

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.

The role of the Mine Superintendent will be responsible for the supervision and coordination of the production and development crews responsible for the operation of the mine and related facilities in accordance with company objectives and procedures. A high degree of safety awareness and leadership is crucial to this role.



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

- Supervise and direct all underground mining operations including drilling, blasting, mucking, ventilation, ground support, and haulage.
- Responsible for the health and safety of all personnel in their charge as well as contractor personnel, ensuring safety incidents are thoroughly investigated and recommendations implemented
- Ensure achievement of production targets and schedules while maintaining high safety and quality standards.
- Monitor operational performance and implement improvements where necessary.
- Lead, mentor, and supervise underground operational crews, including mine general foremen, shift supervisors and miners.
- Ensure that all personnel in their charge know and follow the company's policies, procedures, and standards for work and safety, and the Occupational Health and Safety Act and Regulations for Mines and Mining Plants
- Coordinate with other mine departments – electrical, mobile maintenance, fixed plant maintenance, engineering, geology, HR – in order to ensure execution of the mine plan
- Oversee workforce planning, training, and development initiatives.
- Ensure consistent communication of expectations, goals, and operational updates.
- Promote a strong safety culture by ensuring adherence to all safety protocols, risk assessments, and incident investigation procedures.
- Ensure all activities comply with mining regulations, environmental standards, and company policies.
- Participate in audits, inspections, and regulatory reporting.
- Collaborate with technical teams (engineering, geology, and planning) to align production and development activities with mine plans.
- Participate in the short-term and long-term planning processes to support sustainable production.
- Coordinate with maintenance teams to ensure equipment availability and reliability.
- Manage operational budgets, control costs, and identify opportunities for cost savings without compromising safety or performance.
- Review resource utilization, materials consumption, and contractor performance.
- Provide daily, weekly, and monthly reports on production, safety, and operational metrics to the Mine Manager.
- Maintain accurate records of underground activities, including shift logs, safety documentation, and operational issues.
- Act as a key liaison between frontline crews and mine management.
- Ensure all work is effectively planned, resourced, and undertaken in a safe and cost-effective manner
- Monitor daily KPIs and implement changes to ensure safety, production, and cost targets are met
- Act as second-in-command to the Mine Manager when necessary.

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- Perform other duties as assigned.

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:

- A degree or diploma in Mining Engineering or related field preferred.
- Must possess 15 years' underground mining experience, with at least 10 in a supervisory capacity.
- Excellent organizational and time management skills are required. The ability to relate to both operations and engineering in a team approach is essential to success.
- Proven leadership, problem-solving, and decision-making 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)
- Long Term Incentive Plan
- Sign-On Bonus for eligible positions
- 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
- 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:

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Lake Shore Gold - Human Resources
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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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