minerals, environmental protection and rehabilitation of land after mining.

Geoscientists may specialize as a Field/Exploration Geologist, Geochemist/Mineralogist, Geomorphologist, Hydrogeologist/Hydrologist, Mathematical Geologist, Mine Geologist, Paleontologist, Stratigrapher or a Structural Geologist.

Geoscientists in the minerals industry may perform the following tasks:

- Explore specific areas of the earth to determine its structure and the types of rocks or minerals that exist
- Study rock core, cuttings and samples
- Study geostatistics and sampling theory
- Undertake magnetic and gravity surveys
- Examine specimens in the lab using optical, x-ray and electron microscopes
- Assist in determining the economics of extraction

- Plan drilling programs to probe below the surface for minerals
- Contribute to environmental impact assessments
- Use computers to integrate and interpret data
- Prepare mathematical models to describe processes and predict future situations
- Prepare geological reports
- Supervise and coordinate the work of field officers and drilling contractors

**PATHWAYS**

Entry is generally through a bachelor degree or higher qualification ie Bachelor of Engineering (Mining Geology) or Bachelor of Science (Mineral Exploration and Mining Geology) just to name a couple. In some instances relevant experience, such as Vacation work, is also required.



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### JUMBO OPERATOR

Jumbo Operators are responsible for drilling faces using a Jumbo. Incumbents may hold an appropriate blasting permit and normally have extensive knowledge of underground mining techniques.

### JUMBO OFFSIDER

A Jumbo Offsider provides the third and fourth arms for the Jumbo Operator. They are also the standby Jumbo Operator, who can fill in at a moments notice. Is generally a highly skilled allrounder, who is competent at most roles within the mining environment.

### LOADER OPERATORS

Loader Operators are responsible for the transporting or bogging, waste rock and soil or ore into trucks or to different parts of a mining operation.

### GRADER OPERATORS

Grader Operators are responsible for the safe and efficient operation of graders to spread and level materials on site.

### TRUCK DRIVERS

Truck drivers are responsible for the collection and haulage of ore and mullock.

## MINERALS INDUSTRY CAREERS. RICH IN DISCOVERY. Underground Operators

### CHARGE UP PERSON (Shotfirer)

A shotfirer in the minerals industry assembles, positions and detonates explosives at mining sites to dislodge rock or soil.

### NIPPER

Nippers are the 'gophers' (go for this, go for that) of the mining cycle. They need to ensure all the equipment the Production Driller, Ground support driller or Jumbo Operator requires eg drill rods, bits, rock bolts, mesh, explosives etc are available and on the job ready for use.

### CREW SERVICES

Crew Services personnel do work associated with construction (brick walls, vent walls, pumping stations) Mine Services (plumping, air lines, drainage). They require a good knowledge of technical drawings, plans and general mine infrastructure.

### CRUSHER OPERATOR

Crusher Operators operate the hoisting system underground. Their primary responsibility is ensuring the ore mined underground is crushed to a specific size and hoisted via the main shaft to the surface for processing in the Mill



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## MILL OPERATORS

### Entry Level Operators

These roles are responsible for maintaining optimum process efficiency by monitoring and adjusting process controls. Specific duties include inspecting the workplace for hazards and equipment failures, undertaking regular sampling, testing and other quality control activities, starting up, shutting down, monitoring and adjusting the production circuit, responding to malfunctions or anomalies in the production process and maintaining accurate records of sampling and quality control.

As you gain experience in the various areas of the mill circuit you will move through the levels ie L1, L2 and L3 Operators.

The next step would be to become a Leading Operator then a Supervisor.

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**RICH IN DISCOVERY.**

**Mill Operators**



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# MINERALS INDUSTRY CAREERS. RICH IN DISCOVERY. Mining Engineering

## WHAT DOES A MINING ENGINEER DO ?

Mining engineers plan and direct the various engineering aspects of extracting minerals from the earth. They prepare initial plans for the type, size, location and construction of open pit or underground mines.

The sorts of things that a mining engineer oversees at a mine includes:

- Conduct investigations of mineral deposits and undertake evaluations in collaboration with geologists, other earth scientists and economists to determine whether the mineral deposits can be mined profitably
- Prepare plans for mines, including tunnels and shafts for underground operations, and pits and haulage roads for open cut operations using computer aided design packages
- Prepare the layout of the mine development and the way the minerals are to be mined
- Plan and coordinate the employment of mining staff and equipment with regard to efficiency, safety and environmental conditions
- Consult with geologists and other engineers about the design, selection and provision of machines, facilities and systems for mining, as well as infrastructure such as access roads, water and power

- Operate computers to assist with calculations, prepare estimates on the cost of the operation and control expenditure when mines come into production
- Oversee the construction of the mine and the installation of plant and equipment
- Make sure that mining regulations are observed, including the proper use and care of explosives, and the correct ventilation to allow the removal of dust and gasses
- Conduct research aimed at improving efficiency and safety in mines
- Establish first aid and emergency service facilities at the mines

## PATHWAYS

University degree—Bachelor of Engineering (Mining Engineering)

Students studying mining engineering cover a broad range of subjects such as mining technology, rock mechanics, ventilation, geology, metallurgy, surveying, economics and finance, management, health and safety, environmental principles and computer applications. Mining Engineers can go on to specialize as Geotechnical Engineers by completing post graduate studies.



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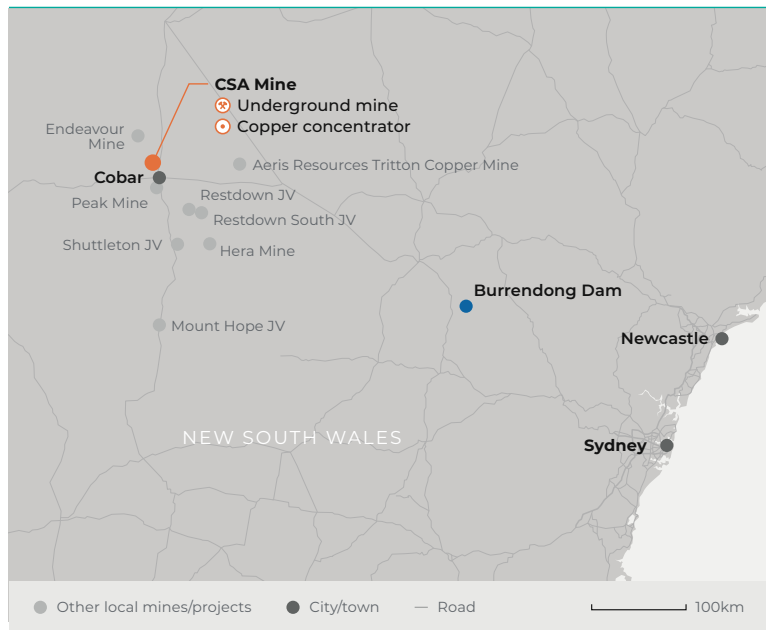
# CSA MINE

July 2020

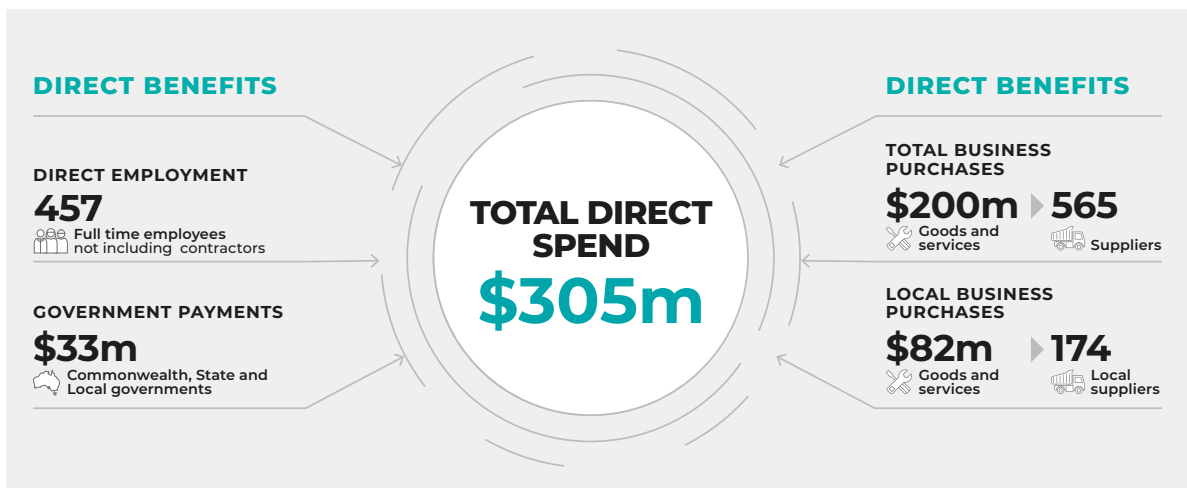
Glencore’s CSA Mine is one of Australia’s highest grade copper mines and employs about 670 people, including contractors. The majority of our workforce live in Cobar or elsewhere in the Barwon district. In 2019, CSA Mine contributed \$305 million to the local, state and national economies in wages, spend on goods and services, payment of taxes and royalties, capital and sustaining investment and local community partnerships.

## About CSA Mine

- Located 11 kilometres north-west of Cobar.
- Production of about 50,000 tonnes of copper in concentrates each year.
- Second highest grade copper mine in Australia.
- Fourth highest grade copper mine in the world.
- One of Australia’s deepest underground mines (1.75 km deep).
- The deposit was discovered in 1871 and named after the nationalities of its initial owners (a Cornishman, a Scotsman and an Australian).
- Development began in the early 1900s and the site transitioned to an underground operation in 1965.
- Glencore acquired CSA Mine in 1999 and the mine is currently forecast to produce until 2034.



## Our contribution



All dollar figures in this document are AUD, and relate to the 2019 calendar year, unless otherwise stated.

## Our values

Glencore is committed to running a profitable business in a safe, efficient, responsible and sustainable manner. Our values reflect our purpose, our priorities and the beliefs by which we conduct ourselves. They define what it means to work at Glencore, regardless of location or role.



Safety



Integrity



Responsibility



Openness



Simplicity



Entrepreneurialism

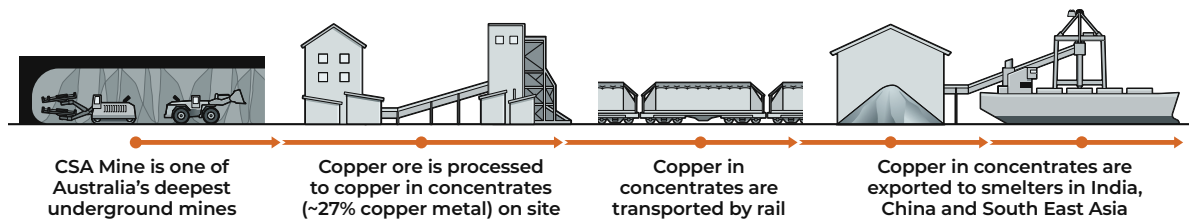
## Our people

At CSA Mine, our workforce is made up of a diverse range of people with a diverse range of skills. We employ mining and metallurgical engineers, plant and vehicle mechanics, welders, electricians, geologists, environmental scientists, diesel fitters, health & safety experts, surveyors, maintenance planners, development operators, drill operators, boilermakers, plumbers, accountants, project managers, electrical and mechanic engineers, IT and operational technology specialists.

We provide our employees with the scope to shape their own career path and assess each individual on his or her merit. We reward people who perform for the business, in the process recognising and nurturing talent, ambition and entrepreneurialism. And we also value wisdom, maturity and responsibility.

We also offer in-house graduate opportunities and apprenticeships across a wide variety of trades, including electrical, mechanical, fabrication, plumbing, carpentry and diesel fitting. In the process we help grow tomorrow's talent with nationally-recognised trade qualifications and strong career pathways for the future.

## Our production process



## Our products in use

The copper we produce at CSA Mine is used in a wide range of products and is central to a clean energy future.

From electronics, renewable energy and Electric Vehicle batteries, copper has a vast range of household and industrial uses. It is found in products we use every day – such as smart phones, electrical wiring, electricity production and transmission, circuit boards of iPads and Xboxes, plumbing, air conditioning units and car batteries. It is the preferred metal in many of these applications because of its superior electrical conductivity and ability to head up and cool down quickly.

Copper is expected to play a major role in enabling the global transition to a low carbon economy. It is the best non-precious conductor of heat, cooling and electricity and drives energy efficiency. Found in wind turbines and solar panels, it is also 100% recyclable.

By 2030, experts predict there will be 140 million Electric Vehicles on the road around the world. Each Electric Vehicle battery contains an average of 84 kilograms of copper. Global copper demand for EVs alone is expected to be equivalent to approximately double the total predicted supply from all existing and probable mine projects.



FOR MORE INFORMATION ABOUT OUR OPERATIONS AND JOB OPPORTUNITIES, PLEASE VISIT:

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[www.glencore.com/careers](http://www.glencore.com/careers)

[linkedin.com/company/glencore](https://linkedin.com/company/glencore)

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# Additional local opportunities

- ▶ Centennial Coal  
[centennialcoal.com.au](http://centennialcoal.com.au)
- ▶ CMOC Northparkes  
[northparkes.com/one-team/working-at-northparkes](http://northparkes.com/one-team/working-at-northparkes)
- ▶ Newcrest Mining  
[newcrest.com/careers/graduate-and-vacation-programmes](http://newcrest.com/careers/graduate-and-vacation-programmes)
- ▶ CBH Resources  
[cbhresources.com.au](http://cbhresources.com.au)
- ▶ Perilya  
[perilya.com.au/our-business/operations/broken-hill](http://perilya.com.au/our-business/operations/broken-hill)



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