



Copper Mountain Mining Corporation (CMMC) is a TSX/ASX listed copper producer, developer and explorer in world class mining jurisdictions. Copper Mountain's flagship asset is the 75% owned Copper Mountain mine located in southern British Columbia near the town of Princeton. The Copper Mountain mine produces over 100 million pounds of copper equivalent per year with a large resource that remains open laterally and at depth. Copper Mountain also has the development stage Eva Copper Project in Queensland, Australia, which is expected to add approximately 100 million pounds of copper on an annual basis, in addition to an extensive 210,000 hectare highly prospective land package in the Mount Isa area. Headquartered in Vancouver, BC, Copper Mountain trades on the Toronto Stock Exchange under the symbol "CMMC" and Australian Stock Exchange under the symbol "C6C".

Position

Vice President, People

Location

Vancouver, BC

Summary

Reporting to the Chief Operating Officer, the Vice President, People is responsible for providing strategic human resources leadership to Copper Mountain Mining Corporation and ensuring the delivery of core HR functions including recruitment and retention, performance and succession management, people development, global mobility, HR policies and procedures, and compensation and benefits.

Key Responsibilities

- Partner with senior management to identify, develop and implement HR priorities, programs and initiatives that support CMMC's objectives.
- Provide day-to-day support, guidance and coaching to employees on HR matters.
- Lead the design and implementation of total reward programs and policies that support the Company philosophy, including extended health benefits, retirement programs, incentive awards, and compensation systems.
- Lead CMMC recruitment activities, including identifying workforce planning requirements and implementing talent sourcing strategies to support the Company's growth.
- Develop creative, innovative solutions to talent deployment and global mobility; manage relocation and immigration requirements.
- Manage the performance management system to align with Company objectives, measure employee performance and drive results.
- Oversee succession planning programs to ensure a robust employee pipeline and identify leadership development opportunities.
- Create and communicate a strong employer brand that fosters the attraction and retention of qualified employees.
- Leverage technology to maximize operational effectiveness of the HR function.
- Support growth activities by providing strategic HR guidance and due diligence, as required.
- Present to the Compensation Committee of the Board of Directors
- Assist in the preparation of the annual Proxy circular and other filings.

Education & Experience

- Bachelor's degree in Human Resources (Commerce) or related field.
- Minimum 15 years' progressive Human Resources experience in a generalist role.
- Experience in mining is strongly preferred, including operations and project HR experience.

Required Skills

- A highly collaborative, credible and communicative style that fosters the development of strong relationships and trust at all levels of the organization.
- Strategic thinker with strong consultative skills.
- Strong verbal and written communication skills and attention to detail.
- Proven track record of developing and implementing policies and programs to support organizational growth.
- A strong understanding of executive compensation and total rewards, including experience with share-based compensation and other incentive programs.
- A practical, hands-on leader.

To apply, please send your cover letter and resume to hr@cumtn.com. Please include '**Vice President, People**' in the subject line of your email response.

While we thank all applicants for their interest, only those selected for an interview will be contacted.