

PRODUCTION MANAGEMENT OPPORTUNITIES FOR MINING ENGINEERS

WITH OUTSTANDING CAREER DEVELOPMENT POTENTIAL



Various UK Locations

Highly Attractive Salary, Bonus 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 and these outstanding career opportunities have arisen as a result of the planned expansion of mining operations and succession requirements.

Responsibility is for the delivery of production targets within demanding safety, time, quality, and cost constraints and the optimisation of mine production efficiency and profitability achieved by the implementation of continuous improvement and planned maintenance programmes.

Candidates will be graduate mining engineers who, following in depth training and personal development gained within a leading mining organisation, have at least 5 years operational experience within a complex mining environment.

They will now be looking for a substantive production management position and be attracted by the significant breadth of responsibility required at this level within these specialist mines. This includes mine planning, engineering and production, quality and environmental factors, cost and budgetary control and statutory and regulatory compliance issues.

They must be natural and innovative team leaders with excellent interpersonal and communication skills, an inclusive and supportive management style and well developed commercial and financial awareness.

They will now be looking to accelerate their career progression by attaining one of these key roles in an environment which offers real opportunity to progress to a senior mine managerial appointment in the medium term.

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

The highly attractive, flexible and comprehensive reward package 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 N3488 to Adderley Featherstone plc, Bowcliffe Court, Bowcliffe Hall, Leeds LS23 6LW Tel 0191 268 0310. Email adk@adderleyfeatherstone.com



ASSIGNMENT BRIEF

PRODUCTION MANAGEMENT OPPORTUNITIES FOR MINING ENGINEERS

Prepared for: Stephen Smith
Operations Director

Paul Holmes
Chief Mining Engineer

Katie Castle
HR Business Partner

Prepared by: Andrew D Kelly
Director

British Gypsum
Head Office
East Leake
Loughborough
Leicestershire
LE12 6HX

Tel: 0115 945 1000
www.british-gypsum.com

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www.adderleyfeatherstone.com

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>

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 mining engineers who having attained an excellent in depth operational training within a major mining organisation.

They will now be looking to progress their careers and to take a substantive production management position and be attracted by the significant breadth of responsibility required at this level within these specialist mines.

They will now be looking to accelerate their career progression by attaining one of these key roles in an environment which offers real opportunity to progress to a senior mine managerial appointment in the medium term.

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

JOB DESCRIPTION

Title	Shift Production Manager
Reporting to	Production Manager and Mine Manager
Primary Responsibility	The delivery of production targets within the predetermined safety, time, quality and cost constraints
Remit of Control	To substitute for the Production Manager in his absence, or when the senior manager on site, with responsibility for all aspects of mine operations both underground and on the surface.
<u>Key Result Areas:</u>	
Safety	<p>The promotion of a positive safety culture</p> <p>To coordinate and train operational teams in rescue response in the event of a major incident</p> <p>The deployment of personnel and resources to meet the requirements of the Mine Safety</p> <p>Compliance with mine environmental controls and monitoring programme to measure and minimise the impact on the health of mine personnel</p>
Mine Planning, Engineering & Production	<p>Ensure extraction complies with mine design. Communicate plan requirements to Section Leaders</p> <p>To gain experience of the supervision and control of rock handling equipment installations and any required movement to efficiently support production operations</p> <p>Supervise and control outbye services, district dewatering and ventilation in accordance with the mine development plan</p> <p>Supervise and assist in the planning and preparation of mine shutdowns to maximise downtime effectiveness</p> <p>Control and optimise the performance of district operations</p>
Environment	<p>Control underground and surface production activities to minimise impact and potential disturbance to neighbours</p> <p>Ensure energy consumption is minimised through optimised running of equipment</p>

Quality	<p>Ensure compliance with rock quality procedures</p> <p>Liase with surface plant to ensure rock quality and quantity is available as specified for factory use or external dispatch</p>
Focused TPM	<p>To support the delivery of plans to deliver identified improvements</p> <p>Apply TPM techniques such as Kaizen to identify root causes of problems and effect performance improvements</p> <p>To coach and develop production teams in their capability to deliver and sustain improvements through the application of TPM activity</p>
People Development	<p>The promotion of the positive and inclusive people culture</p> <p>Ensure all training is identified, defined, planned and delivered to enable personnel carry out their work safely, documenting all training</p> <p>Implement focussed training needs as a result of personnel, equipment or mining method changes</p> <p>Support the development of new Section Leaders</p> <p>Undertake performance management of production operations through the crew appraisal system</p>
Cost Control	<p>The supervision and management of allocated cost budgets within defined authority limitations</p> <p>The supervision and control of engineering and/or maintenance contractors within agreed budget parameters</p>
Statutory and Regulatory Compliance	<p>To fulfil all aspects of the requirements of the role within the defined statutory and regulatory criteria</p>
Communication	<p>To interface closely with geological and central mining control, survey and technical mining departments and surface works personnel</p>

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 5 years operational experience.</p> <p>This will have included exposure to all aspects of:</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 the leadership of an operational team within a complex mine production facility</p>
Personal Characteristics	<p>The preferred candidates will be natural and innovative team leaders with excellent interpersonal and communication skills.</p> <p>They will have developed an inclusive and supportive management style and be sensitive to the needs of others</p> <p>They will have well developed commercial and financial awareness</p> <p>They will be experienced in the operation of TPM and the application of continuous improvement programmes to improve operational efficiency and profitability.</p> <p>A key part of their managerial role will have been the continuous training and development of those reporting to them and their assessment through a formal appraisal system.</p> <p>They will be self-motivated, results oriented individuals now looking to for a substantive production management position and be attracted by the significant breadth of responsibility required 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	12.5% Discretionary Management Bonus
Pension Scheme	Defined Contribution Scheme Employee contributes 4% Employer contributes 6%.
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.