

## Merian Gold Mine – Paramaribo, Suriname

Newmont Suriname was established in 2004 as an entity of Newmont Mining Corporation and is headquartered in Paramaribo, Suriname. The Newmont Merian Project is located approximately 60 km south of Moengo in a largely undeveloped part of the country with the nearest permanent settlement, Langa Tabiki, approximately 17 km east from the Project site. Strong support from host communities and the government of Suriname strengthen Newmont's ability to deliver safe, profitable production with significant upside potential and opportunity for employees, host communities and shareholders. The construction phase of the Merian project has commenced in August 2014, and the mining and milling operations is scheduled to start in 2016.

Newmont is committed to building a culturally diverse workforce that represents the communities in which we operate and strongly encourages applicants from Surinamese nationals and women. Our culture embraces diversity, engages employees, fosters innovation, rewards high performers and develops great leaders.

To create the most optimal business, working and production conditions Newmont actively engages with all stakeholders, which include government at all levels, local community and its leadership, contractors and sub-contractors, as well as specialized government institutions, private sector organizations and non-governmental organizations.

### **Business Improvement Specialist**

#### ***Purpose***

Effectively manage the Business Improvement (BI) program at the Merian operation. Facilitate the identification, planning and execution of BI projects to create value and keep the business competitive amongst its peers. Provide continuous improvement coaching and support, motivating employees in the improvement of their departments. Provide requested deliverables on schedule, on budget using standard Business Improvement methodologies. Effectively manage the Full Potential program and project portfolio implementation. This role impacts all site functions.

#### ***Dimensions***

Business Improvement programs (e.g., Full Potential) require interaction, influence and impact with a wide range of internal and external stakeholders from all levels of the organization, such as site leadership team, managers, superintendents, general supervisors, operational and support staff, regional and corporate leads, consultants, contractors and vendors.

The incumbent will work closely with BI project leads and teams, communicating with work stream managers and site leadership team to ensure the set performance and financial improvement targets are met. Position has no direct reports.

#### **ESSENTIAL DUTIES**

- Organize Full Potential program deployments (Refresh) including funding, site communications, and stakeholder engagement; effectively source and deploy consultants, SME's and regional support. (75%)
  - ✓ Lead senior leadership and cross-functional project teams in the identification, assessment, development and validation of business improvement opportunities.

**You are invited to submit your resume in confidence.**

Paramaribo Office

Van 't Hogerhuysstraat 15, 4<sup>th</sup> floor

Paramaribo, Suriname S.A.

<https://www.surgold.com>

Email: [Surinamerecruitment@newmont.com](mailto:Surinamerecruitment@newmont.com)

- ✓ Facilitate the execution, tracking and closure of strategic and complex projects to safety, quality, cost, schedule and performance expectations, developing well-defined roles and structure to progress BI projects.
- ✓ Support site wide continuous improvement efforts to enhance business processes, systems and tools with the application of BI methodologies, principles and best practices.
- ✓ Train and coach BI project leads in delivery of the improvement projects.
- ✓ Lead valuation of BI project benefits and inclusion in Business Plan and forecasts.
- Monitor and control progress, costs and benefits of BI projects; monthly reporting of status and benefits.(10%)
- Sharing of lessons learned and success stories through Rapid Replication and Community of Practice (CoP). (10%)
- Anticipate, identify and resolve issues/risks tied to the execution of the Business Plan; eliminate obstacles that inhibit process maturity and escalates resolution when needed. (5%)

*The duties and responsibilities listed above are representative of the nature and level of work assigned and are not necessarily all-inclusive.*

**Report to:**

General Manager

**Constraints, Framework & Boundaries**

The Business Improvement Specialist role requires the incumbent's interaction with stakeholders from various levels of the organization to ensure the Business Improvement program ownership, continuity and value delivery. Per the process explained in the Full Potential Guidebook, external consultants and SME's typically support the idea generation (Diagnose) and CI project planning (Design) stages, handing over the CI project portfolio to the Business Improvement Specialist to manage the implementation and tracking of benefits (Delivery). It is the incumbent's responsibility to facilitate the review of CI projects and actions with site, regional and corporate leadership with the aim to maximize the long term benefits from the program, share success through global rapid replication, lessons learned and coordinate delivery of external support at any point, if required.

**Challenges**

The main challenge of the job is to maintain the focus and engagement of the Full Potential program by influencing or managing without authority, a broad base of stakeholders from various levels of the organization to established timelines.

**Working Conditions/Environment**

Based at Merian Mine, position may be required to travel to, and assist other domestic and international sites.

**Working Relationships**

This position maintains a close working relationship, influence and impact with a wide range of internal and external stakeholders from all levels of the organization, such as site leadership team, managers, superintendents, general supervisors, operational and support staff, regional and corporate leads, consultants, contractors and vendors.

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The incumbent is closely involved in the process of evaluating, assessing options and doing trade off studies to set the business strategy for the site.

### **Skills, Knowledge & Experience**

- Engineering or Administration Bachelor's Degree preferred
- 7+ years of business experience
- 2+ years in facilitating, project management and training
- Relevant Full Potential or process improvement experience
- Independent problem solver
- Strong writing and verbal skills
- Proven presentation skills to all levels of the organization
- Strong project management experience and value creation in a process improvement setting
- Good stakeholder and vendor management experience
- Previous management and supervisory experience of staff and functional process improvement teams

**Application closing date September 9<sup>th</sup> 2019**

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