

## Ready to build a rewarding career in an industry that is growing?

### Who We Are

We are a global mining company dedicated to safely delivering nickel, copper, cobalt, and platinum group metals essential for the world's energy transition.

Our mission is to improve lives and shape a better future together.

From utensils to cellphones to satellites, our operations simplify daily life and enhance connectivity. Our metals are integral to life-saving medical equipment and the electric vehicles driving the fight against climate change – our work truly matters.

Join our diverse team of 15,000 talented individuals committed to transforming critical minerals into prosperity and sustainable development in countries like Canada, Brazil, Indonesia, the United Kingdom, and Japan. We invite you to use your skills with us and contribute to something meaningful and enduring.

### The Opportunity

We are currently seeking a **Superintendent, Projects** to join our **Projects** team at Copper Cliff Mine in Sudbury. This is a permanent position.

The Superintendent, Projects supports the execution of projects and will ensure best practices are being implemented and used and that the highest level of service support is being provided from the project management team and the various site-based contractors. They will also assist the SHE teams to ensure that effective safety and environmental procedures are being followed and that routine or urgent requirements are responded to within a timely manner. The incumbent will support and assist the project by facilitating the day-to-day linkage with the ongoing operations, construction contractors at the Vale site and the project management team. This position will be responsible for supporting the Vale project management and construction team in planning, coordination, and execution of work on time, within budget and ensuring quality requirements are met. The Superintendent, Projects will be required to collaborate with project management, contractors, and SHE teams to maintain compliance with safety, quality, and environmental standards.

Additionally, in this position you will:

- **Construction Oversight & Coordination:** Lead and monitor all construction activities to ensure safety, schedule adherence, and budget compliance. Act as the main contact for construction issues, coordinate teams, review schedules, and manage change orders and invoicing.
- **Safety, Health & Environmental Compliance:** Enforce Vale's SHE standards through audits, inspections, and corrective actions. Lead safety documentation reviews, ensure contractor training compliance, and manage emergency response and environmental protocols.
- **Construction Planning & Execution:** Develop and manage execution plans, work schedules, and scopes of work. Conduct constructability reviews, support risk control initiatives, and oversee contractor work areas and materials.
- **Contract & Logistics Management:** Support contractor selection and kick-off processes. Manage logistics including material delivery, storage, and traffic plans. Ensure compliance with procurement and site access protocols.

- Reporting & Communication: Prepare daily and weekly reports, facilitate stakeholder communication, and participate in on-call rotations to provide continuous leadership coverage.
- Quality Assurance & Control: Oversee contractor QC programs, review inspection/test documentation, resolve quality issues, and ensure compliance with contractual and regulatory standards.
- Progress & Scope Management: Monitor schedules and productivity, validate contractor billings, manage scope changes, track KPIs, and ensure alignment between field conditions and project plans.
- Collaboration & Meetings: Lead and participate in daily coordination meetings with contractors, operations, and cross-functional teams. Support commissioning activities and ensure smooth transitions.
- Incident Management & Safety Follow-Up: Lead and support incident investigations, develop corrective action plans, and track follow-ups using CRM/SAP to improve site safety and reduce recurrence.
- Commissioning, Handover & Documentation: Coordinate commissioning and punch list activities, ensure proper documentation and asset management, and contribute to lessons learned for future project improvements.

### About You

#### Education:

- Community college graduate with an Engineering Technologist or qualified trade diploma required.
- Undergraduate degree in Engineering preferred.
- Certified Associate of Project Management (CAPM) or Project Management Professional (PMP) is an asset.

#### Experience:

- Minimum 8-10 years of relevant experience.

#### Skills:

- Proven record of leadership and successful coordination of projects.
- Knowledge and proficiency of project tracking and scheduling software.
- Must possess planning and problem-solving skills and be able to set clear, measurable goals.
- Excellent time management without sacrificing quality. Ability to be organized, efficient and able to prioritize.
- Ability to negotiate well and handle any issues with diplomacy and tact.
- Possess a good eye for detail and ability to analyze data.
- High level of oral and written communication skills.

### What We Offer You

- Competitive compensation including a variable annual incentive plan
- Participation in a competitive Defined Contribution Pension package
- Comprehensive benefits package (company paid core coverage, health and dental coverage, flex accounts, disability plans and optional insurances)
- Leave for all of life's reasons (vacation, personal, sick, parental)
- Work culture dedicated to safety, diversity & inclusion, and career growth
- Employee Family Assistance Program
- Virtual Healthcare online

opportunities

- Online training and career development

### Why Sudbury

Greater Sudbury is a vibrant city in northeastern Ontario, renowned for its rich mining history and significant role in Canada's mineral production. The city sits atop one of the world's largest and oldest meteorite impact sites, the Sudbury Basin, which is exceptionally rich in nickel, copper, and other critical minerals that are needed for the green economy. The mining sector is a cornerstone of Sudbury's economy, driving both employment and economic growth, and Vale Base Metals plays a pivotal role in this regard. Our commitment to the community is as deep as our mines.

### Include to Transform

At Vale Base Metals, we are committed to ensuring an inclusive work environment where people feel comfortable to be themselves. Vale encourages everyone to express their ideas and opinions and values the plurality of individual profiles. We want our people to feel that all voices are heard, all cultures respected and that a variety of perspectives are not only welcome – they are critical to our success. We treat each other fairly and with dignity regardless of race, gender, nationality, ethnic origin, religion, age, sexual orientation, or any other personal consideration that makes us different.

Vale is an equal opportunity employer seeking to increase diversity across our operations and improve equal opportunity at Vale and in the mining industry.

In accordance with the Accessibility for Ontarians with Disabilities Act, accommodation is available throughout our recruitment process for applicants with disabilities.

**Pay Grade:** 15V

**Apply by:** September 9, 2025

**#ValeBaseMetals**