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.

MANAGER, FINANCIAL PLANNING & ANALYSIS

We are seeking an experienced Manager, Financial Planning & Analysis, to join our corporate Finance team. This role will be a key contributor to the financial planning and analysis (FP&A) function in the corporate office by acting as a key liaison between the corporate Finance and site Finance teams, while collaborating cross-functionally with Operations and other departments. Additionally, the successful candidate will be relied upon to contribute with team development and mentorship. This position is an in-office role based in Vancouver.

Major Responsibilities:

Financial Planning & Analysis

- Support monthly and quarterly forecasting, annual budgeting, and long-range financial planning processes to ensure alignment with corporate objectives.

- Conduct variance analysis, what-if scenario modeling, and productivity-focused analyses to identify key drivers, trends, opportunities and efficiency improvements.

- Deliver timely and high-quality management reports and dashboards using tools such as Power BI and Hyperion to effectively communicate operational and financial performance.

- Perform ad-hoc valuations and capital expenditure analyses to support strategic and investment-related initiatives.

- Review periodic analysis and variance report materials prepared by the analysts on the team, before distribution to senior leadership, including reports for Senior Management, the Board of Directors and for external reporting.

- Support the Finance leadership team in the preparation and review of external financial reporting activities to ensure accurate and reliable information is provided to stakeholders.

- Collaborate with operational and site Finance teams to develop and monitor key performance indicators that drive actionable insights and business performance.

Enterprise Performance Management Systems & Process Improvements

- Work closely with the Finance leadership team in the implementation of Enterprise Performance Management (EPM) solutions, transitioning from Excel to integrated systems like Hyperion, OneStream, Workday, Anaplan or Oracle EPM.

- Identify and drive opportunities for process improvements and efficiency gains within the FP&A function, and support implementation efforts.

Environmental, Sustainability & Climate Change Reporting

- Support Finance leadership in preparing climate change disclosures, including reporting aligned with the Task Force for Climate-Related Financial Disclosures, highlighting the company's commitment to transparency and sustainability.

- Collaborate with Operational and Environment teams to update energy forecasts, assess future emissions reduction opportunities, and advance Scope 3 emissions reporting and analysis.

- Coordinate the development of regional economic benefit analyses generated for stakeholders.

- Coordinate with the corporate Environment team to develop closure and decommissioning liability estimates and support annual updates to asset retirement obligations modeling for accurate and reliable outputs.

Qualifications:

- 7+ years of work experience in FP&A, ideally within mining, natural resources or manufacturing industries.
- Bachelor's degree in Finance, Accounting or Economics.
- Expertise in financial modeling, budgeting, forecasting, and reporting tools (e.g., Excel, Power BI, Hyperion, Anaplan, Oracle EBS).
- Demonstrated ability to work independently as well as collaboratively in a team-oriented environment.
- Well-developed written and verbal communication skills as well as interpersonal and presentation skills.
- Strong relationship-building skills and the ability to work with diverse personnel at all levels of seniority, from other functional areas across the Company.
- Demonstrated mentorship and team development skills to empower team to deliver high quality work through process alignment, guidance and feedback.
- Exceptional problem-solving skills with a focus on identifying actionable insights.
- High level of attention to detail and accuracy, with the ability to deliver quality results.

Other Beneficial Skills (not explicitly required):

- MBA Degree.
- CPA or CFA designation.
- Experience with EPM system implementations.

- Fluency in Spanish and/or Portuguese.

Salary Range:

- $110,000-$140,000, plus competitive benefits package.

Job Type:

- Full-time, Permanent.

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.