

Job Description & KRA Template

Position	SM / AGM / DGM – Ore Beneficiation & Process
Job Role	Expert – Silica Sand Beneficiation & Mineral Processing
Function / Department	Mining Operation / Mineral Business
Grade	SM – 01 / 02
Position Report to - functionally	VP – Mining Business
Position Report to - Administratively	VP – Mining Business
Required Qualification	Degree in Mineral Processing, Chemical Engineering, Mechanical Engineering, Mineral Dressing Engineering or related fields / (B-Tech/ M-Tech)
Required Experience	Candidate should have 10 to 15 years of experience working in the mineral processing industry with a focus on beneficiation of China Clay / Silica Sand. He should have adequate knowledge of plant design, operations and maintenance.
Target Industries	Ashapura Group, CDE Asia, Metafabric, Stonekeeper, Sant Gobin, Hindustan Glass, Borocil
Required Functional Skills / Competencies	<ul style="list-style-type: none"> • Ability to deep & fundamental understanding of Mining business. • Decision Making • Corporate affair and Lesioning • Ability to understanding & executive of latest technology & IT • Risk Management & Damage control • Ability to manage end to end business administration with meticulous and strong monitoring • Imaging with multiple options & result / target oriented • Ability to generate drastic changes with process flow chart with a capacity to visualise risk and capacity to risk mitigation. • Technical analytical
Required Behaviour Skills	<ul style="list-style-type: none"> • Management ability • Ability to manage Crisis, conflict and ambiguity • Ability to demonstrate leadership, take ownership and set examples for other • Coaching, knowledge sharing and influencing skills • Team Building & Development • Ability to adopt & manage Business Changes. • Focussed • Ability to manage Crisis

	<ul style="list-style-type: none"> • Multi-tasking • Excellent communication & presentation skill • CSR & Human oriented • Multi-tasking
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Job Purpose

To lead the design, engineering, procurement (technical assist), commissioning, various R & D and testing scenarios, for establishing of silica sand beneficiation plant in order to business needs. Establish quality testing and operational environment for silica sand. The operation environment is considering all statutory guidelines from respective state & central.

No.	Key Accountabilities
1	Finalize the best suitable process flow and equipment required in consultation with Project team (Mechanical Engineer) for delivering low iron silica sand after beneficiation process.
2.	To initiate discussion with various OEMs/ Lab/ Testing facilities and standardize the bench scale process for silica sand beneficiation
3.	Have in depth knowledge of chemical, physical and mineralogical parameters affecting the sand beneficiation process and liberation of impurities including iron.
4.	Conversant with China clay levigation process and for sand beneficiation
5.	Advanced knowledge sand beneficiation plant – Screening, Grinding, Attrition, Scrubbing, Classifiers, Froth floatation, Hydro-cyclone, Hydro-sizer, Rod mill, Bowl Mill, Chemical leaching, Magnetic separator, Spiral, etc.
6.	Engage with OEMs and evaluate the proposals on technical/ commercial terms
7.	Prepare, Review, Recommend final design basis document (including water, electricity, feed and output quality requirement)
8.	Review and finalize the design and engineering documents along with OEM and internal engineering team
9.	Finalize the plant layout and area requirement
10.	Ensure timely installation and commissioning of the plant
11	Finalize the process settings and control (PLC, SCADA, etc.) to ensure consistent quality output

12	Ensure smooth operation of plant and ensure 100% plant availability through prudent maintenance/ troubleshooting practises
13	Develop a capable team under his leadership for day-to-day operations
14	Remain abreast with technology upgrades in the silica sand beneficiation industry and cost optimization initiatives
15	Feed and output material – yard management
16	Coordinate with inhouse lab facility for testing of feed, in-process and output material chemical/ physical quality
17	Coordinate with internal logistics team for packing and loading/ unloading of material.
18	Have in depth knowledge of silica sand mining industry and operational challenges.

Key Result Area

Sr. No	KRA	Target	Measurement