



Calibre Mining Corporation is engaged in the exploration and development of the Valentine Gold Mine 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. Calibre is a public corporation (TSX:CXB) headquartered in Vancouver, British Columbia with a regional office located in Grand Falls-Windsor, NL.

Additional corporate and Project information is available at www.calibremining.com

Calibre is currently inviting applications for a Process Plant Superintendent to join our growing team as the company transitions from mine construction to mine operations.

Process Plant Superintendent

Reporting to the Process Plant Manager, the Process Plant Superintendent will be responsible for the overall management of people, safety, and production associated with the Process Plant. The incumbent will lead the development and delivery of the strategic plan to ensure that departmental performance is executed in a safety and efficient manner. The incumbent will liaise with the mine department to collaborate on various projects and initiatives. You will provide leadership and direction to the process plant team through coaching, mentorship, and development with a focus on a safe and inclusive culture.

Furthermore, the purpose of this job is to optimize the safe extraction of product at the Project site through the supervision of the process plant department employees and contractors based on capital and operating budgets, and the process plant plan and scheduling. Also, to assist the Process Plant Manager to ensure that production and development activities are achieved to plan specifications, by driving ongoing change in levels of safety, productivity, cost, and quality to promote continuous improvements.

As project development expands, the Process Plant Superintendent will transition to a site-based position, on rotation currently anticipated to be 7 days in/7 days out.

Accountabilities/Responsibilities:

Governance:

- Develop and maintain ongoing internal and external collaborative relationships with all stakeholders.
- Implement and support policies, procedures and legislative requirements and monitor compliance.

Health, Safety and Environment:

- Promote a culture where health, safety and environment are always the highest priority.



- Promote the completion and tracking of proper safety training for employees and ensure the tools are in place for employees to complete their work safety and legislative requirements are met.

Operation:

- Monitor and supervise the overall operation of the processing facilities including all support systems and infrastructure.
- Monitor and analyze plant performance to maximize production, maximize utilization/availability, improve reliability, identify opportunities for research projects to improve maintenance or process systems, explore modern technologies and drive plant improvements while providing technical support to operations and maintenance personnel.
- Interface with cross-functional groups to develop production targets for forecasts and budgets and coordinate the above activities with other mine departments, environmental, safety and health.
- Oversee and implement production programs and operations to maximize production efficiency and resources.
- Develop and execute overall strategy for process plant development based on input from other departments and personnel.
- Plan and execute process plant development in collaboration with metallurgy, maintenance, and supervisory departments.
- Optimize the metallurgical and environmental performance of the plant by monitoring, procedural changes, process control and innovation.
- Analyze records and reports to ensure that all programs are on target and OHS performances are met.
- Ensure the process plant operates in accordance with applicable legislation and employment laws.

Budgets and Resource Management

- Responsible to develop and manage the departmental budget for the Project site by identifying efficiencies and improving processes by monitoring economic conditions and opportunities as well as tracking and acting on cost reductions which are not detrimental to the long-term business performance.
- Ensure the appropriate allocation of operating and capital costs to achieve business plans through the annual budget process and monthly review of costs and budget variances.
- Review and provide directions on future equipment and labour requirements.

**Leadership Development:**

- Promote and support a culture of respect, accountability, transparency, inclusion, and prosperity.
- Manage performance by setting expectations, conduct performance reviews and providing feedback and coaching to direct reports.
- Promote the principle of ownership, accountability and mutual respect to the workforce and supervision.
- Foster an effective environment for employee relations.
- Perform other duties as required.

Education and Experience:

- Bachelor of Engineering – Chemical, Mineral Processing, or Metallurgy or a related field and experience is required.
- 10-15 years related work experience (experience in a processing plant), with a minimum of 10 years managing teams is required.
- P.Eng or eligibility to obtain it is required.
- Project management experience is preferred.
- Continuing education in the areas of progressive mining methods is an asset.
- A valid driver's license and a driver's abstract required.

Skills and Knowledge:

- Knowledge and understanding of NL health, safety and environmental acts and legislation relating to mining operations.
- A proven leader who has a record of accomplishment in building a culture of safety, inclusion, and operational excellence.
- Experienced working in a capital project environment, including working with a strong project and operational readiness team.
- Demonstrated ability to effectively mentor and develop teams to support career growth.
- Ability to collaborate with Other across the organization and build strong relationships.
- Organized and detail oriented.
- Strong written and verbal communication skills are essential in presenting, communicating, and interacting with stakeholders and at all levels of management.
- Strong interpersonal skills and ability to work in a collaborative environment.
- Proven analytical skills that can quickly assess and resolve complex issues.
- Advanced knowledge of Excel spreadsheets and experience in using advance consolidation and reporting tools, ex. SAP, and Power Point presentations.



Calibre 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. Calibre reserves the right to hire only those candidates who are appropriately qualified for the position advertised.

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

To apply for this position, please do so by clicking on the following URL link: [Careers](#)

Job ID 1046

Deadline to apply: Friday, March 8th, 2024