

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 **Mine Superintendent** to join our **Timmins West Mine** 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.*

**Compensation:** This position offers a salary range of \$165,000 - \$180,000 annually, based on qualifications and experience.

**Vacancy Status:** This is an **existing vacancy**. The successful candidate may begin as soon as possible.

The Mine Superintendent is responsible for the supervision and coordination of production and development crews involved in the operation of the mine and related facilities in accordance with



company objectives, policies, and procedures. A high degree of safety awareness and leadership is critical to this role.

Reporting to the Mine Manager, **the Mine Superintendent will have the following responsibilities:**

- Lead and direct all underground mining operations including drilling, blasting, mucking, ventilation, ground support, haulage, and related mining activities.
- Provide operational leadership to achieve safety, production, development, quality, and cost targets in alignment with site objectives and mine plans.
- Lead, mentor, and supervise Mine General Foremen, Shift Supervisors, miners, and contractor personnel.
- Maintain accountability for the health and safety of all personnel within their area of responsibility, ensuring incidents are investigated, corrective actions are implemented, and lessons learned are communicated.
- Promote a strong safety culture through visible leadership, field engagement, risk management, inspections, and adherence to safety standards and procedures.
- Ensure compliance with company policies, the Occupational Health and Safety Act, Regulations for Mines and Mining Plants, and environmental requirements.
- Monitor operational performance and KPIs, implementing corrective actions and continuous improvement initiatives to enhance productivity, equipment reliability, workforce effectiveness, and cost performance.
- Coordinate with Engineering, Geology, Maintenance, Electrical, Fixed Plant, Ventilation, HR, and other departments to support effective execution of the mine plan.
- Participate in short-term and long-term planning processes to support sustainable production and development activities.
- Support workforce planning, training, development, succession planning, and performance management initiatives within underground operations.
- Manage operational budgets, resource utilization, material consumption, and contractor performance to ensure safe and efficient operations.
- Support emergency response preparedness and participate in audits, inspections, and regulatory reporting requirements.
- Maintain accurate operational, production, and safety records and provide regular reporting to the Mine Manager.
- Communicate operational priorities, expectations, and performance updates while maintaining effective coordination between frontline crews, technical services, support departments, and mine management.
- Act as second-in-command to the Mine Manager when required.
- Perform other duties as assigned.

LAKE SHORE GOLD

a subsidiary of



PAN AMERICAN  
— SILVER —

## More About You

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

The following qualifications and experience will be important for success in this role:

- Minimum 10 years of underground mining experience, including significant experience in a supervisory or operational leadership role.
- Degree or diploma in Mining Engineering, Mining Technology, or a related technical discipline is considered an asset. Candidates with strong underground operational leadership experience will also be considered.
- Strong understanding of underground mining methods, mine operations, and safety systems.
- Proven leadership, decision-making, problem-solving, and team development skills.
- Excellent organizational, planning, and time management skills.
- Ability to work collaboratively with operations, engineering, maintenance, geology, HR, and support departments in a team-oriented environment.
- Strong communication and interpersonal skills, with the ability to effectively engage crews, supervisors, contractors, and management.
- Knowledge of the Occupational Health and Safety Act and Regulations for Mines and Mining Plants.
- Applicants must be eligible to work in Canada.

As our ideal candidate, you are a motivated and accountable leader who promotes a strong safety culture, operational performance, and team development.

## 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
- Long-Term Incentive Plan
- Sign-on Bonus and Relocation Assistance for eligible positions
- Flexible Work Schedules
- Comprehensive Company-paid Benefits (medical, dental, vision, life insurance, disability, EAP, virtual care)
- Wellness and Health Care Spending Accounts
- Company-paid Pension Plan with 8% Company Contribution
- Competitive Vacation and Parental Leave Benefits

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

**LAKE SHORE GOLD**

a subsidiary of



**PAN AMERICAN**  
— SILVER —

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](mailto: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.*