

# MILL MANAGER

We need Mill Managers to lead the mill processing team and ensure the success of processing operations. They hold a high level of responsibility, motivating their teams and collaborating with other area managers to prepare and implement operational plans for the mill.

## JOB DESCRIPTION

- Maintain and encourage a safe working environment at all times
- Lead the mill processing plant team, managing all processing personnel and resources
- Prepare and implement operational plans for the mill, and monitor and report progress
- Propose capital expenditure projects for process improvements or capacity expansion
- Prepare production and operating budgets, and monitor and report performance and costs
- Recognize and anticipate operational, technical and safety challenges, taking action to prevent or overcome them, and seeking continuous improvement
- Contribute to business planning and company strategy to improve competitiveness, profitability and growth
- Engage with local communities and regulatory authorities to ensure company policies are met
- Work closely with the maintenance department to ensure continuously safe, and efficient operations
- Collaborate with management and corporate executives to achieve overall business objectives
- Oversee new projects to increase capacity or replace old equipment
- Oversee the recruitment and development of superintendents, supervisors and operators, providing support, encouragement, advice and guidance to build an effective workforce
- Manage relations with trade unions

## 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

- Degree in chemical engineering, metallurgy or mining
- Knowledge and experience in the mining industry
- Minimum of five years of experience in a leadership position, including in the processing activities
- Proficiency with word processing, spreadsheet, email and presentation software
- Must be able to pass a medical test
- Must be able to pass a drug test
- Willingness to lead in a diverse environment
- Proficiency in language of operation

### Regional Requirement

- Bilingual French and English (Quebec and NB)

### Assets

- A degree in business or management, or a relevant Master's degree
- Willingness to relocate
- Other languages

## COMPENSATION

**\$124,000      \$152,800      \$167,500**

AVERAGE

(Source: Canadian Mine Salaries, Wages & Benefits: 2018 Survey Results, InfoMine USA, 2018).

## WHY ARE PEOPLE ATTRACTED TO THIS CAREER?

Mill Managers are motivated to take on a senior position with a high level of challenging work, covering several aspects of management. They like to use modern tools to solve processing problems, and are well compensated for their efforts.

## WHAT IS IT LIKE TO WORK AS A MILL MANAGER IN MINING?

**Note:** conditions vary according to employer and region.

Mill Managers work in an office in a mill or at a mine site. They lead large teams of people, contribute to business management and act as an ambassador for the industry, working with other executives and the community alike.

## SUCCESS PROFILE

- Delegates work to achieve results efficiently
- Influences workers at all levels
- Makes difficult choices, and effectively communicates their results
- Overcomes difficulties and solve problems with a positive attitude
- Ambitious
- Cooperative
- Interested in the wider business aspects of the industry
- Understands and respects legislation, regulations and procedures concerning safety, employment and environmental protection
- Maintains positive working relations with trade unions
- Operational leadership experience
- Organized and a critical thinker
- Strong communication, interpersonal, risk management and computer skills
- Team player
- Works well under pressure