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CONFIDENTIAL MINING ORGANIZATION—WESTERN CANADA

OPPORTUNITY PROFILE

HEAD OF MINING OPERATIONS

the right people

CONFIDENTIAL OPEN PIT MINE HEAD OF MINING OPERATIONS

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THE ORGANIZATION

CONFIDENTIAL OPEN PIT MINING OPERATION

Our Western Canadian client operates a large-scale, open pit mine recognized for its focus on operational excellence, employee well-being, and environmental responsibility. The organization combines advanced systems, a diverse workforce, and strong leadership to deliver sustained performance in a demanding operational setting. With a culture grounded in integrity, accountability, and continuous improvement, the company is committed to maintaining the highest standards of health, safety, and compliance.

The Head of Operations ("Head"), is a pivotal leadership role responsible for the overall planning, direction, and coordination of production activities across a large industrial operation. This role ensures safe, compliant, and efficient execution of production plans, drives cost and productivity performance, and embeds a culture of continuous improvement and safety. The Head leads a team of senior managers and technical staff to ensure alignment with strategic plans, execution discipline, and enterprise-level objectives.

This is an outstanding opportunity for a leading mine operations professional to take a high-performing operation to the next level. With a focus on interdepartmental collaboration and communication, and leading a large team in a production-based environment, the Head should bring a relentless focus to safety, continuous improvement and optimizing mine performance.



Key Responsibilities

Strategic & Operational Leadership:

- Provide comprehensive leadership and strategic direction for all mine operations, ensuring alignment with the overall mine plan and corporate objectives;
- Provide strategic direction for production activities in alignment with corporate and site objectives;
- Ensure safe, environmentally compliant, and efficient execution of short and long-range operating plans;
- Optimize methods, resource use, and equipment to maximize recovery and minimize loss / waste;
- Drive continuous improvement using analytics, problem solving, and cross-functional collaboration.

Performance Management & Optimization:

- Monitor, analyze, and report on key performance indicators (KPIs) including production rates, costs, productivity, safety, and environmental compliance;



- Monitor and report on key performance indicators (output, cost, productivity, safety, compliance);
- Diagnose root causes and implement corrective actions in partnership with planning, maintenance, technical, and operations teams;
- Lead optimization of fleet performance, cycle efficiency, and resource allocation.

Budget & Financial Stewardship:

- Develop, manage, and control operating and capital budgets for the operations function;
- Review expenditures, identify cost-reduction opportunities, and ensure fiscal discipline;
- Engage suppliers and contractors to ensure efficient execution, and utilization of services and materials.

Safety, Health, Environment & Compliance:

- Champion a proactive safety culture and adhere to HSE policies and regulatory obligations;
- Lead incident investigations, risk assessments, and preventative action programs; and
- Ensure work is executed in an environmentally responsible manner under applicable standards.

Team Leadership & Talent Development:

- Lead, coach, and develop a team of superintendents, supervisors, and hourly employees;
- Manage performance, morale, and employee relations consistent with policy and values; and
- Integrate technical functions (planning, engineering, etc.) with production execution to ensure continuity.

Cross-Functional Collaboration & Stakeholder Engagement:

- Partner with maintenance, planning, technical, HR, and other functions to ensure aligned execution; and
- Provide regular performance and risk updates to senior leadership.

THE PERSON

Experience and Qualifications

- Degree in engineering, applied science, or related discipline (graduate degree or MBA an asset);
- 12+ years of progressive leadership in large-scale industrial operations with complex, heavy-equipment;
- 5+ years in a senior supervisory or management role leading multi-disciplinary teams;
- Demonstrated capability in operational planning, execution, cost control, and optimization;
- Strong analytical and decision-making skills; experience with ERP and monitoring platforms and asset;
- Proven success improving fleet productivity and resource utilization through structured systems;
- Ability to lead in a remote, schedule-based environment;



Working Conditions

- Site-based role at a remote facility with rotational scheduling; and
- Combination of office and field work; may involve extended periods in outdoor or variable conditions.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Partner and Staff Focused – Anticipates and attends to the needs of internal and external partner groups; keeps staff and partner interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary, short and long term incentive plans, and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

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