



Management

Mine Manager

A mine manager is responsible for the overall management of the mine including planning, budgeting, staffing, cost containment, and profitability. Mine Managers oversee and analyse operations, making recommendations when necessary to ensure production quotas and procedures are met. They prepare production reports for review by senior management, confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials and they evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, making changes to work schedules or equipment when necessary. Mine Managers typically hold Mine Managers certificates, statutory certificates and have many levels of responsibility. From a legal and ethical standpoint, the first duty of a mine manager is to provide and maintain a safe and healthy work environment. Similarly, a mine manager is responsible for ensuring compliance with applicable environmental regulations. A mine manager accomplishes most of his or her work through the efforts of others. The ability to select, train, develop, and utilise the skills of supervisors, professionals, miners and support staff is the key to success in this job. In most instances, a mine manager also represents the company in the community. A mine manager is expected to meet with landowners, public officials, and other parties to resolve property issues and community issues related to mining activities. Different states will have different statutory/legal requirements.

Mill/Plant Manager

A plant manager is responsible for the overall management of the mill or plant including planning, budgeting, staffing, cost containment, and profitability. Mill/Plant managers have many levels of responsibility. They oversee and analyse operations,

making recommendations when necessary to ensure production quotas and procedures are met. From a legal and ethical standpoint, the first duty of a mill/plant manager is to provide and maintain a safe and healthy work environment. Similarly, a mill/plant manager is responsible for ensuring compliance with applicable environmental regulations. Mill/Plant managers accomplish most of their work through their employees. The ability to select, train, develop, and utilise the skills of supervisors, technical professionals, operators and support staff is the key to success in this job. In most instances, a mill/plant manager also represents the company in the community. A mill/plant manager is expected to meet with landowners, public officials, and other parties to resolve property issues and community issues related to processing activities.

Chief Executive Officer

Chief Executive Officers (CEOs) plan, organize, direct and control, through their managers and employees. They formulate policies which establish the direction to be taken by their company, either alone or in conjunction with other members of a board of directors. They establish objectives for the company and formulate or approve policies and programs. They authorise and organise the establishment of major departments and associated senior staff positions, allocate funds to implement company policies and programs; establish financial and administrative controls; formulate and approve promotion campaigns; and approve overall personnel planning. CEOs select or approve the selection of middle managers, directors or other executive staff and coordinate the work of regions, divisions or departments. They represent the company or delegate representatives to act on behalf of the company in negotiations or other official functions.

PROFILES

FRAN BURGESS

BSc Tech (Mineral Processing), Masters Qualifying, B Applied Economics, B Applied Sc (Environmental Management) FAusIMM, Grad T IEAust, General Manager Zinifex Rosebery Mine

What formal qualifications do you have?

Originally from Broken Hill in NSW, I completed a Bachelor Science (Technology) in 1982, majoring in Minerals Processing, and completing Master's Qualifying in 1984. In 1995 I completed a Bachelor of Applied Economics with the University of South Australia and in 2000 obtained a Bachelor of Applied Science majoring in Environmental Management with Murdoch University. The first degree was completed part-time while working as a Cadet Metallurgist in Broken Hill and the other two were completed via distance education, whilst working in the mining industry. Currently enrolled in an MBA with Deakin University.

Why did you choose your particular career(s)?

I was attracted to employment in the resources sector at a young age and was able to fulfill my dream by being accepted as the first female cadet in Broken Hill in February 1978.

What you have done?

I have worked for North Broken Hill Ltd, Normandy Ltd, Pasminco Ltd and now Zinifex Ltd, during a career spanning 28 years. I have held technical and management positions in Metallurgy with both Normandy and Pasminco, the most recent at the 5mtpa Pasminco Century Mine, where I was the Manager Metallurgy. I was promoted to General Manager at Zinifex Rosebery Mine, Tasmania in September 2003. I have a passion for safety; the environment and ensuring personnel make the most of their time at work. I love mineral processing, in particular flotation, however grinding and gravity separation are high on my list as well.

Do you have any regrets about how your career has developed?

I have not had time to do my Master's in Flotation and then a PhD. It is still on my list of objectives for the future.

What you have enjoyed most about your profession(s)?

Working with people of all different walks of life and enjoying the differences and challenges.

My most favorite time is commissioning new plant and working with people to get the project up and working well.

What are the negatives and low points in your career?

I haven't had many low points, I have always felt privileged to be in the industry – people who put me on at North Broken Hill had to make a paradigm shift and I have always been grateful for that. I was retrenched in 1982 due to a down turn in the industry and no guarantee of a job when you complete a cadetship – I could have taken longer to do my course and the retrenchment would not have occurred. However, I would not be the person I am today.

For someone considering a career in your profession are there any words of wisdom to pass on to them?

Always do your best and only expect from others what you yourself would do, i.e. do not ask others to do something you would not do yourself. Treat people with respect and the way you wish to be treated and you should not have any issues. Have a balance between work and home. Enjoy every minute as time goes very fast.