

Pan American Silver (“PAAS”) 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.

Director of Critical Facilities

We are currently recruiting for a Director of Critical Facilities in our Vancouver office. The successful candidate will be responsible for providing strategic leadership, governance, and technical oversight for all Tailings Storage Facilities (TSFs), Heap Leach Facilities (HLFs), Water Dams (WDs), and Waste Rock Piles (WRPs) across Pan American Silver’s portfolio of operations and development projects. This role will also involve assisting in the evaluation of future growth opportunities for the Company.

The Director will ensure safe, compliant, and responsible management of critical facilities throughout the lifecycle of the mine including during closure, adhering to the guidelines and protocols adopted by the Company (currently MAC’s Tailings Management Guidelines and Framework, the Towards Sustainable Mining (TSM) protocols, and the Canadian Dam Association (CDA) guidelines) while complying with local regulations and permit requirements.

The successful candidate will also collaborate with a team of subject matter experts from various disciplines to optimize the performance of the Company’s assets and ensure the safety of its personnel. Reporting to the Vice President of Mineral Processing, Tailings, and Dams, the Director of Critical Facilities will oversee both technical and management aspects of the company’s critical facilities, provide operational support, and regularly report to senior management on these facilities.

Major Responsibilities:

- Provide geotechnical engineering support for existing operations and development projects, including design, construction, operation, monitoring, closure, and post-closure activities.
- Lead critical facilities risk assessments (prioritization sessions) and ensure critical controls are identified, implemented, and verified.
- Oversee independent reviews, manage relationships with Engineers of Record (EoR), and facilitate third-party audits.
- Ensure the establishment of appropriate monitoring systems, data quality standards, and performance tracking mechanisms.
- Review monthly tailings operational and safety data from sites, preparing quarterly reports for senior management.



- Provide geotechnical reviews, analyses, and opinions as part of technical due diligence teams when the Company is evaluating potential acquisitions or takeover targets.
- Establish and maintain company-wide governance frameworks, standards, and policies for critical facilities.
- Provide support to site teams in addressing operational challenges and in the implementation of best available technologies.
- Collaborate with other technical experts to promote a holistic life-of-mine approach concerning underground mine backfill, tailings disposal, and mine closure.
- Provide input to assist with the preparation and review of Resources and Reserves, operating budgets, and business risk reviews.
- Contribute to technical and corporate report preparation.
- Assist the Safety department with incident investigations as needed.
- Support disclosure and assurance processes related to tailings (e.g., public TSF disclosures).
- Contribute to long-term mine planning, closure strategies, and capital planning for tailings management.
- Evaluate opportunities for innovation, including alternative storage solutions, dewatering systems, thickened tailings, and filtered tailings.
- Drive continuous improvement, capture lessons learned, and promote incident prevention across the critical facility portfolio.
- Stay current with advancing technologies and promote their application where they can be applied to improve the company's businesses.
- Lead, mentor, and develop site tailings and geotechnical engineers at both corporate and site levels; recommend training and professional development opportunities in geotechnical and TSF management.
- Travel frequently to the Company's international locations.
- Other responsibilities as required or assigned.

Qualifications:

- Bachelor's degree in Geotechnical Engineering, Civil Engineering, Geological Engineering, or a related field. A postgraduate degree in a related field will be considered an asset.
- A minimum of 15 years of practical experience in tailings management, geotechnical engineering, or dam safety within the mining industry.
- A Professional Engineer designation or an equivalent qualification (or the capability to obtain such a designation).
- In-depth knowledge of tailings dam design methods, potential failure modes, operation, and risk management of Tailings Storage Facilities (TSF).
- Proficient in international standards and guidelines related to tailings design, construction, operation, and closure.
- International experience in Latin American countries.
- Experience with governance frameworks, assurance processes, and independent review boards.
- Familiarity with closure planning and long-term liability management.
- Excellent oral and written communication skills in English and Spanish, with Portuguese as a plus.

- The ability to manage difficult situations and work effectively under tight deadlines.
- Committed and focused, and goal-driven with meticulous attention to detail.
- Ability to travel to international locations, including the Company's mines and projects which are situated at high altitudes and/or in remote areas of Latin America.

Defining Success:

Critical success factors within the first 12 months for the Director of Critical Facilities include:

- Developing a deep understanding of the Company, its global operations, and its strategic and annual business plans.
- Building a trusting relationship with the VP, Mineral Processing, Tailings & Dams and demonstrating credibility across the executive leadership team as the subject matter expert on all critical facilities matters of the Company.
- Successfully integrating into the Company's entrepreneurial, lean, and decentralized corporate culture.
- Assessing the status of the Company's critical facilities management programs and proposing recommendations for enhancement and development.
- Continued compliance with guidelines, protocols, local regulations and permits. Including maintenance of at least an "A" rating for the Mining Association of Canada's TSM Tailings management protocol.

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.