

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 **Senior Geologist** to join our **Mines Technical Services** team in Sudbury. This is a permanent position covered under the Collective Agreement between Vale and the Local 2020-05 United Steelworkers. This posting is for an existing vacancy.

The Senior Geologist will support underground and near mine exploration programs, providing technical leadership in drill planning, geological interpretation, and resource conversion. This role requires strong collaboration with Mine Operations, Mine Technical Services and Brownfield Exploration teams to design, execute, and deliver exploration programs that support the site's 5 Year Exploration Budget Cycle. The In-Mine Exploration team supports all underground and near mine exploration activities focusing on converting Exploration Potential and Exploration Targets into mineral resource for future extraction.

Additionally, in this position you will:

- Champion and adhere to departmental safety policies, actively supporting a strong safety culture.
- Collaborate with Mine Operations and Brownfield Exploration to develop annual and 5-year exploration plans; generate and evaluate exploration targets, wireframes, and block models.
- Lead planning and execution of underground exploration drilling, including drill layout design (Datamine/Deswik), progress tracking, and invoice review.
- Perform geological work such as core logging, sampling, QA/QC, and physical handling of drill core (300'–1000' per day); conduct periodic underground inspections.
- Communicate updated ore interpretations, prepare technical inputs for MRMR reporting, and ensure data quality meets internal and industry standards.
- Identify performance improvements and provide mentorship and technical guidance to junior geologists and technicians, along with completing additional tasks assigned by the Chief Geologist.

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 in Geology or Geological Engineering or Geological College Diploma.
- Must be registered with the Professional Geoscientists of Ontario with a P.Geo.

Experience:

- The ideal candidate will possess a minimum of five years of progressive relevant experience in an underground mining environment.

Skills:

- Advanced understanding and knowledge of Geological Systems including: MEBS (Mines Exploration Bore Hole System), MRM (Mineral Resource Management database and reporting system including Mineability and Dilution), AMGC (All Mines Grade Control), Diamond Drill Hole Layouts.
- Proficiency with Microsoft Office products to include Word, Excel, Access, and Outlook. Demonstrated competency in industry software including: DatamineR StudioRM and Deswik CAD.

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: K

Minimum Starting Salary: \$94,059.05

Apply by: July 9, 2026

#ValeBaseMetals