

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 an **Analyst, Environment** to join our **Environmental** team in Sudbury. This is a fixed-term (18 months) position covered under the Collective Agreement between Vale and the Local 2020-05 United Steelworkers.

As an Analyst, Environment, you provide ongoing technical support for matters related to the natural environment. The primary function of the role as an environmental analyst is to provide technical support for matters related to the natural environment. This includes but is not limited to a variety of environmental disciplines including water and wastewater sampling and analysis, waste management, air quality sampling, permitting, and environmental risk mitigation.

Additionally, in this position you will:

- Ensure the program integrity, compliance to standards and regulations with respect to the natural environment and associated environmental monitoring programs.
- Execute on environmental permitting requirements including collecting relevant information for the permit, data analysis, permit applications and auditing permit terms and conditions for compliance
- Support the execution of environmental programs, which could include waste management, water quality management, drinking water quality management system, biodiversity including species at risk, and ambient air quality,
- Perform a variety of regulatory environmental sampling including water and wastewater, ambient air monitoring, waste analysis, soil sampling. Conduct field audits to verify that critical controls for environmental risks are in place and are effective.
- Support project work through identifying and coordinating field studies, reviewing technical reports, participating in project meetings, and coordinating permitting requirements.
- Coordinate environmental service contracts related to all environmental disciplines. Provide support to the line organization to fulfill regulatory and company requirements for ongoing environmental issues.

About You

Education

- University or College degree/diploma in a science field or equivalent

Experience

- The ideal candidate will have a minimum of 2 years of experience with workplace monitoring and sampling techniques, data collection, analyses and reporting and a working understanding of the Occupational Health and Safety Act and Regulations.

Skills

- **Writing Skills:** Able to write or modify text to accurately communicate information and provide sufficient context when required.
- **Mathematics Skills:** Able to perform moderately complex mathematical calculations including simple statistics, logarithms and exponents.
- **Presentation Skills:** Able to present moderately complex information to a wide variety of audiences.
- **Reading skills:** Reading, understanding and interpretation of text and concepts from a variety of sources, i.e. legal, contractual, technical theory or government regulations.
- **Computer Skills:** Must have advanced knowledge in Microsoft Excel, Word and Power Point.

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, personal, 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.

Paygrade: G

Posting Date: October 27, 2025

Closing Date: November 3, 2025