

LAKE SHORE GOLD

a subsidiary of



PAN AMERICAN
— SILVER —

About the Organization

Lake Shore Gold, a subsidiary of Pan American Silver, is located in Timmins, Ontario. The Bell Creek Complex located approximately 20 kilometers northeast of Timmins, Ontario, consists of an underground mine and processing facility. Mineralization is associated with the Porcupine-Destor fault system within the Abitibi greenstone belt, with ore mined by narrow vein longhole stoping methods. Ore is then transported to surface via a modern one thousand eighty metre deep shaft capable of forty-eight hundred tonnes per day.

The Timmins West mine is located approximately 18 kilometers west of Timmins, Ontario, one of the world's most prolific gold camps. Mineralization is associated with the Porcupine-Destor fault system within the Abitibi greenstone belt. The Timmins West mine is comprised of the Timmins deposit, the Thunder Creek deposit, and the 144 Gap deposit. All three deposits are interconnected by underground drifts.

About Timmins, Ontario

Timmins is a vibrant community of 45,000 residents that is a central hub for Northeastern Ontario. People can enjoy recreational activities such as camping, world class fishing, nature, and snowmobile trails. Direct flights to Toronto are available at the local airport via multiple carriers. There are many support networks in the community including the local Timmins and District Hospital, local sports leagues for children and adults (hockey, baseball, basketball, etc.), golf courses, both cross-country and downhill ski resorts, a community pool, and many other community events that provide entertainment throughout the year - fairs, carnivals, concerts, and more!

About the Opportunity

We are looking to hire a **Health and Safety Superintendent** to join our **Timmins Operations** team in **Timmins, ON.**, on a **full-time basis**. The schedule for this position is Monday-Friday, 8 hrs/day or 4 on, 3 off, 10hrs/day.

Please note that this role requires relocation to the Timmins area and is not a camp-based position.

The Health and Safety Superintendent will be responsible for leading the development and implementation of effective Occupational Health and Safety systems at each site, while partnering with the operations in pursuit of a workplace free of harm to all people.



Reporting to the Director of Operations, **the Health and Safety Superintendent will have the following responsibilities:**

- Working with Management to consistently demonstrate that the health and safety of employees is a prime value and cannot be compromised
- Working with Management to ensure a planned, systematic, measurable and achievable approach to managing health, safety and occupational hygiene is adopted across the operations.
- Ensures a viable Joint H&S Committee is active and in accordance with OHSA standards and the collective agreement, sits on the JHSC as a resource.
- Acts as a resource for the operations, projects and exploration teams while providing direction and support for subordinates, including Safety Coordinators and Trainers.
- Implement systems that assist operations in meeting all health and safety related laws, regulations, codes, licenses and other legal requirements. In absence of adequate regulation, implement internationally accepted standards that protect worker health and safety.
- Coordinate with the corporate safety team concerning new systems and initiatives with the goal of harmonizing the safety culture across the company
- Manage safety software system implementation and maintenance
- Lead culture change to support the improvement in employee health, wellness and overall safety performance.
- Develop and manage preventive key performance indicators, as a measure of operational excellence; report these figures to the corporate team as required.
- Ensure effective systems and controls are developed and in place to reduce injury and illness exposure, minimize loss and provide a base for internal and external audits.
- Review training programs to ensure they comply with regulatory and operational requirements.
- Oversee activities related to workers compensation and work-related disability management.
- Ensures that Emergency Response plans and teams are in place and trained for adequacy, and effectiveness. Coordinate testing of controls and apply organizational learning for continuous improvement.
- Assist in the effective application of risk management processes to support operational resiliency and decision making to meet organizational objectives.
- Ensure incidents are investigated and lead presentations on lessons learned with the objective of reducing re-occurrence
- Assist with developing and implementing effective operational controls to reduce risk.
- Manages the fitness for duty program.
- Supervise Occupational Health Nurses and Health and Safety Teams
- Interact and facilitate reporting of incidents with the Ministry of Labour

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- Other such other duties or special projects, as may be assigned from time to time.

More About You

While our ideal candidate has the following qualifications, we welcome applicants who may not meet every criterion to apply.

The following will be critical to successfully performing this role:

- Ten or more years related experience in a safety position in a mining environment.
- Five or more years of progressive supervisory or management experience in a similar role.
- Diploma or degree in Health, Safety or related discipline.
- Incumbent should be recognized as a certified professional through the Board of Canadian Registered Safety Professionals or have the qualifications to achieve designation.
- Strong management and organizational skills with the ability to communicate throughout various levels in the organization and with government agencies both.
- Formal leadership skills training an asset.
- Ability to develop people, teams and culture.
- Ability to lead and manage multi-disciplinary teams.
- Excellent oral and written skills.
- Good knowledge of Microsoft office.
- Applicants must be eligible to work in Canada.

As our ideal candidate, you are a motivated team player, and above all, you demonstrate compliance with all health and safety regulations.

About the Benefits

In return for your hard work and dedication you can expect to receive a **competitive annual salary**, as well as the following benefits:

- Mine Performance Plan Incentive (bonus)
- Relocation Assistance available for eligible positions
- Flexible Work Schedules
- Company-paid extended medical, prescription, dental, and vision benefits
- Wellness Spending Account
- Health Care Spending Account
- Company-paid pension plan with 8% company contribution
- Basic life/accidental life insurance
- Long-term disability coverage
- Employee Assistance Program

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- Telemedicine Virtual Primary Care via *Dialogue*
- Competitive Paid Vacation Entitlements
- Paid pregnancy and parental leave

Don't miss out on this unique opportunity to take the next step toward your career goals with an industry leader - apply now!

To express your interest in this position please forward your resume to:

Lake Shore Gold - Human Resources
P.O. Box 1067
Timmins ON
P4N 7H9

Email: HR@ca.panamericansilver.com
Fax 705-269-4936

Lake Shore Gold is an equal opportunity employer. We are committed to providing an environment of mutual respect and we believe that diversity and inclusion among our team members is critical to our success. We are committed to creating an inclusive environment for all employees and all aspects of employment including the decision to hire or promote will be based on merit, competence, performance, and business requirements. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

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