



KGHM Polska Miedź S.A is an International company that employs approximately 34,000 people around the world and has been a major copper and silver producer for more than 50 years. The Company is highly respected for being a reliable employer, that values employees and experts with technical and market experience. Following our best practices; policies of transparency, safety, security and ethics; considering our locally cherished values and Indigenous communities; as well as environment protection, we are among the leaders of conducting sustainable mining.

KGHM International is a wholly owned subsidiary of KGHM Polska Miedź S.A and its operating assets includes mines in Canada, US, and South America as well as the Ajax Project in Kamloops, British Columbia and the Victoria Project in Sudbury, Ontario. Our team-oriented environment and culture offers the continued opportunity to be challenged, to contribute, and to grow.

We are actively looking to fill the following Full-time role based in Sudbury, Ontario.

- **Indigenous Relations Lead – 2025-11**

Scope of the role

Reporting to the General Manager, Canada, the Indigenous Relations Lead is a key role responsible for developing and directing the company's Indigenous relations strategy. This position will lead the implementation and administration of Impact and Benefit Agreements (IBAs) with our Indigenous Communities. The role also leads the strategy for generating meaningful consultations and partnership development with the Métis Nation of Ontario.

This individual will serve as a strategic advisor to the senior management team, ensuring that Indigenous partnerships for the Victoria Project and local exploration activities are built on a foundation of respect and mutual benefit, securing and maintaining the project's social license to operate.

Specific Duties and Responsibilities

Strategic Leadership & Agreement Management

- Develop, implement, and manage a comprehensive, long-term Indigenous relations strategy that aligns with corporate objectives and mitigates social, operational, and regulatory risks.
- Provide strategic counsel and detailed briefings to the executive team on Indigenous relations, partnership opportunities, and potential risks.
- Oversee the implementation and administration of all benefit agreements, ensuring compliance and fulfillment of all commitments while fostering value and economic opportunities.
- Manage budgets related to IBA implementation, community investment, and consultation activities.

Relationship Management & Partnership Development

- Cultivate and maintain high-level, trust-based relationships with the leadership and staff of partner First Nations and the Métis Nation of Ontario.
- Act as the primary point of contact for Indigenous communities, ensuring timely and effective day-to-day communications and responses to community relations issues.
- Maintain a strong and visible presence in the communities, coordinating meetings and site visits, and identifying opportunities for partnership and community investment.
- Collaborate with internal departments (e.g., Permitting, Environment, HR, Procurement) to ensure Indigenous rights, interests, and perspectives are integrated into all project planning and operations.

Internal Guidance & Cultural Learning

- Collaborate with internal and external project teams, ensuring an ongoing dialogue to understand the importance of our Indigenous relationships and engagement.
- Participate in KGHM's Indigenous Relations Community of Practice.

- Champion cultural learning and understanding within the company, actively promoting Indigenous culture, and providing educational opportunities for employees and contractors.
- Provide expert leadership and guidance to internal project teams to ensure Indigenous rights and interests are understood and integrated into all project phases.
- Other duties and projects as required.

Qualifications, Skills and Knowledge

- Demonstrable experience leading the negotiation and implementation of complex agreements, such as Impact and Benefit Agreements.
- Proven track record of building and maintaining effective, trust-based relationships with Indigenous leadership and communities.
- Experience collaborating with multiple Indigenous Communities on one Project or Mine is considered an asset.
- Post-Secondary Education in applicable field with 2-5 years related experience in Indigenous relations.
- KGHM recognizes that building authentic and lasting relationships is the foundation of this role. Lived experience as an Indigenous person and a deep, personal understanding of the histories, cultures, values, and governance of Indigenous people is a significant asset. This firsthand knowledge provides an invaluable perspective that strengthens our ability to engage in meaningful consultation and build genuine partnerships.
- Expert mediation and conflict resolution skills.
- Excellent interpersonal skills with the ability to provide strategic advice to senior team and influence decision-making.
- Strong computer skills are required (Word, Excel, Power Point, etc.).
- Ability to learn and utilize internal software systems.

Additional Information

- Shift Schedule - Monday to Friday Dayshift.

Offering Competitive Salary and Benefits!

Interested in joining our team? Please indicate the position you're applying and the **Posting ID 2025-11** in the subject line, and send your cover letter and resume to **sudbury.recruiting@ca.kghm.com**

We'd love to hear from you!

Applications will be accepted until January 9, 2026. Applications received after January 9, 2026 may not be considered.

To learn more about us, visit our website at www.kghm.com/en/ or visit KGHM International on LinkedIn to see what we've been up to!

We look forward to mining with you!

Notification to Applicants:

At KGHM, we believe in hiring a diverse workforce and sustaining an inclusive, people-first culture. We are an equal opportunity employer, committed to non-discrimination on an protected basis covered under applicable law.