



MINERALS COUNCIL
SOUTH AFRICA



Women in Mining

Sylvia Seleka

**SENIOR
TALENT MANAGER**

HARMONY GOLD



Sylvia Seleka, Senior Talent Manager at Harmony Gold, is a visionary leader advancing women's education, skills development, and career growth in mining. As Deputy Chairperson of the Gauteng Region Women in Mining Committee, she has championed gender equity while creating pathways for women from school learners to emerging leaders across Harmony operations and host communities.

She launched the Women Who Lead Programme, a leadership development initiative in partnership with Thinking Fusion Africa and certified by North-West University. The pilot brought together women across technical and core disciplines, providing applied leadership training, coaching, and peer mentorship. This initiative develops women's skills, confidence, and visibility, creating a ripple effect of capability and empowerment across the organisation.

Sylvia strengthened the Graduate Development Programme, ensuring 100% absorption of graduates in core disciplines, advocating for pregnant graduates, and creating work exposure opportunities for bursars. She expanded internship and work-readiness programmes, placing hundreds of women in meaningful roles and building sustainable pathways for professional development.

Her impact extends to community education and skills development. She secured MQA funding for the Unemployed Youth Mining Skills Programme, launched the Community Upliftment Programme, and scaled bursary support, ensuring women and girls gain equitable access to learning and career opportunities in mining and related fields.

Sylvia has also pioneered programmes formalising women's development, including the Leadership Development Programme, EMBA support for senior women, school-based Maths and Science initiatives, and anti-harassment training. Through her strategic vision, partnerships, and advocacy, she has created scalable, sustainable models that empower women, strengthen communities, and build the next generation of skilled mining professionals.

W**MEN IN MINING**
EDUCATION & DEVELOPMENT **HEROES 2025**