

POSITION DESCRIPTION – DIRECTOR, GEOTECHNICAL & TAILINGS

POSITION OVERVIEW

Reports to: Vice President, Operational Support

Location: This position is based in Vancouver, and we welcome applications from diverse candidates across Canada who are open to relocating.

POSITION SUMMARY

The Director, Geotechnical & Tailings is a senior technical leader responsible for supporting the geotechnical functions across the Company's global portfolio of mining operations and projects. Reporting to the Vice President, Operational Support, this role provides subject matter expertise in both soil mechanics, supporting tailings storage facilities (TSFs) and heap leach facilities, and rock mechanics – supporting open pit and underground operations. The Director plays a critical role in ensuring geotechnical risks are effectively understood and managed throughout the asset lifecycle, from exploration and design through to operations and closure.

KEY RESPONSIBILITIES

The Director, Geotechnical and Tailings will be responsible for, but not limited to, the following:

- Provide qualified technical guidance to the business to support the responsible and effective management of tailings and heap leach facilities across the organisation.
- Lead the development, implementation, and continuous improvement of corporate geotechnical and tailings/heap leach standards, policies, and best practices in alignment with international standards and evolving regulatory requirements.
- Oversee independent geotechnical reviews and assurance programs across the global portfolio.
- Collaborate with site-based geotechnical teams and consultants to support critical design decisions, incident investigations, corrective action development, risk assessments, and mitigation strategies.
- Participate in or lead multi-disciplinary technical reviews of mine plans; TSF, heap leach, and waste storage facility designs; pit slope and mine designs; and closure strategies to ensure geotechnical soundness and alignment with recognized standards and the Company's risk appetite.
- Support the development, implementation, and continuous improvement of consistent geotechnical monitoring and performance management programs, including the integration of real-time data and emerging technologies, and Trigger Action Response Plans (TARPs).
- Champion tailings stewardship across the portfolio, interfacing with site-directed Engineers of Record (EoRs), Responsible Tailings Facility Engineers (RTFEs), Independent Technical Review Board (ITRB), and regulatory bodies as required.
- Provide technical leadership and mentoring to site geotechnical engineers and further develop technical capability across the Company.
- Create a culture of knowledge-sharing and collaboration within the geotechnical and tailings functions across the global portfolio.
- Monitor industry trends, regulatory changes, technology improvements, and other advances in tailings, heap leach, and geotechnical engineering practices to ensure the Company remains aligned with leading practice.

- Prepare and deliver reports and presentations to executive leadership, the Board of Directors, and external stakeholders as required.

VALUES

- **Collaboration** – We succeed together
- **Integrity** – We are honest and do the right thing
- **Agility** – We continuously assess, adapt and navigate to find solutions
- **Courage** – We embrace the unknown and face challenges head-on
- **Drive** – We persevere through adversity, remaining committed to delivering on our promises

QUALIFICATIONS, KNOWLEDGE & PREVIOUS EXPERIENCE REQUIREMENTS

- Bachelor's degree in Civil/Geotechnical Engineering or Geological Engineering; a graduate degree (Master's or Ph.D.) in geotechnical engineering or rock mechanics is strongly preferred.
- Registered or eligible for registration as a Professional Engineer (P.Eng.) in British Columbia.
- Minimum 15 years of progressive geotechnical and civil engineering experience, including senior-level responsibility in mining operations or consulting, with a preference for experience related to dams and mine waste management.
- Deep expertise in both soil mechanics (i.e. tailings, heap leach) and rock mechanics (i.e. open pit slope design, underground mine design).
- Demonstrated experience leading geotechnical programs across multiple sites and jurisdictions, ideally in a global mining context.
- Proven track record managing geotechnical risk and supporting safe, responsible, and cost-effective design and operations, constructively challenging accepted thinking to achieve the best business outcome.
- Strong understanding of international standards and guidelines (e.g., GISTM, CDA, MAC TSM) as well as jurisdictional permitting and regulatory frameworks.
- Exceptional analytical, problem-solving, and communication skills, with the ability to engage effectively at all organizational levels.
- Demonstrated leadership capabilities and experience managing teams or mentoring technical professionals.
- Based at the corporate office in Vancouver, BC, with up to 30% international travel required to support operating sites, projects, and reviews
- Ability to work in a multidisciplinary, cross-cultural, and dynamic environment.