



The Operations Manager will lead, plan, organize and control all operational aspects of the Fenelon Project site, including managing company and contract resources to ensure delivery of annual plans while meeting expectations in regard to safety, environment, quality, schedule and costs.

Up until such time as a construction decision is made, the Operations Manager will provide leadership, supervision and coaching to a team of professionals, workers, contractors and service providers associated with exploration activities at the Fenelon Gold Project in Quebec. The Operations Manager will also work closely with the Project Manager and / or Vice President, Mining and Projects, with available resources, to advance First Nation & Stakeholder consultation activities associated with the Fenelon Gold project in Quebec.

Operations Manager

Fénélon 4/3 Schedule

SUPERVISORY RESPONSIBILITIES:

- Provide leadership and management of the site, including underground construction (upon a construction decision) & surface operations along with exploration activities, ensuring site operates safely and productively.
- Work in a collaborative manner with other leadership partners to ensure an efficient and motivating work environment
- Create a working environment which ensures that employees gain new skills and achieve their full potential by developing and implementing effective training and mentoring programs.
- Constructively influence others, managing cross-functional relationships at all levels and inspire/lead improvement
- Assessment of operations team members through regular feedback and establishing development plans along with succession planning
- Assist HR in developing a resource plan to ensure adequate staffing for the operations and support team and maintaining a succession plan to ensure future success
- Promote health and safety and a safety-first culture within your team, and the achievement of tasks in a healthy, safe and environmentally sustainable manner
- Ensure compliance with all company policies and procedures

DUTIES AND RESPONSIBILITIES:

- Contribute to development of annual plans and ensure planned and precise execution.
- Ensure that opportunities to add value and increase stakeholder wealth are identified and implemented
- Establish reporting and monitoring mechanism that promote forward motion and accountability along with department specific KPIs.
- Review existing, Improve, Establish management routines
- Work closely with Corporate team to establish & implement site HSE management systems, processes and programs
- Develop close relationship with First Nations leadership and stakeholders



- Establish a good working relationship with provincial and local officials
- Act as owner's representative in discussions with consultants and contractors
- Liaise and meet with stakeholder groups in advancing the interests of the operation
- Management of the mining and construction contractor(s) in the construction and operations work, including managing technical teams and support consultants.
- Management of the exploration related contractors in the execution of the exploration program,
- Effective contract management of the underground mine construction, meeting time, quality and cost objectives.
- Establish reporting routine between the site and Corporate Head office
- Assist Senior Management in the review and update of periodic business reviews, including annual capital and operating cost budgets for the mine consistent with the Company's requirements.
- Ensure appropriate facilities, procedures and workforce competence to achieve legal compliance, incident prevention and the achievement of tasks in a healthy, safe and environmentally sustainable manner
- Familiarize with Environmental and Social Impact Assessment Study
- Familiarize with geological resources (inside and outside of mining lease) Mine Design and economic evaluation
- Assess current site configuration to determine requirements for operations
- Implement or develop where not existing, systems and processes to support future operations such as Front-Line Planning and Scheduling, Procurement Processes and work flows.
- Optimize operational assets and resources through continuous improvement.
- Work with the site's leadership team to develop (and implement) a plan of transition over time to an Owner operation in technical and support disciplines.



REQUIRED SKILLS AND ABILITIES:

- Demonstrated commitment to safety leadership;
- Ability to effectively delegate while maintaining forward motion on key deliverables;
- Ability to coach and develop a young team to become effective and accountable leaders;
- Business acumen and sound business operating experience
- Adaptability to work effectively in a context of change, manage conflicting demands, and adapt to a variety of situations and individuals.
- Proven team player skills with ability to build and maintain internal and external relationships;
- Effective interpersonal skills and an ability to communicate and interact effectively at all levels of the organization
- Strong organizational and interpersonal skills;
- Excellent problem solving and analytical skills;
- Ability to work independently with minimal supervision
- Ability to effectively communicate verbally and in writing in both French and English.

EDUCATION AND EXPERIENCE:

- Bachelor's degree in mining engineering or similar qualification;
- Minimum of 10 years of progressive experience relevant to operations and project management
- Demonstrated competence in various software (i.e. MS Office including Excel, Word and PowerPoint).
- Experience in working with Indigenous stakeholders
- Experience in permitting processes and project advancement

PHYSICAL REQUIREMENTS:

- Ability to travel to site and other offices regularly. The role demands weekly on-site presence from Monday to Thursday.
- Ability to walk around site as needed
- Ability to work in confined spaces and loud environments