

SUPERINTENDENT, MOBILE MAINTENANCE - (12832)

TO APPLY VISIT: www.iamgold.com/cotegoldcareers

Role Details

Develop and provide leadership to the team:

- Define and recruit for the mobile maintenance team in accordance with the organizational design strategy.
- Build and lead a dynamic team focused on reliable mobile equipment delivery.
- Create space for your team to be effective in delivering results.
- Actively engage in recruiting and developing a diverse mobile maintenance team including holding service providers to this standard.
- Foster an inclusive work environment where Côte Gold employees and third-party service provider employees work collaboratively.
- Provide clear work objectives and expectations of the performance levels required to achieve maintenance plans and production targets.
- Ensure that training is provided in accordance with the current and future needs of the operations.
- Ensure the required resources (people, tools, and equipment) are in place to achieve planned maintenance while meeting planned costs.
- Promote a high-performance culture by setting expectations, conducting performance reviews, and providing feedback and coaching.

Oversee and implement a maintenance program that will maximize production results, infrastructure performance and resource efficiency/costs:

- Establish an overall strategy for the execution, planning and improvement of the mobile maintenance program that will best utilize resources such as; cost, efficiency and reliability to support the business targets and priorities as laid out in the operations plan.
- Set and manage the department targets, goals, training and priorities.
- Lead coach and mentor the Mobile Maintenance team to ensure equipment availability and reliability targets are met or exceeded while controlling costs.
- Set the maintenance operational budget using information from the overall operations budget and business plan.
- Advise, support and provide recommendations for the purchasing of new and or used equipment for the operations.
- Provide options and recommendations for short and long term projects, plans and approaches to enhance efficiency and cost-effectiveness of maintenance operations.
- Keep up to date with mining laws and safety regulations, and provide support to your team to ensure adherence to applicable rules and regulations.

- 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 mobile maintenance 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 maintenance processes and best practices.
- Identify options and implement actions to adopt best practices for mobile fleet maintenance.
- Coordinate mine planning and operations to attain annual and 5-year production targets.
- Observe and analyze mobile fleet reliability. 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.

Manage third-party service contracts:

- Continuously evaluate the optimum methods of accomplishing work, analyzing available budget, staff and third-party service contracts.
- Administer maintenance contracts including specification development, bidding, monitoring and evaluation of work products or objectives.
- Maintain knowledge of industry best practices and challenge providers to continuously improve equipment functionality, reliability and service delivery.
- Work collaboratively with service providers, sales representatives, on-site service teams, and research and development teams to deliver a reliable mobile maintenance fleet that meets the operations business goals and objectives.

Qualifications

- College diploma or university degree in a relevant discipline (mobile maintenance, mechanical engineering, or other equivalent program).
- Heavy Duty Equipment Technician certificate of apprenticeship and qualification is preferred.
- 10 years of mobile fleet maintenance experience with at least 5 years leading others in operational roles.
- Experience in establishing and maintaining a reliable and safe autonomous fleet is preferred.
- Knowledge of modern and complex principles and practices of preventative maintenance.
- Good understanding and working knowledge of the applicable legislation and regulations for Mines and Mining Plants.

- Experience in managing large maintenance service contracts is strongly preferred.
- 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 a targeted investment in coaching, development, and engagement.
- Drives Excellence in Execution: Enables breakthrough results through organizational alignment, courageous action, new thinking, and accountability.

Côte 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, Côte Gold Division 3 Mesomikenda Lake Rd PO Box 100

Gogama POM 1W0

Job: Operations

Organization: Cote Gold

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