



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 currently has an opening with its accounting department, based in its corporate office in Vancouver, British Columbia.

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, colour, 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.

Human Rights Officer

The Human Rights Officer will promote and protect Human Rights within the organization and communities of influence, with a preventive approach ensuring compliance with international Human Rights standards, as well as applicable regulatory framework and develop and implement Pan American Silver's Human Rights standards.

This individual must be a self-starting collaborator with a "can-do" attitude and the communication skills and personality to thrive in a complex, fast-paced, international mining organization. The successful candidate must have the proper balance of skills, experience, and attitude to be successful in this role.

Major Responsibilities:

- Develop, update, and implement policies, protocols, and procedures to ensure the promotion and protection of Human Rights supported by Pan American Silver, as well as compliance with the applicable legislation in each country.
- Assist operations and provide guidance on Human Rights matters for risk identification, implementation of critical controls, incident management, and report preparation.
- Conduct investigations into actual or potential Human Rights violations and prepare the corresponding reports.
- Develop and facilitate training programs to enhance the understanding and application of Human Rights standards in our operations.
- Carry out human rights' due diligence processes.
- Prepare surveys and analyze the risks arising from interactions with our stakeholders, to understand the operational environment and meet Human Rights performance indicators.
- Represent the organization in national and international forums and advocate for the protection of Human Rights.
- Work closely with other Human Rights organizations, government agencies, and civil society.
- Evaluate the impact of Human Rights initiatives and propose improvements.



Qualifications:

Knowledge:

- Requires a professional degree in Law, Political Science, International Relations, or a related human rights field.
- International Human Rights law.
- Advanced level of English
- Spanish or Portuguese language skills (oral & written).

Experience:

- 5 years of experience as a Human Rights Officer or leading the area in this field.
- Risk management.
- Extensive knowledge of the resources industry.

Competencies:

- Strategic thinking and understanding of critical issues related to mining and technical aspects.
- High level of leadership and ability to build strong interpersonal relationships at all levels.
- Initiative-taking, effective communication and teamwork.

Other beneficial skills (not explicitly required):

- Public company experience.
- Mining sector experience.

Job Types:

Full-time, Permanent

This role will be based in Latin America

Interested candidates please apply in confidence to hr@panamericansilver.com before October 31, 2024.

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