



About Marathon Gold

Marathon Gold Corporation (“Marathon” or the “Company”) is engaged in the exploration and development of the Valentine Gold Project (the “Project”) located in the central region of Newfoundland and Labrador. Once in production, it will be the largest gold mine in Atlantic Canada and a major employer in the province. Marathon is a public corporation (TSX:MOZ) headquartered in Toronto, Ontario with a regional office located in Grand Falls-Windsor, NL.

Additional corporate and Project information is available at www.marathon-gold.com

Marathon is currently inviting applications for a Corporate Social Responsibility Lead to join our growing team as the company transitions to mine construction and ultimately mine operations.

Corporate Social Responsibility (CSR) Lead

Reporting to the VP, Regulatory & Government Affairs you will lead Corporate Social Responsibility, coordinating closely with Marathon Gold executives, department heads and other stakeholders. You will champion and develop the ethical, environmentally friendly, and community minded side of the business. You will engage with the organization’s leaders to ensure that we are maximizing and living true to our values. Additionally, you will foster productive relationships to nurture and advance current stakeholder engagement. You will be responsible for developing, planning, and executing initiatives in line with the company’s environmental management and community development efforts. You will also work closely with various departments to drive and manage activities that will contribute towards building a caring and inclusive culture within the company.

This position works Monday to Friday with office location to be determined.

Accountabilities/Responsibilities:

- Collaborate to develop and implement an organizational CSR Plan that is based on stakeholder-identified assets, issues and needs.
- Identify key performance indicators for organizational initiatives to assess organizational performance and track improvement against chosen social and environmental indicators.
- Provide subject matter experience to internal working groups and projects, with a goal to influence the selection and execution of CSR initiatives.
- Develop and present recommendations to senior leadership to support new CSR strategies and programs.
- Conduct ongoing external and internal CSR assessments and needs analysis to ensure that various business functions operate in accordance with best practices and meet the requirements of stakeholders.

- Present, consolidate, and compile CSR reports and sustainability data to/for senior leadership to support organizational management in decision-making.
- Create ESG-related external reports using international reporting frameworks and standards such as Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) that are shared with the Board of Directors, general public, shareholders, and financial institutions.
- Manage change within the framework of the corporate sustainability strategy by facilitating dialogue, providing recommendations, managing a matrix of initiatives and chairing meetings with employees and management from various business units and regions to ensure effective implementation of company's strategic initiatives.
- Ensure mutual relationship and understanding with community is maintained to support social responsibility.
- Serve as the organizational representative for the Company's CSR initiatives while building relationships with community partners and key stakeholders.
- Stay abreast of relevant research and trends in appropriate areas of focus and promote best practices.
- Promote employee involvement and volunteering initiatives in coordination with internal stakeholders.
- Develop budgets & monitor spending to deliver results in line with planned objectives.
- Perform other duties as assigned.

Education and Experience Required:

- Post-Secondary Degree in environmental sciences, business, sustainability, or a related field.
- 5 years' experience in CSR/ESG, sustainability, or environmentally focused roles, with mining experience considered a benefit.
- Knowledge of Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (SDGs), Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations, and Sustainability Accounting Standards Board (SASB) Standards preferred.
- Experience compiling, presenting, organizing, and summarizing data to Senior leadership.
- Demonstrates commitment to Sustainability and ESG initiatives.
- Builds strong relationships with internal and external partners.
- Ability to influence without authority.
- Demonstrates a positive learning attitude and takes initiative to improve processes.
- Experience and understanding applying GHG calculations, goals & targets and scope analysis considered a benefit.
- Experience and strong understanding of legislation as it relates to ESG, waste, water, energy and GHG management considered a benefit.

- Knowledge and understanding of local community and social issues.
- Demonstrated ability to act honestly and with integrity all times.
- Expertise and experience in managing relationships, networks, and teams that include a diverse group of people representatives.
- Proven effectiveness in driving complex multi-stakeholder planning processes and cross-team projects to desired results.
- Experience in community engagement to obtain meaningful feedback to inform CSR plans and initiative implementation.
- Excellent communication skills and the ability to distill complex information into concise communication materials, tailored for the audience.

Skills and Knowledge:

- Strong written and oral communication skills, experience delivering presentations to executive management, and/or Board of Directors.
- Strong attention to detail in all aspects of responsibilities.
- Flexibility and ability to work in a team environment.
- Initiative and work independently while supporting team members.
- Highly skilled in applicable computer applications.
- A valid driver's license and drivers abstract required.

Marathon is an equal opportunity employer committed to local hiring preferences and all applications will be considered on this basis. We value equity and diversity and are committed to creating an inclusive workplace environment for all employees. Marathon reserves the right to hire only those candidates who are appropriately qualified for the position advertised.

Marathon will review all applications; however, we will only contact those candidates who best fit the requirements.

Interested applicants are encouraged to apply.

Deadline to apply: **July 28, 2023**