



Training Superintendent

Hemlo Mining Corp. is a growing Canadian gold mining company focused on the responsible development and operation of the Hemlo Gold Mine in Northwestern Ontario.

If you thrive on challenge, collaboration, and meaningful work, Hemlo Mining Corp. offers rewarding opportunities. Our people are the foundation of our success, and we're looking for motivated, energetic individuals who are eager to learn, grow, and contribute to safe and efficient operations. We support the professional aspirations of our team through training, development, and a comprehensive compensation package.

Hemlo Mining Corp., operating near Marathon in Northwestern Ontario, currently has an opportunity for a:

Training Superintendent

Position Description:

Hemlo Mining Corp. is seeking a Training Superintendent to lead the site-wide training function and drive the development, implementation, and continuous improvement of our training and competency programs.

Reporting to the Human Resources and Community Relations Manager, the Training Superintendent provides strategic leadership and technical expertise for Hemlo's site wide training and competency function. The role is responsible for developing and continuously improving programs that build a skilled, competent, and work ready workforce across mining, processing, maintenance, and support functions.

The role helps ensure employees and contractors are trained, assessed, qualified, and authorized to perform their work safely and in accordance with applicable Ontario mining legislation, the Occupational Health and Safety Act, and company standards.

Responsibilities:

- Lead and continuously improve the site-wide training function, establishing consistent and effective processes across mining, processing, maintenance, and support departments.
- Establish and maintain consistent site-wide standards for orientation, onboarding, job-specific training, task qualification, refresher training, retraining, and competency assessment.
- Establish governance for training records, qualifications, certifications, expiries, and authorizations to ensure records are current, accurate, and audit ready.
- Lead, coach, and develop the site training team, establishing clear priorities, accountabilities, and performance expectations.
- Partner with department leaders to assess training needs and address workforce skills and knowledge gaps.
- Develop and maintain curricula, learning pathways, training matrices, assessment tools, and competency requirements aligned with operational, regulatory, and company standards.

- Develop and oversee annual training plans, priorities, and budgets in partnership with department leaders, considering operational requirements, regulatory obligations, and workforce development needs.
- Ensure training, competency, and qualification programs comply with applicable Ontario mining legislation, Occupational Health and Safety Act requirements, company policies, and corporate standards.
- Monitor training compliance and competency performance and provide regular reports to site leadership.
- Participate in incident investigations where appropriate, evaluate whether training or competency factors contributed, and support the development and implementation of corrective actions.
- Coordinate external training providers, certification programs, apprenticeships, and emergency response or mine rescue training as required.
- Promote a culture of continuous learning, workforce development, accountability, and safe work practices across the operation.
- Maintain effective working relationships with operational leaders, employees, contractors, training providers, and applicable regulatory or industry partners.

Qualifications:

- Post-secondary education in occupational health and safety, training, or a related field; an equivalent combination of education and experience will be considered.
- A minimum of seven years of progressive experience in technical training, competency development, or workforce development within mining or a comparable heavy industrial environment, including leadership experience.
- Strong knowledge of Ontario mining regulations, Occupational Health and Safety Act requirements, and applicable mining training and competency requirements.
- Demonstrated experience developing, implementing, and maintaining competency-based training and assessment programs.
- Experience using learning management systems; experience with Intelex is an asset. Proficiency in Microsoft Office applications is required.
- Certified Training Professional (CTP), Certified Training and Development Professional (CTDP), or a similar training certification is an asset.
- Mine rescue or emergency response training experience is an asset.
- Excellent organizational, communication, facilitation, and relationship-building skills.
- Strong leadership, problem-solving, and continuous improvement skills, with a demonstrated commitment to safety and accountability.

What We Can Offer You

- Base salary range from \$140,000 to \$180,000 per year, depending on experience and qualifications.
- Comprehensive compensation package including competitive bonuses, benefits, and pension contribution.
- Opportunities for professional development, learning, and career growth.
- Work in a dynamic, collaborative, and high-performing team.



- Access to experienced mining professionals for knowledge-sharing, mentorship, and skill-building.

Equal Employment Opportunities

- Hemlo Mining Corp. is committed to creating an inclusive, respectful workplace and is proud to be an equal opportunity employer.
- We operate on the traditional territory of Biigtigong Nishnaabeg and Netmizaaggamig Nishnaabeg and we are committed to fostering meaningful relationships and employment opportunities with Indigenous Peoples. First Nations, Inuit and Métis persons are encouraged to apply.
- We also welcome applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

**If you are interested in this position, submit your resume to careers@hemlominig.com.
Be sure to include the position you are applying for in the subject line.**

Artificial intelligence tools may be used to support parts of the recruitment process, such as resume screening or application management.

Thank you for your application; however, only those selected for an interview will be contacted.