

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 **Chief Engineer** to join our **Bell Creek 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.

In this position, you will be responsible for supervising all mine engineering staff and managing all mine functions at the Bell Creek Mine to maximize the operation's performance in a safe manner. You will oversee, coordinate and address engineering activities including annual budget, reserves, planning, surface and underground infrastructure, mine ventilation, geotechnical matters, material handling, reconciliation, hourly bonus and reporting. You will develop, optimize and implement the approved mine plan to achieve annual tonnage and ounce objectives in a safe and economic manner.

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The Chief Mine Engineer will have the following responsibilities:

1. Supervise and mentor the mine engineering personnel.
2. Provide technical leadership and operational expertise to the engineering and operations team.
3. Develop, optimize and implement the approved mine plan to achieve annual tonnage and ounce objectives in a safe and economic manner. Must occasionally perform business economic evaluations.
4. Establish, execute and effectively monitor short-term (daily and 3M) and long-term (reserves and life of mine) plans that supports the growth of the operation
5. Facilitate daily and weekly planning meetings, with key personnel, to coordinate activities in order to meet goals
6. Oversee, coordinate and address engineering activities including planning, surface and underground infrastructure, geotechnical matters, material handling, reconciliation and reporting
7. Monitor the underground activities to coordinate and prioritize the planning goals
8. In consultation with the mine team, plan alternative optimized methods of ore extraction, stope access and mining sequence, detailing the costs, benefits and issues with each approach and makes recommendations to the team
9. Oversee and signoff on month-end engineering reports and hourly bonus calculations
10. Monitor compliance and ensure adherence to applicable engineering codes, regulations, safety and environmental practices, performance standards and specifications
11. Develop the annual mine site budget and quarterly forecasts, with support from stakeholders
12. Contribute to strategic long term mine planning sessions, with input from all stakeholders
13. Coordinate mine engineering work with that of geology, ground control, ventilation and mine operators. Work closely with the operating and technical groups to support optimum utilization of resources.
14. Troubleshoot problems that arise; analyze and recommend solutions so that mining will proceed according to plan.
15. In consultation with the mine team, develop alternative methods of ore extraction; this will include assessing stope access, mining sequence, detailed costs, benefits and issues with each approach and making recommendations to the team. The Chief Mine Engineer is encouraged to perform weekly visits to underground visits.
16. Assist with underground mining studies, including cost estimates
17. Contribute to the development of policies and procedures in engineering
18. Participate actively in training programs, personnel improvement, and job improvement initiatives.
19. Continually develop the ability, knowledge and skills necessary to keep up with the changing methods and technology in the job.
20. Assist with special projects that arise within the planning and projects teams, such as capital project planning, infrastructure requirements and optimizations. Perform financial evaluations, payback and NPV calculations on capital proposals.
21. Assist in developing and evaluating tenders for underground contract work such as ramp development, long hole drilling, and other mining activities.
22. Perform other duties as requested.

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More About You

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

- The Registered Professional Engineering license in Ontario (P.Eng).
- A minimum of 10 years of experience in an underground mine engineering and operating role.
- Strong background in long-hole and conventional mining methods is essential.
- Experience with ground control, mine ventilation systems and underground water management is essential.
- Experience with paste fill would be considered an asset.
- Strong leadership, initiative and ability to prioritize workload and coordinate multiple tasks under strict deadlines with independence and professionalism.
- Knowledge of engineering techniques as they apply to ore body evaluation and mine operations.
- Strong computer skills are essential, including the ability to use and create excel spreadsheets and work with scheduling programs. Excellent skills are required in the use of Computer Aided Design programs such as; Deswik, VentSim, A-Mine, AutoCAD, EPS, and others.
- Strong working knowledge of Microsoft Office (Excel, Word, Power Point and Project).
- Excellent communication skills between technical and non-technical groups. The ability to relate to both operations and engineering in a team approach is essential to success.
- A team player with strong time management and organizational skills.
- Ability to coach, mentor and develop the engineering team.
- Be responsible for EIT and other technical staff career progression at the mine site.
- Excellent analytical skills, good attention to detail and the ability to provide sound engineering problem-solving techniques to resolve potential issues.
- Strong oral and written communication skills.
- 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)
- Company-paid extended medical, prescription, dental, and vision benefits
- Wellness Spending Account

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- Company-paid pension plan with 8% company contribution
- Basic life/accidental life insurance
- Long-term disability coverage
- Employee Assistance Program
- Three weeks paid vacation
- Paid pregnancy and parental leave
- Relocation Assistance available for eligible positions

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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