

LAKE SHORE GOLD

a subsidiary of



PAN AMERICAN
— SILVER —

About the Organization

Lake Shore Gold, a subsidiary of Pan American Silver, is located in Timmins, Ontario. The Timmins West mine is located approximately 18 kilometers west of Timmins, Ontario, one of the world's most prolific gold camps. Mineralization is associated with the Porcupine-Destor fault system within the Abitibi greenstone belt. The Timmins West mine is comprised of the Timmins deposit, the Thunder Creek deposit, and the 144 Gap deposit. All three deposits are interconnected by underground drifts.

About Timmins, Ontario

Timmins is a vibrant community of 45,000 residents that is a central hub for Northeastern Ontario. People can enjoy recreational activities such as camping, world class fishing, nature, and snowmobile trails. Direct flights to Toronto are available at the local airport via multiple carriers. There are many support networks in the community including the local Timmins and District Hospital, local sports leagues for children and adults (hockey, baseball, basketball, etc.), golf courses, both cross-country and downhill ski resorts, a community pool, and many other community events that provide entertainment throughout the year - fairs, carnivals, concerts, and more!

About the Opportunity

We are looking to hire a **Mine Manager** to join our **Timmins West Mine** in **Timmins, ON.**, on a **full-time basis**. The schedule for this position is Monday-Friday, 8 hrs/day or 4 on, 3 off, 10hrs/day.

In this position, you will have managerial responsibility and accountability for operations, engineering, geology, environmental, and safety at our Timmins West Mine. Overall, this role will be responsible for the coordination of all the related support activities for the mine site.

Please note that this role requires relocation to the Timmins area and is not a camp-based position.

This is a role for a senior mining professional with a blend of operations and project management credentials, as well as highly developed leadership skills. Candidates will be assessed against the following critical credentials:

- Ensures that the safety strategy is maintained as a core value of the operations
- Executes business strategy at optimal cost and productivity, without compromising long-term growth, i.e. reserves

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- Manages P&L and evaluates options for increased profitability and improving mine performance
- Leads the development of mine's strategic plan and annual operating business plan
- Leads the strategic plan for the continued development and growth of the mine
- Prioritizes resources for optimal utilization
- Drives a culture of cost efficiency and continuous improvement in all areas
- Oversee the development and implementation of the annual operating budget and quarterly forecasts for the mine site
- Ensures a business case for capital projects, managing benefits vs costs
- Tracks relevant operational performance metrics and processes accurately
- Communicate effectively with various personnel, including front-line workers, supervisors, and senior management from various disciplines
- Maintains a hands-on approach to the management of the operations team
- Manages conflict and possess good interpersonal skills
- Mentors and develops personnel
- Is a strong problem-solver and assesses risk to provide a safe work environment

More About You

While our ideal candidate has the following qualifications, we welcome applicants who may not meet every criterion to apply.

The following will be critical to successfully performing this role:

- A track record of safety leadership
- Bachelor's degree in mining engineering is preferable, and post-graduate study would be considered favorably
- Registered Professional Engineer in the province of Ontario is an asset
- 10 years of mine operations experience (including underground mine experience), at least 5 years at a senior management level
- Familiarity with bulk and narrow vein underground gold deposits and shaft hoisting operations is a must
- Experience in leading a dynamic team, successfully meeting safety and production targets, while managing all stakeholder requirements
- Solid understanding of budgeting and financial planning
- Good problem-solving and decision-making skills
- Strong verbal and written communication skills required
- Applicants must be eligible to work in Canada

As our ideal candidate, you are a motivated team player, and above all, you demonstrate compliance with all health and safety regulations.

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About the Benefits

In return for your hard work and dedication you can expect to receive a **competitive annual salary**, as well as the following benefits:

- Mine Performance Plan Incentive (bonus)
- Long-Term Incentive Plan
- Relocation Assistance available
- Flexible Work Schedules
- Company-paid extended medical, prescription, dental, and vision benefits
- Wellness Spending Account
- Health Care Spending Account
- Company-paid pension plan with 8% company contribution
- Basic life/accidental life insurance
- Long-term disability coverage
- Employee Assistance Program
- Telemedicine Virtual Primary Care via *Dialogue*
- Competitive Paid Vacation Entitlements
- Paid pregnancy and parental leave

Don't miss out on this unique opportunity to take the next step toward your career goals with an industry leader - apply now!

To express your interest in this position please forward your resume to:

Lake Shore Gold - Human Resources
P.O. Box 1067
Timmins ON
P4N 7H9

Email: HR@ca.panamericansilver.com
Fax 705-269-4936

Lake Shore Gold is an equal opportunity employer. We are committed to providing an environment of mutual respect and we believe that diversity and inclusion among our team members is critical to our success. We are committed to creating an inclusive environment for all employees and all aspects of employment including the decision to hire or promote will be based on merit, competence, performance, and business requirements. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

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