

African Rainbow Minerals

African Rainbow Minerals is a leading diversified mining and minerals company with world-class employees. ARM's growth and success is thanks to its entrepreneurial spirit and innovation; after all, 'We do it better'.



Business Activities:

Mining

Organisational Culture:

ARM fosters an entrepreneurship culture with a world-class management team. The business thrives on diversity.

ARM's culture is largely informed by the agility of its small, dynamic team. Without cumbersome management layers in place, the entrepreneurs at the company's helm have successfully imparted a culture that's marked by innovation, flair and ambition.

The company seeks people who are able to embrace this culture; who display their own sense of uniqueness and innovative thinking. ARM therefore favours applicants who can show that they have qualities that set them apart from the average, especially when it comes to ambition, the willingness to go the extra mile, and creative thinking. In terms of qualifications, ARM looks out for graduates in technical disciplines, such as engineering, metallurgy, geology and mine survey.

However, the company also offers opportunities for people who have not attended university, through learnership programmes supported by mentoring and coaching.

Added to this, bursaries are made available to certain students. ARM maintains ongoing contact with these individuals to ensure they are deriving optimal benefit from their studies. For example, quarterly visits are made to students' schools and campuses to check their academic and social progress.

ARM also lays the foundation for a networking platform and provides mentorship meetings where students can interact with the company's senior managers and even board members. This accessibility is made possible through the company's flat structure. It is possible to forge a relationship with the company as a student by participating in vacation work.

As part of the organisation, candidates will find that ARM offers a plethora of opportunities within the mining sector.



Jarno Janse van Vuuren:
Bachelor of Mining
Engineering
(University of Pretoria)

The Grad Perspective

The best part of a career at ARM, according to Jarno, is the exposure to fresh challenges every day. 'I obtain enormous satisfaction from overcoming these challenges and learning as much as possible, as quickly as possible,' he says.

Janse van Vuuren is a member of ARM's Professional in Training programme, under which he has been seconded to Xstrata Coal. 'I have just completed my National Certificate in Coal Mining Operations and am looking forward to entering the production side. I am also enrolled in Wits Business School's New Managers Programme,' he informs.

So, what's it like working at ARM? 'The company has shown great interest in my career, and I've enjoyed access to many opportunities because of the scope for participating in operations besides my own division. Every individual I have met has offered help and advice to enable me to progress as quickly as possible.

'All in all, it's an excellent workplace in terms of personal and professional growth opportunities.'



Total staff: 22 776
Total graduates recruited annually: 15-20
Average starting salary for graduates:
R310 000-R350 000 per annum
Male/female staff component: 70% male;
30% female

Graduate Recruitment Contact

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GRADUATE DEVELOPMENT PROGRAMME 2011

ARM is a leader in niche diversified mining and an investor in skills development. We are offering a rare and rewarding opportunity to talented graduates.

The Graduate programme based at various mining sites, is part of its initiative to fast track the careers of exceptionally bright and diligent graduates to management roles after a training period.

Graduates in the following fields are sought to participate in the programme for an 18-24 months' period:

▶ Mining Engineers
▶ Metallurgists
▶ Geologists
▶ Electrical Engineers
▶ Mechanical Engineers
▶ Mine Surveyors
▶ Accountants
▶ Human Resource Practitioners
▶ Chemists

The successful candidates will possess a relevant degree/diploma (NQF 6 qualification) and will be required to undergo psychometric assessments in addition to a structured interview.

Interested applicants should please forward a comprehensive CV, including certified copies of qualifications, for the attention of:

HUMAN RESOURCES DEPARTMENT
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We do it better

www.arm.co.za