

Ready to build a rewarding career in an industry that is growing?

Who We Are

We are a global mining company dedicated to safely delivering nickel, copper, cobalt, and platinum group metals essential for the world's energy transition.

Our mission is to improve lives and shape a better future together.

From utensils to cellphones to satellites, our operations simplify daily life and enhance connectivity. Our metals are integral to life-saving medical equipment and the electric vehicles driving the fight against climate change – our work truly matters.

Join our diverse team of 15,000 talented individuals committed to transforming critical minerals into prosperity and sustainable development in countries like Canada, Brazil, Indonesia, the United Kingdom, and Japan. We invite you to use your skills with us and contribute to something meaningful and enduring.

The Opportunity

We are currently seeking a **Superintendent II, Process** to join our **Logistics** team at the **Copper Cliff North Mine** based in Sudbury, Ontario.

This is a **permanent on-site** position, working **Monday to Friday**.

Reporting to the Mine Manager, the Process Superintendent's primary purpose is to safely deliver on production commitments, and to implement, manage, and coordinate continuous improvement, corporate, and strategic projects. You will be a key member of the team, who will be fully integrated with the operating, maintenance, and technical services teams. The position will allow opportunities to strategically improve the safe and efficient production at North Mine.

Additionally, in this position you will:

- Identify and correct common causes of variation in collaboration with area stakeholders to improve processes and achieve targets.
- Collaborate with other Process Superintendents, Managers, and Supervisors to address supplier and customer system deficiencies, achieve capital and operating project goals, and enhance economic resource recovery.
- Establish and manage Capital and Operating budgets for the area, developing plans to achieve financial targets and optimize resource allocation.
- Identify and implement safety, cost, and productivity improvements, driving initiatives to achieve zero harm and maximize efficiency.
- Audit and analyze systems to ensure zero harm to employees, the business, environment, and community, while achieving production quality and quantity targets, and cost goals.

- Lead and mentor team members to exhibit Safe Production behaviors, providing performance feedback, and taking corrective action when necessary to ensure compliance.
- Develop and manage production and maintenance plans, forecasts, and asset integrity reviews, escalating when plans won't be achieved and managing plant activities as needed.
- Contribute to strategic planning, including developing annual and 5-year capital plans, area-specific goals, and objectives, and facilitating execution plans to drive business outcomes.

About You

Education:

- Post-secondary education in trades, engineering, or mining related discipline.

Experience:

- Minimum 8–10 years of supervisory and mining and/ or industrial experience is required
- Preferred business and process knowledge of industrial maintenance, lateral development, mine shaft and hoisting plant execution.
- Proficiency in Microsoft Office applications and SAP is preferred.

Skills:

- Ability to work with minimal supervision and work well with others in a team environment.
- Must have strong written and oral communication skills.
- Must be obsessed with safety and risk.
- Must demonstrate open and transparent dialogue in all aspects of work.

What We Offer You

- Competitive compensation including a variable annual incentive plan
- Participation in a competitive Defined Contribution Pension package
- Comprehensive benefits package (company paid core coverage, health and dental coverage, flex accounts, disability plans and optional insurances)
- Leave for all of life's reasons (vacation, flex, sick, parental)
- Work culture dedicated to safety, diversity & inclusion, and career growth
- Employee Family Assistance Program
- Virtual Healthcare online
- Online training and career development opportunities

Why Sudbury

Greater Sudbury is a vibrant city in northeastern Ontario, renowned for its rich mining history and significant role in Canada's mineral production. The city sits atop one of the world's largest and oldest meteorite impact sites, the Sudbury Basin, which is exceptionally rich in nickel, copper, and other critical minerals that are needed for the green economy. The mining sector is a cornerstone of Sudbury's economy, driving both employment and economic growth, and

Vale Base Metals plays a pivotal role in this regard. Our commitment to the community is as deep as our mines.

Include to Transform

At Vale Base Metals, we are committed to ensuring an inclusive work environment where people feel comfortable to be themselves. Vale encourages everyone to express their ideas and opinions and values the plurality of individual profiles. We want our people to feel that all voices are heard, all cultures respected and that a variety of perspectives are not only welcome – they are critical to our success. We treat each other fairly and with dignity regardless of race, gender, nationality, ethnic origin, religion, age, sexual orientation, or any other personal consideration that makes us different.

Vale is an equal opportunity employer seeking to increase diversity across our operations and improve equal opportunity at Vale and in the mining industry.

In accordance with the Accessibility for Ontarians with Disabilities Act, accommodation is available throughout our recruitment process for applicants with disabilities.

Pay Grade: 15V

Apply by: September 11, 2025

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