

ENGINEERING SUPERINTENDENT

We need Engineering Superintendents because their oversight is critical to the safe and smooth operation of mines and mills. They lead teams of engineers and technicians to plan, run and maintain developments at all stages of the mining process.



JOB DESCRIPTION

- Work with senior managers, other superintendents, engineers, technologists and technicians to provide engineering services and support
- Oversee many aspects of mine engineering, with specialist teams of engineers, technologists and technicians in mining, civil, mechanical, electrical, environmental, chemical or biological engineering
- Select and install new facilities or equipment, and design new processes
- Work on projects such as the development of new shafts, tunnels or mining areas, closing old areas, and site restoration
- Prepare and approve designs, specifications and plans
- Assign work to teams, oversee progress, solve problems, and take corrective action when required
- Prepare and negotiate budgets and monitor spending
- Prepare technical reports and briefs on equipment, safety, project progress and other matters
- Lead and participate in meetings and briefings
- Recruit, train and develop employees, with support from HR specialists
- Oversee the development of engineers, technologists and technicians, providing support, encouragement, advice and guidance

JOB ENTRY REQUIREMENTS

Note: The requirements listed below illustrate what it takes to start the career and do not take into account on-the-job training given to new employees.

Fixed Requirements

- Post-secondary degree in mining or engineering
- Minimum of eight years of relevant experience including several years as an Engineer in mining or in heavy industry
- Knowledge of the mining industry
- Proficiency with word processing, spreadsheet, presentation software, AutoCAD, and language of operation
- Must be able to pass a medical and drug test
- Willing to lead in a diverse environment

Regional Requirement

- Bilingual French and English (Quebec and NB)

May be Required

- 10 - 12 years of relevant experience
- Mine planning specialist and scheduling software, including 3D and visualization

Assets

- Willing to relocate
- Other languages

COMPENSATION

\$120,000	\$143,000	\$170,000
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AVERAGE

(Source: online job ads in Canada, 2025).

JOB PROSPECTS

Demand in Mining

1	2	3	4	5
LIMITED	GREAT			

Skill Transferability Among Other Industries

1	2	3	4	5
LOW	HIGH			

WHY ARE PEOPLE ATTRACTED TO THIS CAREER?

Engineering Superintendents are highly motivated to take on a senior position with increased responsibilities and challenging work. They are ambitious and enjoy working with new technologies and processes, and to manage and develop their staff. They like working on projects and solving problems. They also like to work with other senior managers and to collaborate.

WHAT IS IT LIKE TO WORK AS A ENGINEERING SUPERINTENDENT IN MINING?

Note: conditions vary according to employer and region.

Engineering Superintendents are based in an office in (or near) the mine site. They spend some time in the mine and the processing mill, and also attend and sometimes chair mine management meetings.

SUCCESS PROFILE

- Delegates work to achieve results
- Earns and maintains respect by demonstrating credibility and integrity
- Influences people at all levels
- Makes and implements difficult decisions, and communicates the reasons for them
- Overcomes difficulties and solves problems with a positive attitude
- Is accountable for decisions and actions
- Understands and respects legislation, regulations and procedures concerning safety, employment and environmental protection
- Enjoys working on new projects and under pressure
- Strong organizational, critical thinking, communications, computer, troubleshooting, problem solving and interpersonal skills