



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. Early works started in October 2022 and construction commenced in January 2023 with the first gold production at the end of 2024. 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 Human Resources Manager to join our growing team to construct the mine and transition to mine operations.

Human Resources Manager Competition # MG0087

Reporting to the VP Human Resources, the Human Resources Manager will provide support services that will drive business results to the Valentine Gold Project while leading the continuous development and implementation of the people structure following the company values, guidelines, procedures, principles, and policies. In addition, the Human Resources Manager will lead and coach a Human Resources Business Partner team to successfully support current and future business strategies while mitigating project and operational HR related risks and fostering HR relationships.

In this position, you will also provide strategy and direction in the following areas: Workforce Planning; Employee Relations; Culture; HR Planning; Organizational Design; Career and Succession Planning; Performance Management; and Employee Engagement.

This is an exciting opportunity to work and support a team of professionals at the largest gold mine in Atlantic Canada. The position is based on a Monday to Friday schedule and requires regular travel to Grand Falls-Windsor, however, relocation is preferred (relocation assistance will be provided).

Accountabilities/Responsibilities:

- **Operations and HR Compliance**
 - Develop and implement HR strategies and initiatives aligned with the overall business strategy.
 - Provide support within the HR department, as well as to all leaders.
 - Plan, forecast, and report on the outcomes of all HR strategies which includes the workforce planning.
 - Develop, implement, and review all HR processes and procedures.
 - Ensure HR best practices and legal compliance throughout human resource management.
 - Support senior management colleagues in HR strategies and decision making.
 - Lead and promote a culture and environment of positive health and safety practices.

- Support the implementation, communication, and compliance of the benefits agreements for the project.
 - Develop and monitor an annual Human Resources budget.
 - Work with other managers within the organization to ensure operational continuity.
 - Lead the development and implementation of a HRIS system that support the full cycle life of the organization.
- **Recruitment and Retention**
 - Oversee employee recruitment and selection.
 - Oversee and make recommendations for the Company's success in talent development and succession planning.
- **Performance Management**
 - Oversee and manage a full cycle performance appraisal system that drives high performance and make recommendations to improve performance evaluations.
 - Train leaders to coach and support employee work performance.
 - Coach leaders on corrective actions.
 - Provide training to employees and/or recommendations of talent assessments to facilitate the achievement of organizational goals.
- **Employee Relations**
 - Promote positive employee relations by acting as a liaison between all employees within the Organization.
 - Address employee relations issues as they arise.
 - Support current and future business needs through the development, engagement, motivation, and preservation of human capital.
 - Nurture a positive working environment.
- **Compensation and Benefits**
 - Oversee and maintain the Company's compensation and benefits programs, including the management of total compensation packages that will attract and retain top talent.
 - Analyze and assess benefits trends and recommend benefit programs to management.
 - Oversee and administer group benefits including benefit induction.
 - Participate in liaising with benefits providers.
- **Supervisory**
 - Manage and support a small team of internal HR staff and external HR resources.

Education and Experience:

- An undergraduate degree in Human Resources, Business or Commerce.
- 10 years' industry experience in a similar role, including at least 5 years in supervisory and managerial roles.
- Project related experience is considered as asset.
- Experience working with and knowledge of Industrial Benefits.
- Experience with unionized and non-unionized workplaces.
- Experience with Human Resources reporting systems and analysis metrics.
- Previous Human Resources experience in a mining or major industrial setting considered an asset.

- CPHR Designation or Masters is considered an asset.

Skills and Knowledge:

- Expert knowledge of Newfoundland and Labrador labour laws, HR best practices, and compliance.
- People oriented and results driven.
- Ability to architect strategy along with leadership skills.
- Strong ability to work under pressure and adapt to a fast-paced environment.
- Excellent time management skills and organizational skills with a proven ability to meet deadlines.
- Excellent analytical, and problem-solving skills with high attention to detail.
- Exceptional ability to effectively deal with a variety of stakeholder requests and issues.
- Excellent interpersonal and communication skills (both written and verbal).
- Ability to act with integrity, professionalism, and confidentiality.
- Proficient in the use of MS Office Suite (Outlook, Word, Excel, PowerPoint).
- A valid driver's license and driver's abstract required.

What We Offer You:

- Competitive salary and incentive plans
- Attractive benefits (company paid core coverage, health and dental coverage, disability plans, and Employee Family Assistance Program)
- Leave (vacation, sick, top up for maternity)
- An opportunity to build the largest gold mine in Atlantic Canada with a dynamic team

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 submit their application via email to careers@marathon-gold.com referencing **competition # MG0087**.

Deadline to apply: Sunday February 26th, 2023