



Tim Cotton

Risk Engineering Manager

Tim joined IMIU's engineering team as a Principal Risk Engineer in early November 2013. Following a change in company structure in 2025, Tim became Risk Engineering Manager.

He is based in the South East of England in the UK. Most of his career has been spent working for one of the leading global mining and metals companies, Rio Tinto.

Tim is an experienced and qualified mining engineer with 20 years of experience in operations, technical and commercial roles, working on mines around the world exploiting a range of metals & minerals. His career in the mining industry began with RTZ Technical Services Ltd in Bristol UK as a Technical Assistant. In 1994 he began work with Rio Tinto Zimbabwe Ltd at Renco Gold as a Graduate Mining Engineer. After a one year training course, he started as an Overseer miner running an underground section. In 1995, Tim returned to the UK and was employed as a Technical Assistant within RTZ Group Technical services in London. His main project was the review of all RTZ Group Companies Safety and Environmental achievements in 1995 and a review of the 1996 HSE plan to ensure continuous improvement.

Tim moved to Australia in 1996 to start work as a Mining Engineer with Tarong Coal. He was responsible for Capital and Special Projects. The role's main responsibilities were the implementation of the Tritronics Truck Monitoring System and the management of the Mining Capital plan. A few years later in 1998, Tim was appointed Superintendent of Mine Planning with Hamersley Iron in Australia. This role covered the design of pits, dumps, haulroads and rehabilitation landforms for all of Hamersley's five iron ore operations. He was required to manage the geotechnical and hydrogeological design work required to facilitate the development of safe and economic mine designs. In addition, this role required that all state and federal licensing consents were obtained such as environmental permits and native title grants.

In the period from 2000 to 2009, Tim was employed initially as Senior Engineer (Short Range Planning) with US Borax, later being promoted to Manager Mine Technical Services in 2002. This particular role required significant technical leadership in a variety of disciplines, mentoring and talent development of the diverse mining team and was a key member of the mine leadership team. In 2005 he was appointed to Principal Advisor. He led the joint development of an organisational effectiveness programme including the embedding of a safety leadership culture. He was promoted to Director of Mining with Rio Tinto Minerals (formally US Borax) from 2006 to 2007. During this time, the mine was awarded the Sentinel of Safety Award by MSHA for the safest large surface mine in north American resulting from setting and actively managing high safety goals and objectives.



In 2007, Tim was tasked to manage the Kazan Project at Rio Tinto Minerals. As Director, he was responsible for developing the pre-feasibility study for a USD2billion soda ash deposit in Turkey, reporting to the Chief Financial Officer of Rio Tinto Minerals. He led the preparation of a detailed design for a solution mine covering the mine, process plant, port and infrastructure options as well as options for power supply via an in-house power station.

In 2009, Tim moved to Singapore to take on the role of General Manager of Global Sourcing in Rio Tinto Procurement. He was responsible for leading a 30-strong procurement team, reporting to Rio Tinto's Global Head of Procurement. The primary task was the development, management and deployment of sourcing strategies for Rio Tinto's global contracts for the supply of all heavy mobile equipment, giant off-road tyres, hydrocarbons and explosives. He was also nominated to be the business' representative to the Earth Moving Equipment Safety Round Table; a global, multi company initiative to accelerate the design and building of safer mining equipment direct from factory.

From 2012 to 2013, Tim was appointed General Manager of Special Projects at Rio Tinto Diamonds. His core responsibility was the implementation of the procurement separation plan for the Diamonds business from Rio Tinto, reporting to the Managing Director of Rio Tinto Diamonds. As a member of the Senior Leadership Team, he reviewed and developed a contract mitigation strategy for 200 plus global and regional contracts to either assign or transfer to a separated business; led the organisational design of a stand-alone procurement function encompassing the resourcing and system requirements of four individual operating businesses; and defined and proposed a new operating culture focussed on operational excellence that incorporated a new vision, strategy, organisational values and operating principles. The team also designed and supported a change management process to socialise the change across the diamonds business.

Tim wanted a change in career and to stay based in the UK where his family were settled. He was intrigued by the idea of working as a risk engineer in the mining insurance industry, where his skills and experience would be invaluable. It appealed to him that through his work at IMIU, his influence could make a difference at grass roots level in mining operations.

Awards & Qualifications

- Master of Engineering with (Upper Second Class) Honors Degree in Mining Engineering with Rock Mechanics from the Royal School of Mines, Imperial College, London
- Associate of the Royal School of Mines
- Accredited Auditor for: ISO 14001 Internal Environmental Management System
ISO 9000 Internal Quality System
- Holder of a Zimbabwean Full Blasting Licence
- Trained as a Breakthrough Facilitator

Professional Memberships

- Chartered Engineer Status, Engineering Council (UK)
- Member of the Institution of Mining, Metallurgy and Materials

Tim is married with two adult children. His passions are hill walking and rugby.