

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 **Environmental Analyst** to join our **Environment Team** in Sudbury, ON. This is a fixed-term position for 12 months covered under the Collective Agreement between Vale and the Local 2020-05 United Steelworkers. This posting is for an existing vacancy.

As an Environmental Analyst, you will 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 and environmental risk mitigation.

Additionally, in this position you will:

- Support implementation of the ISO14001 Environmental Management System
- Support the execution of environmental programs, which could include routine communications with the operations concerning 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, and soil sampling.
- Conduct field audits verify operational control as well as implementation of critical controls for environmental risks.
- Coordinate environmental service contracts.
- Hours of Work: Monday to Friday (8 hours/day, 40 hours per week)

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:

- Undergraduate degree or College Diploma in environmental sciences or related discipline.

Experience:

- 1-3 years of experience in natural environmental disciplines.
- Knowledge of environmental regulations and standards, sampling techniques, and familiarity with data collection, analyses, reporting and presentations.

Skills:

- Excellent interpersonal skills and demonstrated ability to interact and communicate with key audiences.
- Ability to work independently and collaboratively in a team environment
- Ability to stay calm under pressure, manage and multi-task on a variety of issues & activities.
- Proficiency in Microsoft applications (Excel, Word, PowerPoint), with strong emphasis on data management, technical writing and science communication.

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.



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: G

Minimum Starting Salary: \$71,584.76

Apply by: July 7, 2026

#ValeBaseMetals