

**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, Maintenance (Mechanical)** to join our team in the **Copper Cliff Nickel Refinery** Department based in Sudbury, Ontario.

This is a **permanent onsite** position, scheduled Monday to Friday for 8-hour shifts, with the possibility of rotating 12-hour day shifts. This posting is to fill an existing vacancy.

As a Supervisor, Maintenance (Mechanical), you will be accountable for continuously improving the work team performance through the effective use of established processes and procedures in Port Colborne.

Additionally, in this position you will:

- Adhere to maintenance business processes as outlined in Maintenance Planning and Control (MPC) by using approved systems (SAP, Prometheus, etc.), tools, and standards.
- Review and promote/reject all new Urgent notifications in your work center through the group approval process.
- Ensure planned work orders are closed with proper time confirmations completed. Identify and escalate all critical issues that threaten the successful execution of work orders for completion by their Required End Date.
- Monitor KPIs and actively strive toward plant targets.
- Work within assigned budgets and escalate to management should a budget be exceeded.
- Establish and maintain work relationships with the various key plant stakeholders including supervisors, planners, schedulers, superintendents, crew members, etc.
- Follow safe work practices and guidelines, ESA, OSHA, Vale Standards.

- Follow the CBA to ensure that we meet or exceed requirements negotiated with the union.

## 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

## About You

### Education:

- Grade 12 completed or GED equivalent is required.
- A College Diploma or Bachelor's Degree in an mechanical or a relevant field is preferred.
- Valid industrial trade certificate for the province of Ontario is required.
- Generic Supervisor Common Core (770141) is preferred.

### Experience:

- Minimum 3 years of experience in the millwright trade is required.
- Minimum 3 years of experience supervising and leading teams with best work practices.
- Experience in a mining plant or heavy industry is an asset.
- Proficiency in Microsoft Office Products, SAP, and Prometheus add-on.
- Red Seal – 433A Millwright 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.

## 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.

Employees engaged by the Company must be lawfully able to work for the Company in the country where the role is located. The Company does not provide immigration, work permit, or permanent residence sponsorship or assistance.

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:** May 22, 2026

**#ValeBaseMetals**

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