

Health & Safety Superintendent

- 📍 **Location:** True North Mine, Bissett, Manitoba (Camp-Based)
- 🕒 **Job Type:** Full-Time, Permanent
- 🏢 **Company:** 1911 Gold Corporation
- 🕒 **Schedule:** Rotational Schedule
- 📌 **Work Location Note:** This position is based at the True North Mine site. Camp accommodations and meals are provided during scheduled work rotations, as applicable for non-local employees.

Position Overview

1911 Gold Corporation is seeking an experienced **Health & Safety Superintendent** to lead the Health & Safety function at the True North Mine in Bissett, Manitoba.

The Health & Safety Superintendent is a key member of the site leadership team and is responsible for the development, implementation, oversight, and continuous improvement of health and safety programs, security, emergency response (UG and surface), systems, standards, and practices across the operation.

As the True North Mine continues through redevelopment and progresses toward full-scale mining operations, the successful candidate will provide strategic and operational health and safety leadership while maintaining a strong field presence. The Superintendent will work closely with Site Management, Operations, Engineering, Maintenance, Human Resources, employees, contractors, and regulatory authorities to support regulatory compliance, effective risk management, and a strong safety culture.

Key Responsibilities

Health & Safety Leadership

- Lead the development, implementation, and continuous improvement of site-wide health and safety programs, procedures, standards, and systems
- Provide leadership and guidance to site management, supervisors, employees, and contractors on health and safety matters
- Promote a proactive and visible safety culture focused on hazard recognition, risk management, accountability, and continuous improvement
- Maintain a strong field presence across underground and surface operations

- Provide health and safety leadership as the operation transitions through redevelopment and into full-scale mining activities

Regulatory Compliance & Risk Management

- Ensure site health and safety programs align with applicable Manitoba workplace safety, health, and mining legislation and regulatory requirements
- Maintain awareness of regulatory changes and support implementation of required changes to site practices
- Lead and support workplace inspections, field observations, hazard assessments, and risk assessments
- Oversee corrective action processes and ensure identified risks and deficiencies are appropriately addressed
- Act as a key site liaison with regulatory authorities during inspections, audits, investigations, and reportable incidents

Incident Management & Continuous Improvement

- Oversee incident and near-miss reporting and investigation processes
- Lead or participate in significant incident investigations and root-cause analysis
- Ensure corrective and preventative actions are appropriately assigned, tracked, and completed
- Analyze incidents, trends, and leading and lagging safety indicators to identify opportunities for improvement
- Develop and report Health & Safety KPIs to site and senior leadership
- Maintain accurate and effective health and safety records and reporting systems

Operational & Underground Safety

- Provide health and safety oversight for underground development, production, exploration, and surface activities
- Support the implementation and monitoring of critical safety systems, including ground control, ventilation, confined-space entry, energy isolation, and other high-risk activities
- Conduct regular underground and surface inspections
- Work collaboratively with Operations, Engineering, Maintenance, and other departments to identify and manage operational risks
- Provide practical, field-based health and safety support to supervisors and employees

Training & Safety Competency

- Provide oversight and direction for site health and safety training programs
- Support the development and delivery of site orientations, supervisor training, underground safety training, and other required programs

- Work with department leaders to identify training and competency requirements
- Ensure appropriate health and safety training records and documentation are maintained
- Support the development of supervisors and employees in effective safety leadership and risk management
- Develop a 1911 Gold specific training program through collaboration with site dept. managers

Emergency Preparedness & Mine Rescue

- Provide leadership and oversight for site emergency preparedness and response programs
- Coordinate emergency response planning and drills with department managers
- Support mine rescue readiness, first aid programs, and emergency response resources
- Ensure emergency response procedures remain current and appropriate for changing site conditions and operational activities

Security

- Provide leadership, guidance and direction to our Security Team
- Develop necessary security protocol's (search, fit for work, emergency preparedness, etc)
- Monitor security systems and implementation
- Maintain site access controls and documentation

Contractor Safety

- Establish and maintain expectations for contractor health and safety performance
- Monitor contractor compliance with 1911 Gold health and safety requirements
- Support contractor onboarding, orientation, and site-access requirements
- Work with site departments and contractors to address identified safety concerns and performance issues

Team & Department Leadership

- Lead, mentor, and develop Health & Safety personnel
- Establish departmental priorities and ensure resources are aligned with operational requirements
- Support workforce planning, employee development, and succession planning within the department
- Develop and manage the Health & Safety budget in alignment with operational requirements and Company expectations
- Monitor departmental costs and identify opportunities for effective resource utilization
- Perform other duties as required

Qualifications

Education & Certifications

- Post-secondary education or certification in Occupational Health and Safety, Mining, or a related discipline
- **CRSP designation or equivalent professional certification and/or experience**
- Current First Aid and Mine Rescue training is considered an asset

Experience

- **Minimum 8+ years of progressive health and safety experience within the mining industry**
- Strong underground mining experience preferred
- Previous leadership or supervisory experience within a mining health and safety function
- Experience supporting mine development, rehabilitation, exploration drilling, and/or production operations
- Demonstrated experience with regulatory compliance, workplace inspections, incident investigations, risk assessments, and safety-management systems

Knowledge, Skills & Abilities

- Strong knowledge of Manitoba mining and occupational health and safety legislation and regulatory requirements
- Strong understanding of underground mining hazards and critical risk-management practices
- Demonstrated ability to lead and develop health and safety teams
- Strong incident investigation and root-cause analysis capabilities
- Excellent leadership, communication, and interpersonal skills
- Strong organizational, analytical, and problem-solving abilities
- Ability to build effective working relationships across all levels of the organization
- Practical, hands-on approach with the ability to balance strategic leadership with field-level support
- Proficient with Microsoft Office and health and safety reporting/management systems

Physical Requirements & Working Conditions

- Full-time, site-based position at the True North Mine
- Regular underground inspections and participation in active operational areas
- Exposure to underground mining, surface operations, and varying environmental conditions
- Ability to work safely in a remote mining environment
- Ability to respond to operational and emergency situations as required

- Camp accommodations and meals are provided during scheduled rotations

Teamwork, Culture & Growth Mindset

- Demonstrate visible and proactive safety leadership
- Promote a positive, respectful, and accountable workplace culture
- Build strong working relationships with employees, contractors, supervisors, and leadership
- Encourage employee participation in hazard recognition, risk management, and continuous improvement
- Coach and develop supervisors and employees in effective safety leadership
- Adapt to changing operational priorities as the True North Mine continues through redevelopment and into full-scale operations

Equity, Diversity & Inclusion

1911 Gold Corporation is committed to fostering an inclusive, respectful, and diverse workplace. Accommodations are available upon request throughout the recruitment process.