

OUTSTANDING CAREER OPPORTUNITIES FOR GRADUATE MINING ENGINEERS



Various UK Locations

Highly Attractive Salary and Benefits

British Gypsum, a subsidiary of the international Saint-Gobain Group, is a major supplier to the UK construction industry and the country's leading manufacturer and provider of gypsum-based plastering and dry lining solutions.

It provides an extensive range of wall, wall lining, floor, ceiling and encasement systems, for the residential, commercial, refurbishment and maintenance sectors of the market.

The company acquires the majority of its gypsum from the 5 high efficiency mines it operates in attractive locations in England which all have an outstanding safety record.

As a result of planned expansion of mining operations and succession requirements, they are now able to offer outstanding career opportunities to graduate mining engineers who have obtained at least 2 years operational mining training with a leading mining organisation in a production environment.

They will have been exposed to all aspects of safety, mine planning, mine engineering, environmental controls and quality issues and now be looking to further enhance their operational experience and take on a role as a Production Shift Manager in the near term.

They will be attracted by the wider range of responsibility within these specialist mines than may normally be available at this level within major mining organisations.

Career development prospects are outstanding and in addition to progression within British Gypsum, outstanding success could ultimately result in the extension of their career in other Saint-Gobain Group operational business units.

The highly attractive, flexible and comprehensive reward packages include relocation expenses where required and are designed to attract response from high calibre individuals from the UK and overseas.

Please forward in absolute confidence a full curriculum vitae, quoting reference N3490 to Adderley Featherstone plc, Bowcliffe Court, Bowcliffe Hall, Leeds LS23 6LW, UK. Tel 0191 268 0310. Email adk@adderleyfeatherstone.com



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INTRODUCTION

British Gypsum is a part of Saint-Gobain, a world leader in the construction products market.

Saint-Gobain, the global leader in the habitat and construction markets, designs, manufactures and distributes building materials, providing innovative solutions to the challenges of growth, energy efficiency and environmental protection. With 2010 sales of €40.1 billion, Saint-Gobain operates in 64 countries and has nearly 190,000 employees.

In the UK and Ireland, some of the best known and respected companies in the construction industry are part of Saint-Gobain and operate in the following sectors:

Construction Products

The Construction Products sector includes the insulation, pipe, industrial mortars, exterior products and gypsum activities.

Insulation

- Saint-Gobain Isover
- Saint-Gobain Cultilene

Gypsum

- Artex
- British Gypsum
- Formula
- Gyproc
- Saint-Gobain Ecophon

Pipe

- Saint-Gobain PAM

Industrial mortars

- Weber

Innovative Materials – Flat Glass

The Flat Glass division produces flat glass, processes and distributes glass for the construction and automotive markets and produces specialty glass, including products for home appliances, fireproof glass and glass for electronic applications.

- Saint-Gobain Glass
- Saint-Gobain Sekurit
- Solaglas
- Swisspacer

- Vetrotech
- Quantum Glass

Innovative Materials – High-Performance Materials

High-Performance Materials focus on products for industrial and construction markets. Its expertise lie in three families of materials: mineral ceramics (ceramics, grains, powders, abrasives and crystals), performance polymers (performance plastics) and glass fabrics (textile solutions).

Ceramics

- Saint-Gobain Industrial Ceramics

Plastics

- Saint-Gobain Performance Plastics
- Saint-Gobain Performance Plastics Ireland
- Saint-Gobain Performance Plastics Rencol
- Saint-Gobain Performance Plastics Tygaflo

Abrasives

- Saint-Gobain Abrasives

Textile solutions

- Saint-Gobain Technical Fabrics

Building Distribution

The Building Distribution sector is Europe's leading distributor of building materials and the number one distributor of tiling in the World. In the UK and Ireland, the Building Distribution division has over 900 sites, including general and specialist merchants, plus distribution and logistics operations.

Architectural Ironmongery

- George Boyd

Decorative Surfaces

- International Decorative Surfaces
- The Makeover Centre

General Builders Merchants

- Easter Ross Building Supplies
- First Stop Builders Merchants Ltd
- Gibbs & Dandy
- J.P. Corry

- Jewson
- Normans
- Parkhead Building Supplies Ltd
- Roger W.Jones
- Chadwicks

Insulation and drylining

- Minster Insulation and Drylining

Pipeline, drainage and waste solutions

- Ashworth
- Frazer

Plumbing, heating and sanitaryware

- Bassetts
- Domestic Heating Services (DHS)
- Graham
- Ideal Bathrooms Ltd
- Neville Lumb

Sustainable solutions and water conservation products

- Greenworks

Tiles

- Ceramic Tile Distributors
- Swedecor
- The Makeover Centre
- Tile Base
- World's End Tiles

Timber

- Calders and Grandidge
- International Timber
- Kantor Ltd
- Pasquill
- PDM
- Tyneside Timber

For more information on Saint-Gobain visit <http://www.saint-gobain.co.uk/>.

The origins and history of the organisation can be viewed at <http://www.saint-gobain.com/en/group/our-history>

BRITISH GYPSUM

Background

British Gypsum, which has origins dating back to the early 1900s, grew steadily by both intrinsic expansion and a series of acquisitions and by 2005 was listed among the FTSE 100 Index on the London Stock Exchange when trading as British Plaster Board plc.

It was acquired by Saint-Gobain later in 2005 and is now one of the leading plasterboard manufacturers in the world.

British Gypsum's manufacturing, testing and training facilities reflect its market leading status:

- Plasterboard manufacturing lines are at East Leake (Leicestershire); Kirkby Thore (Cumbria), Sherburn (North Yorkshire) and Robertsbridge (East Sussex) and there is also a plaster plant at Barrow-on-Soar (Leicestershire).
- Extensive research and development facility at East Leake, used to trial new product innovations before they are taken to test stage.
- UKAS accredited Building Test Centre, with extensive fire, acoustic and system test facilities - the best of its kind in Europe.
- Three purpose-built product training schools and network of satellite training facilities around the UK.
- Technical Advice Centre handling over 10,000 enquiries per month - one of the busiest in the industry.

Products and Markets

Marketed under the Gyproc, Thistle, Gypframe, Glasroc and British Gypsum brands, their products provide the basis for the UK's leading range of partition, wall lining, ceiling, flooring, insulation and fire protection systems.

They are the UK's market leader supplying the residential, commercial/non residential and renovation and refurbishment sectors.

Technical Advice & Support

The company's Drywall Academy offers a comprehensive range of services to the specifier, from design advice and assistance at the outset of the project, to on-site support during construction. The Drywall Academy is the only contact point with authority to advise on the selection, performance and installation of British Gypsum products and systems.

Mining Operations

The majority of the company's gypsum is sourced from their own mines which are located at:

- Kirkby Thore in Cumbria
- Fauld in Staffordshire

- Barrow-on-Soar in Leicestershire
- East Leake in Leicestershire
- Robertsbridge in East Sussex

The stratified seams lie at moderate depths of up to 500 feet and are exploited from adits (tunnels) from the surface.

Mine workings utilise room and pillar methods and the company employs two different techniques:

- Continuous miners at their East Leake and Barrow-on-Soar mines where they operate a total of 5 Joy 12HM36 continuous miners, Joy shuttle cars and mobile crawler mounted feeder breakers.
- Drill and blast methods in their 3 other mines with rotary drills mounted on mobile carriages, with mechanical loaders.

The mined material is loaded into mobile carriages or onto belt conveyors and primary crushing may be performed either underground or on the surface.

The crushed material is transport by rail or road to one of the company's plasterboard and plaster manufacturing units for further processing.

Ancillary Operations

There is extensive attention to the detail of all aspects of ancillary operations such as roof control, ventilation, pumping and equipment maintenance with rigid adherence to clearly defined continuous inspection and maintenance standards.

Mine Safety

The company has an exceptionally high regard for safety and imposes and closely monitors all aspects of operational safety at all stages of mine activity and also has an exceptional safety record at all of its mines.

Continuous Investment

The business constantly monitors mining technology advances and will continue to invest heavily in its mining operations as appropriate.

This specifically where it will result in significant improvement in operational efficiency and cost reductions as well as continuous safety enhancement.

Mine Environment

Each mine is a self contained specialist unit with a relatively small but high calibre close knit operational team.

This places great emphasis upon team working and cooperation and results in far greater responsibility being allocated to middle management than may be the case in much larger mines.

REASONS FOR THE VACANCIES

The company has undertaken a strategic succession planning review within mining operations and is now wishing to recruit high calibre graduate mining engineers.

These career opportunities have been created by their decision to expand their mining activities and result due to an identified forthcoming increase in the demand for the company's products which will thus require a volume increase in the mined gypsum mineral.

This is with the knowledge there will be a reduction in the volumes of available synthetic gypsum which currently supplements that which is mined. The synthetic product is recovered via flue-gas desulphurisation used to remove sulphur dioxide from exhaust flue gases and the emissions of other sulphur oxide emitting processes at some coal-fired electric power plants.

The forthcoming closure of many substantial fossil fired power stations will thus reduce the availability of the synthetic product.

MINE LOCATIONS

The company's mines are all located in extremely attractive locations mainly in rural or semi-rural areas yet all within a relatively short distance from major towns and cities.

The areas adjacent to each mine provide for an excellent quality of life and benefit from having a wide range of property available to purchase or rent and they have good local amenities nearby including schools, shopping and leisure facilities.

The company will provide relocation assistance where required and fully details will be provided when discussing a potential job offer.

CAREER DEVELOPMENT PROSPECTS

These positions offer outstanding career development opportunities as the company wishes to attract graduate mining engineers who having attained an excellent in depth operational training within a major mining organisation.

They will now be looking to accelerate their career advancement and progress their careers in an environment which will provide a structured personal development plan and provide a significant breadth of responsibility.

This should lead to an appointment as a Shift Production Manager role in the near term with a portfolio of responsibility within these specialist mines much wider than may normally be available at this level within major mining organisations.

They will recognise the company will be making a major investment in them in terms of operational, technical and commercial training in anticipation of their proving their capability to take on a senior mining engineering managerial role in the medium term.

Further career development prospects are excellent and outstanding success could ultimately result in increased responsibility within British Gypsum and the wider Saint-Gobain Group operational business units.

JOB DESCRIPTION

Title	Graduate Mining Engineer
Reporting to	The Mine Manager and/or Senior Production Manager of the mine to which one is assigned
	N.B. It should be noted that the appointment is one of focussed personal development. You are therefore almost certain to be assigned to gain experience at all the company's operational mines during the induction and initiation period so as to gain a wide appreciation of corporate mining activity.
Additional Career Monitoring	The Chief Mining Engineer who is controlling the planned expansion and development programme will take a close personal interest in the progress of graduate mining engineers who are appointed.
Primary Responsibility	To rapidly obtain an indepth appreciation of all aspects of the company's mining operations.
Key Consideration	It is by rapidly becoming totally familiar with all Key Focus Areas listed below, and optimising the experience you will be given to engage directly in the operation and control of mining operations, that you will be able to attain career advancement and managerial responsibility.
<u>Key Focus Areas:</u>	
Safety	The promotion of a positive safety culture
	To understand the basis of how to coordinate and train operational teams in rescue response in the event of a major incident
	To gain a detailed appreciation of the strategy for the deployment of personnel and resources to meet the requirements of the Mine Safety
	To become totally familiar with compliance requirements for the mine environmental controls and monitoring programme to measure and minimise the impact on the health of mine personnel
Mine Planning, Engineering & Production	To appreciate how extraction complies with mine design
	To become familiar how plan requirements are communicated to Section Leaders
	To gain experience of the supervision and control requirements of rock handling equipment

installations and any required movement to efficiently support production operations

Appreciate how to supervise and control outbye services, district dewatering and ventilation in accordance with the mine development plan

Similarly to understand procedures re how to supervise and assist in the planning and preparation of mine shutdowns to maximise downtime effectiveness

Develop a full appreciation of how to control and optimise the performance of district operations

Environment

Understand how to control underground and surface production activities to minimise impact and potential disturbance to neighbours

Gain a full awareness of how to ensure energy consumption is minimised through optimised running of equipment

Quality

Become totally familiar with quality compliance with rock quality procedures

Experience the liaison procedures with surface plant to ensure rock quality and quantity is available as specified for factory use or external dispatch

Focused TPM

To gain a full understanding of the company's TPM programme which support plans to deliver identified improvements

People Development

To become familiar with the company's culture of the promotion of their positive and inclusive people culture

Cost Control

To obtain a detailed appreciation of the way in which allocated revenue and capital budgets are compiled, monitored and managed within defined authority limitations

Statutory and Regulatory Compliance

To ensure a complete understanding is obtained of all aspects of the requirements of all defined statutory and regulatory criteria applicable to mining operations

Communication

To engage in the close interface with geological and central mining control, survey and technical mining departments and surface works personnel

CANDIDATE PROFILE

Qualifications	It is essential that applicants already possess a degree in mining engineering
Additional Qualifications	It would be ideal but is not essential if candidates had obtained a further qualification in a business discipline which has enhanced their commercial and financial awareness
Work Experience	<p>You will have received a formal and in depth training within a leading mining organisation and have had at least 1 to 2 years operational experience.</p> <p>This will have included exposure to:</p> <ul style="list-style-type: none">• Mine Planning• Mine Engineering• Production Scheduling and Delivery• Quality and Environmental factors• Cost and Budgetary Control• Statutory and Regulatory Compliance Issues• All facets of High Safety Criteria• Close interfacing with geological and central mining control, survey and technical mining departments and surface works personnel <p>You will have been assigned responsibility for elements of the leadership of an operational team within a complex mine production facility</p>
Personal Characteristics	<p>The preferred candidates will be high intellect individuals with excellent interpersonal and communication skills.</p> <p>They will be natural and innovative team leaders looking for an environment where they can accelerate their career development.</p> <p>They will be looking for a supportive and proactive organisation which encourages personal training and development.</p> <p>They will recognise the opportunity, subject to success in this initial role, to move into an operational role following induction and corporate training.</p> <p>They will have well developed commercial and financial awareness</p> <p>They will be self-motivated, results oriented individuals attracted by the significant breadth of responsibility which is assigned at this level within these specialist mines.</p> <p>They will also appreciate the significant further progression prospects which could result from success in these initial roles.</p>

REMUNERATION, CONDITIONS AND BENEFITS

Basic Salary	A highly competitive negotiable salary will be offered.
Salary Review Frequency	Annually as at 1 January.
Bonus Programme	10% discretionary Management Bonus
Pension Scheme	Stakeholder Pension Scheme Employee contributes 4% Employer contributes 4%.
Life Assurance	4x times Pensionable Salary is provided to employees who are members of the Pension Scheme.
Holidays	33 working days paid holiday in any full calendar year of employment, this includes statutory, public and bank holidays.
Notice Period	3 months by both employer and employee.
Relocation Expenses	These are available where required and full details will be provided at the time of an offer being made.