

**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 **Senior Engineer, Maintenance** to join our **Maintenance** team at **Creighton Mine** based in Sudbury, Ontario. This is a **permanent on-site** position.

As a Senior Maintenance Engineer, you will be responsible for on-site technical maintenance support, engineering, screening/scoping, repair scopes of work, develop and maintain our preventative maintenance program and contribute to continuous improvement initiatives.

Additionally, in this position you will:

- Provide on-site, maintenance engineering technical support when failure symptoms have been detected, to develop the actions required to prevent a failure and have assets returned to running condition if failure occurs.
- Conduct/coordinate engineering field assessments and/or integrity assessment to make sure the assets are running without defects and coordinate with Operations, Procurement, Maintenance, Project Engineering, OEMs as required.
- Support operations and execution teams to conduct Continuous Improvement Projects related to operating or maintaining assets. Makes recommendations for improving the repair cycle on assets. This includes applying existing engineered solutions or Vale engineering standards.
- Conduct initial engineering screening and scoping for engineering requests at the site.
- Support execution teams to improve productivity and repair cycle times through continuous improvement projects, research of change in technology. As well as support the maintenance management teams to ensure that work packages are executed as per design.
- Evaluate equipment design improvements and new technologies for condition monitoring programs/initiatives.

- Apply value analysis (cost vs. benefit) in making maintenance decisions concerning repair, replacement, or redesign of equipment and systems.
- Review and promote/reject all new notifications into your work center through the group approval process and identify and escalate all critical issues that threaten the successful execution of work orders for completion by their Required End Date.
- Develop the Asset Strategy (Identifying asset criticality to the business, setting service strategy based on performance required, and driving reliability and cost-effective lifecycle management) using tools like RCM and FMECAs. Strategies cover routine and integrity and are part of baseline strategy review and developed for new assets as part of operational readiness. Identify critical spares and provide recommendations regarding stock levels.
- Work with site representatives in Operations, Maintenance and Project teams to determine the appropriate operating standards and mix of preventative and predictive tasks required to optimize the reliable output of the assets. Field work for equipment health assessment and in field maintenance plans effectiveness evaluation.
- Develop maintenance standards, schedules and programs and provide guidance on-site to maintenance planning and execution team.
- Monitor KPIs and actively strive towards plant targets.

**About You****Education:**

- Undergraduate degree in mechanical or electrical engineering required.
- Certified Maintenance Reliability Professional (CMRP) and/or Maintenance Management Professional (MMP) certification is preferred
- Professional Engineering Designation (P.Eng.) required

**Experience:**

- Minimum of 5+ years' experience in Maintenance, Plant or Reliability Engineering related roles.

**Skills:**

- Excellent written and verbal communication skills
- Strong analytical, planning, organizational and time management skills
- Software skills in MS Office products and CMMS systems (SAP)

**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:** The candidate's experience will determine pay band and placement within it

**Apply by:** December 23, 2025

**#ValeBaseMetals**