

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



CONFIDENTIAL MINING ORGANIZATION—WESTERN CANADA

OPPORTUNITY PROFILE

HEAD OF PROCESSING

the right people

CONFIDENTIAL OPEN PIT MINING OPERATION

HEAD OF PROCESSING

CONTENTS

THE ORGANIZATION	CONFIDENTIAL OPEN PIT MINING OPERATION	1
THE OPPORTUNITY	HEAD OF PROCESSING	3
	Key Responsibilities	2
THE PERSON		4
	Experience and Qualifications	4
	Working Conditions	4
	Competencies and Personal Characteristics	5
COMPENSATION		6
CONTACT		6



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 Processing (“Head”) provides strategic, operational, and safety leadership for a major production facility. The role is accountable for optimizing performance, driving efficiency, and sustaining the highest standards of quality, safety, and environmental compliance. Leading a multi-function team across operations, maintenance, and technical services, the Head will inspire a culture of accountability, innovation, and collaboration that supports long-term performance and operational excellence.

This is an outstanding opportunity for a leading mine processing 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 mill performance.



Key Responsibilities

Leadership & Culture Development

- Provide clear direction and leadership to all operational teams, ensuring alignment with corporate goals and objectives;
- Build and sustain a strong culture centered on safety, accountability, and performance;
- Develop team capability through coaching, mentorship, and structured succession planning; and
- Represent the Operations department as part of the site's senior leadership team, fostering effective cross-functional collaboration and communication.



Production & Optimization

- Lead the development and implementation of operational strategies, production plans, and maintenance schedules;
- Monitor performance metrics, identify improvement opportunities, and implement corrective actions;
- Drive continuous improvement and innovation to enhance efficiency, reliability, and product quality;
- Oversee process optimization and introduction of new technologies to support operational excellence;

Financial & Operational Management

- Develop and manage departmental operating and capital budgets and cost-control processes;
- Ensure accurate reporting and analysis of production data and performance indicators;
- Coordinate project planning and execution, ensuring effective use of resources and timely delivery.

Health, Safety and Environment (HSE)

- Champion a strong safety culture and ensure compliance with all HSE standards;
- Maintain and enhance QC systems and ensure adherence to regulatory and internal requirements;
- Promote proactive risk management and continuous improvement in workplace HSE performance.

Site Leadership:

- Occasionally assume the duties and responsibilities of senior leadership, demonstrating readiness for increased leadership responsibilities.

THE PERSON

Experience and Qualifications

- Bachelor's degree in engineering, science, or a related discipline;
- 15–20 years of progressive operational leadership experience within large-scale industrial or production environments;
- Minimum 5 years in a management capacity overseeing multi-disciplinary teams;
- Proven success in driving measurable improvements in production, efficiency, and team capability;
- Demonstrated ability to implement structured maintenance and reliability programs;
- Strong data-driven decision-making skills and familiarity with modern operational control systems;
- Exceptional leadership, communication, and problem-solving abilities.



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:

Leo McPeak or Tony Kirschner

LEADERS INTERNATIONAL EXECUTIVE SEARCH

#1160—595 Howe Street

Vancouver, BC V6C 2T5

Phone: (604) 688-8422

Email: connect@leadersinternational.com

Leaders
INTERNATIONAL

Executive Search