

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.

Senior Manager, Communities & Social Performance

We are seeking a Senior Manager, Communities & Social Performance to join our Social Sustainability department. Reporting directly to the Director, Social Performance & Development, the successful candidate will be responsible for overseeing and improving community engagement initiatives with internal and external stakeholders and partners across our mining operations, projects, and closure activities. This role will assist the department in crafting strategies to lead and deliver best-practice social performance and engagement activities that advance business objectives, mitigate social risk and maximize opportunities. Supporting a team of social practitioners across the Americas, the Senior Manager, Communities & Social Performance will develop and assist in implementing social performance strategies, strengthening capability, and providing leadership to build meaningful relationships and partnerships internally and externally while enhancing social and environmental outcomes. This position is a fully in-office role based in our Vancouver office.

Major Responsibilities:

- Leading, guiding and overseeing key elements of the Social Performance team to develop, implement, and manage systematic social performance and community relations programs to earn and sustain social acceptance.
- Empowering and strengthening the capability of the Social Performance team members and business leaders to deliver an ambitious Social Performance Plan that is informed by business objectives and long-term aspirations of external stakeholders.
- Evaluating and analyzing areas of development and improvement for the company's social performance and community relations programs and initiatives across sites.
- Ensuring effective implementation and management of operational feedback mechanisms to address local stakeholder concerns, complaints and grievances and support the development of strategies that prevent and resolve social conflicts.
- Identifying, managing, and mitigating risks and opportunities related to business activities and community interactions.
- Developing and assisting with the implementation of site community investment and development programs that are aligned with the company's frameworks and local community needs and priorities.



- Ensuring that Pan American Silver’s social principles, guidelines, strategy, and standards are followed consistently within our operations.
- Overseeing data collection and supporting mine operations' compliance with corporate and international sustainability standards and regulations.
- Managing and analyzing social performance and sustainability data, metrics, and indicators to develop corporate strategies and reporting. Ensuring that requirements are met for internal and external sustainability reporting (e.g., the Annual Sustainability Report).
- Monitoring external social performance events, trends, risks and performance to identify gaps and develop action plans that improve performance.

Qualifications:

- Graduate degree in Sociology, Anthropology, Environmental Science, Natural Resource Management, or another related discipline.
- Extensive experience in stakeholder engagement, community relations or community development or 7+ years of experience in similar functions.
- Demonstrated extractive and/or infrastructure sector knowledge gained through industry, financial institution or consultancy roles.
- Strong leadership skills with the demonstrated ability to inspire and engage teams in a cross-functional and collaborative environment.
- Ability to multi-task, prioritize, meet tight deadlines and adapt quickly to change in a dynamic environment.
- Strong team-oriented individual who excels at mentorship.
- A desire to learn, take on new challenges and thrive in a dynamic team environment.
- Strong proficiency in Microsoft Office, including Word, Excel and PowerPoint.
- Excellent verbal and written communication.
- Excellent presentation skills.
- Availability to travel domestically and internationally up to 30% of the time.

Other Beneficial Skills (not explicitly required):

- Verbal and written communication skills in Spanish and/or Portuguese.

Salary Range:

- \$160,000-\$170,000, 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.