



Newsletter



Closing the Year Strong: Critical Skills, Compliance & 2026 Talent Outlook

As 2025 draws to a close, the South African mining and engineering sectors aren't slowing down—they are re-tooling. December is traditionally a time for strategic planning, and the focus is firmly on securing the **scarce technical talent** required to drive critical compliance and green energy projects in the new year.

In our final Newsletter of 2025, Bilnor Staffing Solutions provides you with **essential intelligence** to finish your year strong and prepare for 2026:

- **Scarce Skills Alert:** The 3 engineering disciplines demanding the highest salaries now.
- **Compliance Check:** Critical talent gaps arising from the latest MHS Act changes.
- **Future Focus:** Why renewable energy expertise is now a non-negotiable for all Electrical and Mechanical Engineers.



Mining Talent, Building Futures. Stronger Together



Mining Renewal: The High-Demand Technical Skills List

The inauguration of West Wits Mining's Qala Shallows—South Africa's first new underground gold mine in more than 15 years—signals a major return to deep-level investment.

This landmark development, which promises over 1,000 direct jobs, highlights that traditional mining expertise, when combined with modern techniques, commands premium compensation. We break down the top three roles we are actively recruiting for that are consistently offering annual salaries north of ZAR 1.5 million.

The Critical Skills Gap

k.

[REQUEST QUOTATION](#)

[REGISTER YOUR CV](#)

- 1. Specialist Mine Surveyors (3D Mapping & GPS):** The non-negotiable role ensuring structural integrity, precision, and safety. Modern surveying requires mastery of digital tools for real-time 3D modelling and data integration.
- 2. Senior Metallurgists (Process Optimisation):** Directly impacting profitability by designing and improving extraction processes. Their expertise in optimising yield from complex ore bodies makes them indispensable.
- 3. Digital Mine Engineers (AI/Automation):** The future-focused roles integrating new technology—from IoT sensors to predictive maintenance and remote operations—for unparalleled efficiency and reduced risk.

Mining Talent, Building Futures. Stronger Together

Emotional Wellness at Year-End: A Practical, Personal Guide for Engineers and Mine Workers

December may signal a slowdown on the calendar, but across South Africa's mining and engineering sectors, it's still a critical planning window.

This article explores how smart year-end decisions around maintenance, staffing, and skills availability can reduce risk, protect production, and help operations start the new year on solid footing.

[READ MORE](#)

[VIEW ALL ARTICLES](#)



Stay Compliant: Managing Talent Gaps in Critical Safety Roles

Regulatory compliance is non-negotiable in the South African mining environment. Recent amendments to the Mine Health and Safety (MHS) Act place greater responsibility on management teams, creating an urgent skills vacuum in vital positions. Furthermore, the re-elected AMCU leadership has adopted a strong strategic focus on enforcing worker mandates related to health and safety, ensuring pressure on employers remains high.



- **The Regulatory Imperative:** We are seeing a significant increase in requests for certified Rock Engineers and Blasting Engineers who possess the most updated statutory certification and experience.
- **Safety Meets Tech:** The most valuable safety professionals today are those who can implement digital safety systems and training protocols (like VR simulation) to ensure compliance and cultural adherence across the site.
- **Ventilation Managers:** With deeper mines and stricter climate controls, the demand for certified Ventilation Engineers capable of managing complex air flow and thermal stress is consistently high.

Mining Talent, Building Futures. Stronger Together

The Future Is Green: Exxaro's R1.8 Billion Renewable Deal Puts New Demands on Engineering Expertise

The energy transition is no longer a future trend—it's a massive, capital-intensive reality. This month, Exxaro Resources reinforced this shift by acquiring majority stakes in a major wind and solar facility, bringing their net operating capacity up to nearly 317 MW. This R1.8 billion investment is a clear signal: mining operations are pivoting to self-generation, radically changing the job description for Mechanical and Electrical Engineers.



The New Engineering Must-Haves

- **Hybrid Power Systems:** Engineers who can design, install, and maintain these complex hybrid power systems (integrating grid, generator, and renewable sources) are the new gold standard for asset management roles.
- **Electrical Engineering Focus:** Experience with large-scale solar PV systems and Battery Energy Storage (BESS) is moving from a 'nice-to-have' to a core requirement for senior electrical roles.
- **Mechanical Adaptation:** Mechanical engineers must now understand the maintenance implications for new heavy machinery that is moving away from purely fossil fuels and toward hybrid or electric propulsion.

Mining Talent, Building Futures. Stronger Together

Essential Emergency Contacts for South Africans



For your safety and preparedness, please keep this list of crucial national emergency numbers handy.

National Emergency Numbers

- Police (SAP Flying Squad): 10111
- Ambulance (State Emergency Medical Services): 10177
- All Emergencies (Mobile Phone Only): 112 (Routes you to an operator who transfers you to the relevant service)

Crime Reporting and Support Lines

- Crime Stop (Report Crime Anonymously): 08600 10111
- Private Medical Emergency (ER24): 084 124
- Private Medical Emergency (Netcare 911): 082 911
- Poison Information Helpline: 0861 555 777
- LifeLine (National Counselling Line): 0861 322 322
- Childline: 0800 055 555

Important Notes on Fire and City Emergencies

- **Fire: There is no single national short code. For fire emergencies, immediately call 10111 (Police) or 112 (Mobile) as they can connect you to the correct dispatch centre.**
- Local Metro/City Emergency Numbers: If you are in a major metro area, use the dedicated municipal emergency number for a faster response to Fire, Metro Police, and Ambulance services:
 - **Cape Town: 107 (Landline/Mobile)**
 - **City of Johannesburg: 011 375 5911**
 - **City of Tshwane (Pretoria): 107**
 - **Durban: 031 361 0000**

Mining Talent, Building Futures. Stronger Together

Bilnor Holiday Dates

We’d like to thank you for the trust, collaboration, and conversations that shaped 2025. South Africa’s mining and engineering sectors continue to demand resilience, skill, and care – and the people working within them make progress possible, even in challenging conditions.

We wish you a safe, restorative festive period and a steady start to the year ahead. We look forward to staying connected in 2026.



- Bilnor offices will close on December 19th and reopen 6th January 2026
- In case of emergency, contact Micheal Clarke.

Thank you!

Just for Fun! - WordSearch

Merry Christmas

MAINTENANCE
 ENGINEERING
 VENTILATION
 ELECTRICAL
 RENEWABLES
 REFLECTION
 MECHANICAL
 AUTOMATION
 WIND
 REST

V	Y	K	R	E	S	T	A	R	T	W	V	M	Q
P	A	U	T	O	M	A	T	I	O	N	E	M	R
E	L	A	M	E	N	E	R	G	Y	T	N	I	E
L	S	A	U	A	U	G	R	V	A	T	T	N	F
E	H	W	N	R	I	E	G	L	S	R	I	I	L
C	U	I	H	N	S	N	L	X	L	A	L	N	E
T	T	N	V	T	I	U	T	X	Y	V	A	G	C
R	D	D	A	C	R	N	R	E	V	E	T	K	T
I	O	P	T	G	F	L	G	A	N	L	I	U	I
C	W	I	Y	S	O	L	A	R	E	A	O	X	O
A	N	S	U	R	V	E	Y	I	N	G	N	G	N
L	E	N	G	I	N	E	E	R	I	N	G	C	J
I	H	M	E	C	H	A	N	I	C	A	L	K	E
K	R	E	N	E	W	A	B	L	E	S	M	O	D

METALLURGY
 SURVEYING
 SHUTDOWN
 PLANNING
 RESTART
 MINING
 ENERGY
 TRAVEL
 SOLAR



Thank you for being part of the Bilnor community! We look forward to connecting with you in the new year!