

SUPERINTENDENT, MINE OPERATIONS - (12824)

TO APPLY VISIT: www.iamgold.com/cotegoldcareers

Role Details

Develop and Provide leadership to the team:

- Define and recruit for the Mine Operations team in accordance with the organizational design strategy.
- Build and lead a dynamic team focused on mine operations execution.
- Create space for your team to be effective in delivering results.
- Actively engage in recruiting and developing a diverse mine operations team.
- Foster an inclusive work environment.
- Provide clear work objectives and expectations of the performance levels required to achieve business plans and production targets.
- Ensure that training is provided in accordance with the current and future needs of the mine.
- Ensure the required resources (people and equipment) are in place to achieve planned production while meeting planned costs.
- Promote a high-performance culture by setting expectations, conducting performance reviews, and providing feedback and coaching.

Oversee the development and implementation of production programs and operations to maximize production efficiency and resources:

- Develop and execute the overall strategy for mine development based on input from other departments and personnel.
- Review data, such as maps, survey reports, and geological records, and collaborate with engineering, maintenance, and supervisory departments to plan and direct mine development in order to deliver the Côte Gold business case.
- Develop and implement production reporting systems and then leverage those systems to analyze records and reports, such as ore grade, air quality, safety, operational costs and potential income estimates to ensure that all programs are on target.
- Keep up to date with mining laws and safety regulations, and provide support to your team to ensure adherence to applicable rules and regulations.
- Set production budget using information from the overall mine budget and business plan targets.
- Establish production targets and monitor their achievement and correct or address issues as they arise.
- Ensure health & safety, and environmental standards are adhered to. Specifically, work collaboratively with H&S staff to develop and implement Côte Gold Health and Safety Management System.
- Encourage and promote continuous improvement at all levels. Support the identification, planning and implementation of high-value improvement initiatives.
- Develop and analyze new working methods in order to increase efficiency, reduce costs, reduce the risk of accidents, and improve environmental management and quality of work done.

Assist in the development and achievement of the overall strategy and goals of the mine:

- Contribute to the management team to set the direction and establish the mid-to-long-term operations and project development plans for the mine production department.
- Provide advice to the Manager, Mine regarding the development and implementation of the mine budget ensuring that these budgets are respected. Seeks solutions to reduce costs.
- Leverage your team to provide the site with expert knowledge on mine production processes and practices.
- Identify options and implement actions to adopt best practices for mine production.
- Coordinate mining planning and operations to attain annual and 5-year production targets.
- Observe and analyze operational performance. Reports to the Manager, Mine and does necessary adjustments in order to meet and exceed objectives.
- Ensures that all health safety programs are properly applied and that needed corrective measures are executed within set deadlines.

Safely deploy Côte Gold's autonomous mining operations:

- Manage the project of Autonomous Systems deployment for Côte Gold.
- Supervise autonomous systems engineer and other staff in the development and execution of the work plan to deploy autonomous systems at Côte Gold.
- Work pro-actively with the Ontario MLTSD to ensure regulatory satisfaction of our risk management approach to deploying autonomous machines at Côte Gold.
- Work collaboratively with our internal team and selected vendors on the deployment of the various assets and systems required for autonomous operations (AHS, ADS, Comms Infrastructure, Production systems.)
- Design, recruit and develop the operating team required for deployment and ongoing autonomous operations at Côte Gold.
- Develop and implement required safe work procedures for autonomous operations.
- Develop and implement work methods that deliver the productivity ramp-up of our autonomous systems.
- Identify, develop and implement operating improvements that surpass the safety and productivity targets for our autonomous assets.

Qualifications

- College diploma or university degree in a relevant discipline (mining technology, commerce, geology etc).
- 10 years of open-pit mining experience with at least 5 years leading others in operational roles.
- Strong working knowledge of open-pit mining methods and procedures, particularly automated mining equipment and production data gathering and reporting systems.
- Good understanding and working knowledge of the applicable legislation and regulations for Mines and Mining Plants.
- Ability to lead, provide support, maintain accountability, resolve conflict while building positive relationships and maintaining effective networks in a cross-cultural environment with internal and external stakeholders, industry associations and Indigenous communities.
- Knowledge of indigenous communities and indigenous issues related to the mineral industry.

- Applies Strategic Thinking & Global Focus: Brings a global mindset and systemic thinking to support the strategic focus and future success of the organization.
- Builds Diverse Stakeholder relationships: Proactively develops strong and mutually beneficial relationships with multiple stakeholders.
- Demonstrates Personal Leadership: Takes personal ownership for the success of the organization achieved through candor, creative debate active listening, coaching and a commitment to self-improvement.
- Develops People, Teams, & Culture: Maximizes the potential of individuals, teams, and culture through targeted investment in coaching, development, and engagement.
- Drives Excellence in Execution: Enables breakthrough results through organizational alignment, courageous action, new thinking, and accountability.

Côté Gold was developed in partnership with the Mattagami and Flying Post First Nations. The open-pit mine is a joint venture between IAMGOLD and Sumitomo Metal Mining Co. and is operated by IAMGOLD. We are located near Gogama, Ontario, with access to stable infrastructure and strong connections with our local communities.

IAMGOLD is committed to treating all people in a way that respects their dignity and independence. Should you require any accommodation during the recruitment process or otherwise, please notify us of this when you apply and we will work with you to meet your accessibility needs.

Primary Location: Canada

Work Locations: IAMGOLD Corp, Côté Gold Division 3 Mesomikenda Lake Rd PO Box 100

Gogama POM 1W0

Job: Operations

Organization: Cote Gold

Posting Date: June 2, 2021