

Highly Sought after Mine Managers: What qualifications, responsibilities and duties are of great importance to mining companies?

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ABSTRACT

Traditionally, operating mining companies offered mine manager positions to long-serving shift supervisors (bosses) with very good track record in decision making. With numerous challenges posed by global economic cycles, mining companies' commonly sought after mine manager's qualifications, responsibilities and duties are showing a new trend and focus that include: mining engineering education, proven experience, certification, health and safety, environment, meeting of production and financial goals, interpersonal relationships and other top leadership qualities. This paper focuses on the analysis and findings associated with the samples of job advertisements data collected from 2018 up to 2021. The study demonstrates the shift in hiring practices that emphasizes on many different and challenging aspects of mine management. The prevailing hiring trend highlighted in this paper provides avenue for discussion and standardization of mine manager's role globally, regionally or by countries like Canada, USA and Australia with similar mining regulations. This work offers mining professionals and academic institutions an opportunity to redesign or develop mine management education and training tailored for the current and future needs of the mining industry.