



## The Company

Founded in 1994, Pan American Silver (PAS) is both a TSX and NYSE listed company consisting of a diversified silver, lead, and zinc portfolio of mining and exploration assets located throughout the Americas. With its head office located in Vancouver, PAS owns and operates mines in Mexico, Peru, Canada, Bolivia, Brazil, Chile, Guatemala and Argentina and has a 30-year history of operating in Latin America, earning an industry- leading reputation for operational excellence and corporate social responsibility.

## The Company Values

**Health & Safety:** We commit to providing a safe and healthy workplace for all of our employees and contractors.

**Honest & Fair:** We promise to conduct our business affairs free from favoritism, fear, coercion, discrimination, or harassment.

**Responsible Operations:** We pledge to operate in a responsible and ethical manner.

**Clear Communication:** We aim to give full, fair, accurate, timely and understandable disclosure to our stakeholders.

## The Project

La Colorada Skarn (LCS) is a large, silver-bearing polymetallic deposit discovered by PAS in 2018 through brownfield exploration near the La Colorada Vein Mine in Zacatecas, Mexico.

The site is accessible by combination of air and road transportation and is situated approximately 125 km southeast of the Durango Airport, and 850 km north-west of Mexico City. The mine is an operational mine with existing infrastructure and facilities.

The LCS Project PEA (completed in 2023) proposes to develop a mine that uses a sublevel cave (SLC) mining method at 50,000 tpd. The development phase is anticipated to last four years after full permit approval and project sanction and approval to proceed into execution. Future expansion and better definition of mineralization could complement and expand the initial SLC minable inventory and mining method to other mining methods. The Skarn Project design will leverage the existing infrastructure at the La Colorada Property whenever feasible. The new facilities, including new processing and tailings storage facilities will be designed to focus on automation, electrification, energy efficiency, and renewable energy sources to reduce the carbon footprint. Please refer to the Pan-American-Silver-La-Colorada-NI-43-101-2024 for further information.

PAS issued an RFP for a Prefeasibility Study in November 2024, and the study activities anticipated to initiate in early Q2 2025.

## The Position:

<b>Position Title</b>	<b>Engineering Manager, La Colorada Skarn (LCS) Project</b>
<b>Department</b>	Projects
<b>Location</b>	This role may be based at any location in which Pan American Silver operates
<b>Travel</b> ( <i>amount/primary locations</i> )	Travel to Site
<b>Reporting To</b>	LCS Project Manager
<b>Direct Reports</b>	Engineering Leads: Process, Mechanical/Piping, Electrical, Instrumentation & Controls, Field Engineer, and Document Controller

### Position Purpose & Overview

- Oversees, supervises and authorizes all the engineering activities and deliverables for the LCS Project, including the LCS Early Works and field engineering, from PFS to commercial production, safely and successfully, within budget and on time, in compliance with regulations, industry standards, and company policies.
- Ensures the technical integrity and quality of all engineering functions (excluding mine engineering), documents, and related evaluation processes for all procurement and contracts.
- Coordinates and provides support to the Early Works Site Project Manager, Construction Manager, PAS procurement and technical teams, and specialty consultants.
- Lead and develop the team to perform at highest standards, including safety and environmental, within the company governance and risk management frameworks and ensure that all project engineering standards, systems, processes, and procedures are delivered consistently.
- Maintain stakeholder relationships within a culture of sustainability, innovation, and continuous improvement.

### Key Accountabilities & Communications

- **Safety Leadership:** Support the LCS Project proactive world class safety culture, embedded project-wide, to drive behaviors that prioritize employee and contractor well-being across the project. Ensure safety regulations, company standards, and industry best practices are incorporated into the design, commissioning and startup of the project.
- **Ethical Approach:** Follow the company's stringent principles and standards as outlined in the Global Code of Ethical Conduct and Global Anti-Corruption Policy to create a transparent and honest approach while fostering accountability within the team, suppliers and contractors.

- **Stakeholder Management:** Facilitate stakeholder engagement for coordination and alignment of all project activities including technical, environmental, sustainability and regulatory issues.
- **Project Governance:** Prepare for and attend appropriate committees for engineering performance, design review, procurement and risk management matters according to company policies and procedures. Ensure that engineering deliverables for all disciplines are completed in a timely manner and of the appropriate quality.
- **Strategy:** Develop the processes to manage engineering deliverables and control technical changes to optimize delivery, including ensuring that engineering contractors and consultants adhere to the terms of their contracts and achieve budgets and schedule with quality services and construction.
- **Team Development:** Build and manage strong communication and collaboration links between company engineering leads, PAS technical team, consultants, and contractors to empower all to optimize project success as an integrated team. Implement strategies to ensure that the team maintains the highest possible level of engagement in the project and each function's specific role and accountabilities are well understood.
- **Project Performance:** Implementation of the project documentation systems and key performance indicators' (KPIs) reporting, including targets for development of the engineering and procurement deliverables, budgets, cost control, schedules, opportunities and risks, quality assurance, and stage gate deliverables.
- **Quality & Innovation:** Actively seek out opportunities for improvement, foster a culture of innovation, and implement quality management in the engineering and procurement aspects of the project by empowering the team to work collaboratively towards best practices.
- **Reporting:** Track and prepare regular project updates on performance that highlight engineering and procurement progress, safety, financial, risks & mitigation strategies, opportunities and achievements.
- **Communications:** Support and facilitate clear communication with stakeholders, including key consultants, contractors and suppliers, and internally with the LCS project team, PAS technical team and other leaders.

### Required Skills, Experience & Qualifications

- University degree in Engineering (Mechanical, Electrical & Instrumentation/Controls, or Process)
- 20+ years of successfully leading multi-disciplinary teams and engineering management experience, including mega-projects
- More than 15 years in senior leadership roles
- Strong knowledge of mining regulations and safety standards
- Experience in greenfield underground mining projects and associated infrastructure
- Technical risk management expertise

### Additional Skills, Experience & Qualifications

- Post-graduate degree in Engineering, Project Management, Business Administration, or related field
- Professional Registration (Engineering or core profession)
- Financial literacy and budget management experience
- Working knowledge in mine planning and optimization
- Spanish proficiency

### Competencies

- Deep experience in embedding safety programs into engineering and design
- Visible site leadership with all team members, peers, contractors, and community stakeholders
- Crisp communication skills
- Disciplined project engineering professional
- Self-starter with a strong use of delegation leverage
- Focused on holding all team members, peers and consultants accountable to their commitments
- Inspire, guide, coach, and mentor team members to full potential in a variety of cultures
- Strategic lateral thinker able to make difficult decisions in a timely manner
- Tenacious, creative, and collaborative problem-solver
- Proactive conflict resolution approach and strong ethical negotiation ability
- Curious and innovative with the ability to navigate and lead change
- Strong commitment to precision and regulatory compliance
- Balanced approach to driving project performance and effectively managing risks

Interested candidates please apply in confidence to [hr@panamericansilver.com](mailto:hr@panamericansilver.com).

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