



Human Resources Superintendent

Copper Mountain Mine is a large scale open pit copper mine located in south central British Columbia. The mine is a mature and highly efficient operation with a long term mine plan and significant opportunity for additional mine life extension. If you like to work with people in a working environment to deliver results, and you enjoy an active outdoor lifestyle with easy access to city life, this could be your opportunity.

As a member of the Copper Mountain Human Resources team, this role is responsible for providing advice and support to the Leadership team and team members on a wide range of human resource related topics. This role will be responsible for a team of HR professionals who will report to them. This role reports to the Human Resources Manager.

KEY ACCOUNTABILITIES:

- Ensure that work is completed in a safe and environmentally responsible manner.
- Ensure compliance with statutory requirements and conformance with established company requirements.
- Conduct business of Copper Mountain in an exemplary manner in terms of ethical, commercial, legislative and community expectations and requirements.
- Develops and mentors HR team.
- Provide input in the development and review of mine HR policies and standards.
- Assist in the management of industrial relations
- Works with Supervisors and the Leadership group on providing advice on coaching and conversations on performance.
- Ensure practices are consistent with policies.
- Provide support to the Human Resources Manager in all facets of the HR functions.
- Provides leadership on recruitment initiatives and works with Departments to ensure quality candidates, internally and externally.

Qualifications

- Demonstrated experience in HR in a medium sized organization, preferably an industrial setting.
- Minimum 8 years' experience in HR related role. Experience working in a non-unionized environment is preferred.
- Familiar with Drug & Alcohol testing protocols.
- Possess CPHR designation.
- Excellent communication skills, both written and verbal.
- Good working knowledge of Employment Standards.
- Ability to build relationships and trust.
- Lead recruitment initiatives to build leadership, team strength and increase diversity.
- Valid driver's licence is required.



Pay and Benefits

CMM offers a competitive wage and comprehensive benefit package. **There is no camp provision at Copper Mountain Mine.**

This is a Monday to Friday position. Relocation to Princeton British Columbia is required. All qualified persons are invited to apply; **applicants must be legally entitled to work in Canada.**

You will be required to participate in a pre-employment drug & alcohol screening and a medical.

Send resume outlining related qualifications to HR@cumtnop.com in either word or pdf format.

We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted.

Your application to this posting is deemed to be your consent to the collection, use and necessary disclosure of personal information for the purposes of recruitment. Copper Mountain Mine respects the privacy of all applicants and the confidentiality of personal information.