



MINERALS COUNCIL
SOUTH AFRICA



Women in Mining

Simone Botha

**PROCESS OVERSEER,
MODULAR PLANT**

KUMBA IRON ORE



Simone Botha, Process Overseer at the Modular Plant, Kumba Iron Ore, is advancing women's development and embedding sustainable practices in mining operations. Her strategic and inclusive leadership has created opportunities for women to grow while implementing long-term solutions that strengthen operational excellence.

Through mentorship and coaching, Simone has enabled historically disadvantaged women to step into leadership positions, including a foreman (P4) in late 2024 and a P3 supervisor in 2025. Women now make up 50% of her operational team, demonstrating her commitment to meaningful gender equity. She provides structured guidance and continuous support, ensuring these appointments translate into sustained career growth.

Recognising gaps in skills development, Simone aligned all 66 team members' Individual Development Plans with external learning opportunities. This resulted in employees enrolling in Mining Qualifications Authority Level 2 and 3 programmes, operations management training, and bursary applications, creating a scalable model for workforce development. She is also collaborating with the University of Pretoria to co-develop a tailored Iron Ore training programme for the Jig section, addressing skills gaps with long-term solutions.

Simone has strengthened operational sustainability by integrating safety and housekeeping practices into SAP systems while also contributing to broader Women in Mining initiatives, including lactation facility planning, community collection drives, and industry indabas. These efforts provide a safe, supportive environment, shift perceptions of women in processing roles, and reinforce the long-term impact of her mentorship, with women in her team accessing management-level training and bursary funding.

Through intentional appointments, structured coaching, equitable access to training, and strategic partnerships, Simone is transforming leadership, development, and diversity in mining. Her work ensures sustainable pathways for women's careers while embedding lasting operational improvements.

WOMEN IN MINING
EDUCATION & DEVELOPMENT **HEROES 2025**