



Copper Mountain Mine is a large-scale open pit copper mine located in south central British Columbia. The mine has evolved into a mature and highly efficient operation with a long term mine plan and significant opportunity for 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.

Position

Human Resources Superintendent

Location

Princeton, British Columbia

Summary

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 reports to the Human Resources Manager.

Key Responsibilities

- 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.
- 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.
- Lead recruitment initiatives to build leadership, team strength and increase diversity.
- Other duties as assigned.

Education & Experience

- 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.
 - Possess CPHR designation.
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Required Skills

- Enjoys spending time in the field talking to employees and managers and working through solutions.
- Excellent oral and written communication skills, including the ability to present ideas clearly.
- Ability to take initiative and work independently across different levels of the organization.
- Ability to work in a fast-paced, dynamic environment managing multiple priorities under tight deadlines.
- Strong attention to detail and exceptional organizational skills.
- Values driven with a highly developed sense and demonstration of ethical behaviour.
- Experience and working knowledge of BC Employment Standards and other applicable legislation.
- Familiar with Drug & Alcohol testing protocols.
- Valid BC Class 5 driver's licence.
- Proficient computer skills, with advanced knowledge of Microsoft Office applications (Power Point, Word, Excel) and ability to learn new software, including HRIS software.

CMM offers a competitive wage, comprehensive benefit package, and RRSP contributions for retirement planning.

This is a Monday – Friday (5x2) position.

This is not a camp operation and therefore the successful candidate will be required to relocate to the area. Relocation assistance is provided. Successful candidate will also need to consent to a pre-employment medical and drug & alcohol screening.