



Pan American Silver was created with the intention to provide investors with the best vehicle to gain exposure to higher silver prices. Our vision is to be the world's pre-eminent silver producer, with a reputation for excellence in discovery, engineering, and sustainable development. Pan American Silver has several underground and open pit operations in Canada, Mexico, Guatemala, Peru, Chile, Brazil, Bolivia, and Argentina.

Pan American Silver is committed to advancing diversity and developing inclusive leadership teams that are representative of the communities we serve. The Company provides equal opportunities to all persons regardless of age, color, national origin, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression or any other characteristic protected by federal, provincial, or local law.

VP, Projects

Pan American Silver Corp. is looking for a VP, Projects to plan, manage and monitor the execution of major and/or complex projects (both Capital Project and Sustaining Capital) of the Corporation, ensuring the execution of them safely within the established time and budget and in compliance with quality standards, company policies and current regulations.

This role will report directly to the Senior VP, Operations and Projects and will have under their supervision the Corporate Project Manager, Project manager (Mexico), Regional Project Controls Manager (Peru), Project Superintendent (Bolivia) and the Project Coordinator.

The location for this position will be in any of our site operations, Peru, Mexico, Chile, Brazil or Argentina.

Expected Position Contributions:

- Develop and implement the strategic vision for project management in the Corporation.
- Provide strategic leadership and direction for all project activities in the Company.
- Ensure that project safety is at the forefront of all activities.
- Ensure that all projects are executed safely, successfully, on time, within budget, and to the highest quality standards, while leading a diverse team across multiple countries.
- Monitor the entire life cycle of the Corporation's major capital projects from initial concept through completion, including basic and detailed engineering, construction, commissioning, and ramp up phases.
- Ensure all project activities comply with local regulations, industry standards, and company policies.
- Promote knowledge sharing and the adoption of best practices across the project management team.

Major Duties and Responsibilities:

- Align project goals with the company's overall strategic objectives.
- Drive continuous improvement in project management processes and methodologies.
- Oversee a portfolio of projects, ensuring proper prioritization, resource allocation, and risk management.
- Develop and manage project budgets, timelines, and performance metrics.
- Prepare documentation for and obtain Board approval for the larger value capital projects.



- Report regularly to the Board regarding the status of the larger or more critical projects.
- Lead the planning, execution, and monitoring of basic and detailed engineering, construction, and ramp-up phases.
- Review and evaluate the development of the projects carried out in the operating units in their different stages in coordination with the engineering, construction and other areas involved.
- Ensure adherence to technical standards and regulatory requirements.
- Collaborate with engineering and construction teams to resolve technical issues and optimize project outcomes.
- Build and maintain strong relationships with key stakeholders, including clients, government authorities, and business partners.
- Facilitate communication and collaboration among stakeholders to ensure alignment and project success.
- Lead, mentor, and develop a high-performing team of project managers and coordinators across multiple countries.
- Foster a culture of excellence, accountability, and continuous improvement.
- Conduct performance reviews, set development goals, and provide ongoing coaching and support.
- Identify and mitigate project risks through proactive planning and problem-solving.
- Ability to assemble large construction contracts (with assistance from internal legal department).
- Implement quality assurance and control processes to ensure high-quality project deliverables.
- Provide regular financial and progress reports to senior management.
- Stay current with industry trends, best practices, and emerging technologies in project management.
- Implement innovative solutions to enhance project efficiency and effectiveness.
- Understand and know how to effectively implement value engineering, fit-for-purpose designs, risk reviews, hazard analyses, etc.
- Be a team player, both at the corporate level with peers / supervisors, and within the various project teams reporting to the position.

Knowledge, Experience and Competencies:

Knowledge:

- Professional Degree. Engineering, Project Management, or a related field.
- Proficiency level in English and Spanish.
- Postgraduate: Master's degree (desired).
- Project Management Professional (PMP) certification or equivalent (desired).

Experience:

- Minimum of 15 years of experience in project management, with at least 10 years in a senior leadership role overseeing large-scale projects in the mining industry in the LATAM region. Experience in underground mining projects.
- Extensive knowledge of the complete project management process, including basic and detailed engineering, construction, commissioning, and ramp-up phases. Proven track record of successfully managing a diverse portfolio of projects across multiple countries. Ability to travel extensively within the LATAM region as required.



- Travel requirements would be approximately 35 to 40% of the time, and at times would involve weekend travel and work.
- *Competencies:*
- Excellent written skills in English are a must.
- Ability to handle multiple projects, manage priorities and maintain project plans in an organized manner.
- High level of emotional intelligence, influencing skills, and communication skills to enable collaboration with a variety of key stakeholders, including senior executive level parties.
- Excellent people skills and negotiating skills to arrive at win-win solutions with all stakeholders, including but not limited to the clients (typically mine operations groups), project vendors, and project contractors.
- Demonstrated ability to lead a group, identify tasks and ensure achievement of objectives.
- Have a network of industry contacts to support the needs of the projects when required.
- Strategic Vision, Project Portfolio Management, Engineering and Construction Expertise, Stakeholder Engagement, Leadership and Team Development, Risk Management, Financial Acumen, Innovation and Best Practices, Multicultural Awareness, Communication Skills.

Interested candidates please apply in confidence to hr@panamericansilver.com.

We thank all applicants for showing an interest. Only candidates under consideration will be contacted.