

Ready to build a rewarding career in an industry that is transforming the future?

Who We Are

We are Vale Base Metals – a global supplier of the critical minerals transforming the future.

With industry-leading reserves of copper and nickel in Canada, Brazil, and Indonesia, and state-of-the-art infrastructure in the U.K., Canada, and Japan, VBM delivers a secure and responsible supply of high-quality products to customers across Europe, the Americas, and Asia.

Global demand for critical minerals is growing exponentially. From energy to aerospace, batteries to magnets, robotics to artificial intelligence, a secure and responsible supply of critical minerals is fundamental to power modern technologies. And at Vale Base Metals, we are transforming our business to provide a secure and responsible supply of these minerals.

Join our diverse team of 13,000 talented individuals committed to providing mineral security to a world in transition. We invite you to put your skills to work, driving meaningful and enduring change while enjoying a rewarding career.

The Opportunity

We are currently seeking a **Supervisor, Production (Shaft/ Logistics)** to join our **Coleman Mine** in Sudbury, Ontario.

This is a **permanent on-site** position, working **rotating shift work on a 10.5-hour schedule (days and nights)**. This posting is for an existing position vacancy.

The Supervisor, Production (Shaft/ Logistics) manages the social, commercial, and technical processes of a frontline team to achieve maintenance and production goals in safety, reliability, efficiency, and quality. They ensure processes remain within established limits, address variances, and seize improvement opportunities. The role includes compliance with legislated regulations, company policies, and collective agreements while maintaining accountability for team performance and operational standards.

Additionally, in this position you will:

- Provide employees with direction for the goal of zero harm, meet/exceed production quality and quantity targets, optimize economic resources, and achieve cost and capital expenditure goals.
- Communicate and address risk management issues during line-ups and field discussions; follow incident protocols and lead on-shift investigations.
- Promote a positive safety culture and enforce compliance to rules and regulations.
- Assign daily tasks, resolve process and social issues, complete improvement projects, and ensure consistent, accurate work execution.
- Monitor schedules, escalate maintenance repairs with submission of work orders, control inventories, manage overtime within the framework of our Collective Bargaining Agreement, follow provincial regulations, and complete shift reports.

- Maintain crew qualifications, schedule training, manage performance feedback.
- Acquire technical and leadership skills and perform injury management to facilitate return-to-work programs.

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

About You

Education:

- Grade 12 completed or GED equivalency is required.
- A College Diploma or University Degree in a related industrial field is preferred.
- Common Core for Generic First Line Supervisor (770141), First Line Underground Mine Supervisor Common Core (770121) or Common Core for First Line Production Supervisor Underground Hard Rock Mining (770120) is an asset.

Experience:

- Minimum 3 years of experience in operations is required, and experience leading crews is an asset.
- Shaft experience would be an asset
- Proficiency in Microsoft Office Products, SAP is preferred.
- Experience in the mining/construction would be an asset.

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.

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 required for modern technologies such as AI and defence. 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 can act like owners, being their authentic selves and empowering them to deliver results. Vale Base Metals 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.

Vale uses artificial intelligence to screen, assess, and/or select applicants for this position.

Pay Grade: 17V

Minimum Starting Salary: \$92,800.00

Apply by: March 26, 2026

#ValeBaseMetals

Interested applicants must submit their application online at <https://vale.eightfold.ai/careers>