

## Galore Creek Mining Corporation

# Project Director, Galore Creek

Located in northwestern British Columbia, Galore Creek is one of the world's largest undeveloped copper-gold-silver deposits. The Galore Creek Mining Corporation ("GCMC" or the "Asset Owners") is committed to improving the project economics and advancing the asset towards development. Working closely with the Tahltan Nation ("Tahltan") and other local communities, GCMC strives for excellence in all their activities, with continuous improvement and responsible practices that contribute to sustainable development.

GCMC is a 50/50 joint venture partnership between wholly-owned subsidiaries of Newmont Mining Corporation ("Newmont") and Teck Resources Limited ("Teck"). In July 2018, Newmont reached agreement to acquire NOVAGOLD CANADA Inc.'s ("NOVAGOLD") 50 percent interest in GCMC. The agreement includes a commitment to complete a Prefeasibility Study ("PFS") over the next three to four years. Planning for this work is in progress.

The project is located in the territory of the Tahltan. In 2006, NOVAGOLD on behalf of GCMC signed an agreement with the Tahltan that defined the terms under which the project would be developed with the participation of the Tahltan. In September 2017, GCMC and the Tahltan entered into a Negotiating and Funding Agreement which allows for the terms of the Participation Agreement to extend until the Participation Agreement is updated.

The Galore Creek project has recently been in care and maintenance, managing environment, social and permit conditions. However, in 2016 and 2017, the joint venture partners increased funding to the project to preserve drill core, upgrade and improve the camp facilities, and manage their environmental and social obligations in anticipation of an improved copper and gold price environment.

### KEY ASSET FACTS

C\$523M has been invested in the asset since the creation of the Galore Creek Partnership in 2007. Key elements making up the Galore Creek asset include:

- 390,000m of drilling defining substantial mineral resources in the main Galore Creek deposit(s).
- Existing Mine Permit and Special Use Permit which allow for significant pre-development work to be carried out during the planned PFS.
- Well-established working relationship with the Tahltan including a Participation Agreement governing several commitments between GCMC and the Tahltan.
- Five substantial, fully equipped camps (620+ beds) established along the road allowance right-of-way and in the Galore Creek Valley.
- Approximately 60km of road constructed along the road allowance and an 8m+ diameter access portal established (including protective mantle) from the Galore Creek Valley leading to the Scotsimpson Valley.
- 240 pieces of construction and project development equipment (bulldozers, excavators, loaders, graders, haul trucks, drills, heavy lift cranes and generators) located at key points along the road allowance and one functional airstrip servicing the project footprint with another in development.

- Excellent Safety Track Record and well-developed team and performance based culture on site.

For additional information please visit: [www.gcmc.ca](http://www.gcmc.ca).

## REPORTING

Reporting to the Management Committee of the Galore Creek project, the Project Director is primarily responsible for the development, planning, budgeting, execution and oversight of the Galore Creek PFS and subsequent agreed study phases. The scope includes facilitating and ensuring effective resource planning for major engineering and technical programs within all Galore Creek project activities, and leading the identification of both economically feasible and environmentally sustainable capital and operating plans. In doing so, the Project Director will report to and liaise directly with the Asset Owners on agreed business objectives, opportunities and challenges.

The incumbent is the senior member of the GCMC organization (and may also later fill the role of General Manager) and is expected to lead the overall management and decision-making processes for opportunity framing and options analysis, strategic planning and development focused on addressing the asset's specific value impediments (i.e., access and infrastructure development, processing and mine designs, waste and water management, and major technical and engineering issues). The role will also work very closely with the Director, SERA and be sufficiently supported by senior level SERA project lead(s) on all social management issues and key Communities of Interest (COIs), specifically the Tahltan and to help facilitate and direct early permitting activities and tradeoffs.

Leading the Galore Creek Project Management Team and consulting closely with both the GCMC SERA (Social, Environmental, and Regulatory Affairs) and Technical Committee members, the incumbent is accountable for ensuring agreed development concepts in the PFS are aligned with GCMC's business plans, goals and asset development strategies. The role is also accountable for ensuring the appropriate management policies and procedures are in place to uphold all GCMC standards, as well as requirements for local community and various levels of governmental and legislated authorities.

## KEY RELATIONSHIPS

<b>Reports to</b>	GCMC Management Committee (representatives of the JV partnership)
<b>Direct Reports</b>	4 to 6 direct reports; Project and Program teams (size will grow through the Concept Study and PFS period, peaking during field program activity)
<b>Other Key Relationships</b>	SERA (Social, Environmental, and Regulatory Affairs) Committee; Technical Committee; Communities of Interest (COIs) specifically the Tahltan; Governmental and Legislated Authorities.
<b>Location</b>	Vancouver, British Columbia (Canada)

## KEY RESPONSIBILITIES

- Be a courageous safety leader, leading by example and fostering a proactive safety and sustainability culture based on the common values on health, safety, environment, and communities shared by the Asset Owners.
- Be overall responsible to develop the best value accretive, economically feasible and environmentally sustainable capital and operating plan for the Galore Creek project.

- Be the principle lead in guiding, directing, and reviewing all required work activities for the Galore Creek PFS including but not limited to: alternative infrastructure and access studies, processing option studies, resource modeling and mine planning, revised logistics planning, expanded and new geotechnical studies, expanded environmental baseline studies, additional geometallurgical studies, additional hydrologic and water management studies, and expanded engagement activities with the Tahltan and Regulators.
- Provide leadership and oversight on all project management activities and action plans to enhance asset value and mitigate risk on the Galore Creek asset, ensuring that commercial, operational, permitting, regulatory and implementation risks are identified, analyzed, prioritized and communicated and that mitigation strategies are developed and executed in a timely fashion.
- Work closely with and direct technical study managers, project controls, contract management and business analysts, and other independent Subject Matter Experts (“SMEs”) to originate, identify and select preferred development and investment alternatives to deliver pragmatic, capital and operating cost efficient solutions to the development of the Galore Creek asset. In addition, work closely with key members of the GCMC governance team to deliver against specific issues of interest of the Asset Owners.
- Work with the GCMC Management Committee and the senior Galore Creek Project Management Team to develop and staff the organization with suitable personnel to enable asset development plans (i.e. Prefeasibility & Feasibility Studies and Project Execution & Business Readiness Plans) to be successfully completed.
- Work with the appropriate GCMC governance and advisory committees, appropriate external stakeholders and the Director, SERA to ensure agreed Management Standards are clearly understood, effectively implemented and consistently utilized to ensure regulatory compliance and adherence to all special permitting requirements.
- Develop and expand positive working relationships with select technical and SERA SMEs within the Asset Owners and within select engineering, technology and consulting firms as required while ensuring the completion of key Technical and SERA PFS level reports.
- Build respectful working relationships within the project team, Asset Owners, external stakeholders including various levels of government, and the Tahltan and other key COIs, to contribute to the stability and functionality of GCMC’s management and governance practices.

## **DESIRED OUTCOMES**

Main 3 to 5 years objectives for the role:

- Complete the Galore Creek PFS and development of subsequent agreed study phases.
- Get to know the project team and gain trust from the organization making sure the team maintains a lean design and execution philosophy in terms of planned work and overall team size.
- Build and gain trust from the communities, demonstrating a strong presence with stakeholders.
- In 3-4 years, the company expects to have an Environmental Impact Assessment (“EIA”) developed and ready for submission into the approval process.

## **IDEAL EXPERIENCE**

### **20 Years of Industry Experience**

- The ideal candidate will have ~20 years of business leadership experience in the permitting, engineering and design of large-scale mining projects with preference to copper or hard rock mining involving greenfield developments. It is important that the person have extensive experience working on the Owner’s side.

- Experience working in joint ventures with multiple stakeholders and a track record in dealing with company boards and shareholder committees would be beneficial.

### **Project Development Experience**

- Successful experience in Front End Engineering and Design (FEED) and Social & Environmental management and design of a project similar in scale to the Galore Creek project.
- Strong experience in early stages of project design, trade-off work and engineering. It is important that the candidate have a good understanding of best-in-class project development processes and experience with stage gate approvals employed by large international mining firms.
- Sound understanding of mine development and operating best practices including management of health and safety, resource development and planning, mining and waste management, processing, logistics, and regulatory matters including permitting and closure planning.

### **Solid Ability to Navigate Permitting and Political Stakeholder Dimension**

- Proven experience in project and stakeholder management for projects of similar magnitude and complexity.
- Solid foundation and experience in permitting and carrying out contemporary community relations practices and standards.
- Good working knowledge of relevant British Columbia legislation.

### **Education**

- An undergraduate qualification (Bachelors/Honours degree or equivalent) in a relevant technical discipline (Mining, Civil, Mechanical Engineering, Metallurgical Sciences, Environmental Science, or Geological Engineering/Sciences).

## **CRITICAL LEADERSHIP CAPABILITIES**

### **Driving Results**

- Results oriented with excellent organizational, planning and decision making skills.
- Understands the needs of the business, focuses on priorities, sets objectives and goals, articulates expectations, measures performance and evaluates results.
- The candidate should have sound judgment when it comes to making trade-offs between meeting project deadlines while still meeting project study quality, safety and budget.
- Effectively manages multiple priorities and time lines and delegates appropriately to achieve desired results.
- Understands how to set goals and prioritize tasks in order to achieve business results.
- High degree of initiative, self-motivation, accountability and independent judgment.
- Seeks ways to continuously improve our activities by encouraging entrepreneurship, refining practices, eliminating barriers, taking action to improve processes and mitigating problems that impact business performance.
- Proven ability to prioritize, work under pressure with minimal guidance and meet tight deadlines.

### **Collaborating & Influencing**

- Possess the ability to work with internal stakeholders.
- Excellent communication, facilitation and interpersonal skills and experience working with a broad range of people at all levels in a large organization.

- Identifies necessary change and evaluates opportunities based on long term objectives and leads a collaborative process inspiring clear vision for the future.
- Understands how to deliver results by working through the partner organizations, utilizing best project practices, policies and procedures to achieve objectives.
- Works well with others, fosters open dialogue, creates strong morale, and celebrates successes with others.
- Can establish positive rapport with others and is effective in managing relationships through openness, honesty and cooperation.

### **Leading People**

- Dynamic, committed, resilient leader with established proven ability to build, develop and motivate a diverse team of individuals at a remote operating site and in an office setting, and experience managing in a matrix organization with demonstrated experience effectively engaging with third parties. Collaborates and openly debates with the team and senior leadership to manage work plans and initiatives, solve problems, discuss challenging issues or learn more about critical issues as a group.
- Strong experience managing key stakeholder relationships, both internal and external, including dealing with Asset Owners and executive leadership teams, site operations, key contractors and vendors, Government and regulatory agencies and local communities.
- Culturally agile; knows how to work with the local culture and understands the need for flexibility in making field-based decisions.
- Acts with honesty and integrity and sets an example for others by demonstrating a common-sense approach, focuses on listening and learning in order to make the right decision.
- Energetic, empowers and collaborates with others to develop new ideas and share ownership and accountability for project outcomes.
- Good role model; can teach and lead others to achieve goals.
- Can identify learning and performance gaps in others and is effective in coaching and developing others.
- Is aware of other's career goals and provides team members with opportunities to grow and learn, constructs development plans and assigns challenging work.

### **OTHER PERSONAL CHARACTERISTICS**

- A hands-on, entrepreneurial individual who understands and has a "roll-up the sleeves" approach.
- Willingness and ability to spend time in the field.
- Self-motivated, resourceful and flexible.
- Exceptional communication skills, written and verbal.
- High degree of comfort managing complex business problems.
- Strong understanding of business drivers and use of business logic in economic assessments.

### **HOW TO APPLY**

Interested candidates should email their resume and cover letter to [careers@gcmc.ca](mailto:careers@gcmc.ca).

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.