

INTERNAL and EXTERNAL ADVERTISEMENT
WESIZWE PLATINUM LIMITED IS AN EQUAL OPPORTUNITY EMPLOYER.

Job Title	
RISK AND COMPLIANCE SPECIALIST	
Job Function	
Core / Support:	Support
Department:	Corporate Affairs
Job Type:	Permanent
Location:	Bakubung Platinum Mine - Rustenburg
Role Description	
<p>The role of the Risk and Compliance Specialist includes, management of risks, social impacts and compliance of the Bakubung Platinum Mine in line with all regulatory and best practice standards. This role shall ensure the development of governance, update of all risk and legislative compliance and implement Ethics strategy. Coordinate activities with other disciplines to accomplish levels of sustainable development to include Sustainability (Social and Economic), SHERQ, Risk Management, Climate change and Compliance. The role reports to Corporate Affairs Manager.</p>	
Education and Experience Requirements	
<ul style="list-style-type: none"> • Bachelor's degree in Governance, Risk and Compliance Management or equivalent qualification • A minimum of 5 years' experience and familiarity with Enterprise Risk Management (ERM), operational risk management, ethics and regulatory compliance • Certification/ experience in Baseline WRAC, formulation and management • Knowledge and experience in Bow-tie risk systems/ applications and assessment • Qualification in Social Impact or Human Rights Impact Assessment is beneficial 	
Job Requirements	
<ul style="list-style-type: none"> • Support system configuration for the Compliance and Enterprise Risk Management (ERM). • Designing and implementing an overall risk management process for the organisation, which includes an analysis of the financial impact on the company when risks occur • Performing a risk and impact assessment: Analysing current risks and social impacts and identifying potential risks and social impacts of the operation • Performing a risk and mitigation control monitoring & evaluation • Establishing the operations risk and social impact tolerance level • Preparing Corporate Affairs risk and impact mitigation and assurance budgets • Development of risk management procedures and policy guidance • Risk and impact reporting tailored to the relevant audience. • Identification and management of external risk posed by corporate governance to stakeholders • Creating business continuity plans to limit risks and social impacts • Conducting policy and compliance audits, which will include liaising with internal and external auditors • Establishing governance and compliance controls and systems for Corporate Affairs • Assessing new project or business proposals/ activities for potential risks and social impacts and providing advisory on the development of mitigation controls • Building risk and social impact awareness amongst staff by providing support and 	

training within the company

- Conducting and developing Bow-tie Risk Assessments for Priority Unwanted Events
- Tracking and trend analysis of early warnings and emerging risks and social impacts
- Tracking and managing compliance needs and regulatory/ permitting standards
- Ensuring that ethical procedures are implemented and consistently adhered to throughout the organization.
- Maintain the ethics culture and enforcement of Code of Conduct & Ethics.
- Offer support to ensure all aspects of the company's operations in order to ensure that they are consistent with the company's code of ethics.
- Support the Contracts specialist in the maintenance of the legal compliance responsibility
- Maintain and update the Company Wide policy register.
- Maintain and update companywide baseline WRAC.

Skills Required

- Risk Management
- Ability to report on company progress on risk and social impact management, compliance and highlight gaps
- Understand risk management related compliance for the company.
- Providing advisory and support on ethics related matters and be an internal point of control for ethics.
- Attention to Detail
- Critical Thinking
- Interpret Relevant Laws, Rules, and Regulations
- Issue Management
- Policies, Procedures, and Guidelines Management

Should you be interested in applying for this position, please send your CV with relevant qualification copies to Recruitment@wesizwe.com **on or before the 19th July 2024**. Should you not hear from us within 21 days after the closing date of this advert, kindly consider your application unsuccessful. For telephonic enquiries: 014 004 1135.