



## Bastion

Bastion specialises in the production of high quality lime at its three mines in the North West province. It supplies dolomitic and high quality lime and gypsum products for agricultural and industrial purposes. Bastion, originally called Grasland, was registered in 1967 and shortly thereafter the subsidiary Oos-Transvaal Kalkverskaffers was bought, and the first operating lime deposits were part of the company. The company expanded its lime trade by acquiring three limestone deposit operations, namely Britten, Buhrmansdrif and Marico Lime. In 2018 Grasland announced its new brand name Bastion.

Bastion is a 50/50 percent joint venture between Senwes Limited and NWK Limited and the company's focus is to make the purchasing of natural lime products simple and low risk, in a way that promotes sustainability.

*Signium Africa has been exclusively retained to advise on appointing a results driven, ethical, assertive and decisive individual with proven leadership skills to the following key position:*

## MANAGING DIRECTOR: BASTION

The Managing Director reports to three Boards: Bastion Lime (as Executive Director), Oos-Transvaal Kalkverskaffers (as Executive Director) and Pelelani (as General Manager). The purpose of the Managing Director is to determine the Bastion group strategy and to plan, direct and coordinate resources with the help of supporting managers and staff, to effectively drive the Bastion brand and strategy and to successfully diversify the business across commodities.

### Key responsibilities:

- Ensure business performance/growth:
  - Identify and assess strategic business growth opportunities.
  - Enhance the competitive position of the business and balance it with equitable distribution of resources.
  - Define measurable goals that develop and enhance processes, systems and practices and provide the means and resources needed to accomplish the goals.
  - Put in place a business development infrastructure and build capability from within.
  - Manage profitability of the business.
  - Maximise the return on investment for shareholders.
  - Monitor and drive the implementation of strategy.
- Lead corporate culture and employee management.
- Maintain stakeholder relationships.
- Provide strategic direction:
  - Create and communicate a vision for the future of the business.
  - Formulate and communicate the strategic framework for the business over the next five years plus.
  - Responsible to effectively communicate and execute strategies for all three group entities.
  - Compile and maintain the business plan.
  - Generate and develop new business by growing market share, expanding product offerings and optimising channels to market.
  - Be the project leader and sponsor for long term projects that require budget, scope and schedule.

- Responsible for corporate governance:
  - Implement integrated and sustainable reporting.
  - Report to the Board on the performance of the company on a monthly basis.
  - Represent the companies at the Boards on a quarterly basis and report on all relevant agenda items.
  - Ensure business compliance on all levels and good governance practices are adhered to.
  - Responsible for signing off on all company policies.
- Responsible for sustainable development:
  - Ensure effective risk management.
  - Manage the balance sheet to facilitate future strategic goals.
  - Monitor financial viability of new projects.
  - Lead costs containment strategies.
  - Ensure that the company meets audit requirements.
  - Ensure and drive ethical business conduct.

#### **Minimum requirements:**

- Certified Engineer with a relevant engineering degree from a reputable university. A post graduate management qualification will be an added advantage.
- At least 10 years related experience with eight years proven management experience in a senior management position.
- Strategic planning and execution capability.
- Financial management and analytical thinking skills.
- Good communication skills.
- Experience in managing and executing large capital projects.
- Knowledge of establishment of business identity and marketing actions.
- Knowledge of contract negotiations.
- Knowledge of Mine Health and Safety Act and mine applicable company legislation.
- Knowledge of Companies Act legislation, specifically being a company Director.
- Knowledge of the agricultural lime mining industry will be an added advantage.
- Language proficiency in Afrikaans and English.
- Previous experience in developing high performance cultures.
- Experience in working with a wide range of stakeholders.
- Ability to represent the company in public and industry forums as well as media platforms.

#### **Personal profile/characteristics**

- Leadership skills.
- Planning and organising skills.
- Ability to manage change and adaptability.
- Ability to take action and seizing opportunities.
- Ability to embrace change.
- Ability to influence and persuade people rather than give instructions.

***Suitable candidates are invited to e-mail a detailed CV to [research@signium.co.za](mailto:research@signium.co.za) by close of business on Monday 13 March 2023. Enquiries may be directed to Annelize van Rensburg on 011 771 4800. Regrettably late applicants cannot be considered.***