

Senior HR Generalist – Gold Mining Operations

- 📍 **Location:** True North Mine, Bissett, Manitoba (Hybrid)
- 🕒 **Job Type:** Full-Time
- 🏢 **Company:** 1911 Gold Corporation
- 📅 **Closing Date:** Open until filled

Position Overview

1911 Gold Corporation is seeking an experienced and strategic Senior HR Generalist to support and lead human resources functions for its gold mining operations at the True North Mine in Bissett, Manitoba.

This role combines strategic HR leadership with operational execution and is critical to building a high-performance culture and ensuring our team feels supported and heard as we grow. The successful candidate will act as a trusted advisor to operational leadership while maintaining regular site presence to support employees directly.

The ideal candidate will bring strong judgment, industrial or mining experience, and the ability to operate independently in a fast-paced, growth-oriented production environment transitioning from start-up toward steady-state operations.

Key Responsibilities

HR Leadership & Culture

- Provide strategic HR guidance to site and corporate leadership
- Support workforce planning aligned with operational growth and production targets
- Lead employee relations matters, workplace investigations, and performance management processes
- Support development and execution of HR initiatives that strengthen organizational culture

Recruitment & Workforce Development

- Lead recruitment planning and execution for operational, technical, and site-based roles
- Partner with hiring managers to forecast staffing needs and succession planning
- Support Indigenous and local recruitment initiatives
- Oversee onboarding processes to ensure effective workforce integration

Employee Relations & Workplace Culture

- Promote a safe, respectful, and inclusive workplace culture
- Provide coaching to supervisors and managers on HR best practices
- Support employee engagement and retention initiatives
- Maintain strong site presence to ensure accessible HR support

Policy & Governance

- Support development and implementation of HR policies and procedures
- Ensure alignment with Manitoba Employment Standards and applicable regulations
- Maintain accurate employee records and documentation
- Support internal reporting, workforce metrics, and audits as required

HR Systems & Reporting

- Help us modernize and manage our HR tools as we implement and optimize our new HRIS to make life easier for our employees and managers
- Assist with data migration, testing, process development, and user training
- Ensure accuracy and integrity of employee data within HR systems
- Leverage HRIS reporting tools to provide workforce analytics and support decision-making

Training & Development

- Support coordination of compliance training and workforce development programs
- Identify skill gaps and support structured development initiatives
- Assist in development of supervisory and leadership training programs

Collaboration & Communication

- Work closely with Operations, Finance, Supply Chain, and Environmental teams
- Provide regular reporting on workforce risks, trends, and opportunities
- Support change management initiatives as the organization grows

Qualifications

- Post-secondary education in Human Resources, Business Administration, or related field
- CHRP designation (or working toward designation) preferred
- Ideally 5+ years of HR experience, with exposure to mining or heavy industry considered a significant asset
- Strong knowledge of Manitoba employment legislation in an asset

Skills & Competencies

- Strong leadership presence and advisory capability
- Excellent conflict resolution and investigation skills
- High level of discretion and confidentiality
- Strong analytical and documentation abilities
- Experience with HRIS and Microsoft Office systems
- Ability to build trust with both hourly workforce and senior leadership
- Highly organized with strong attention to detail
- Strong communication skills with a collaborative approach and eagerness to learn and implement new processes

Working Conditions

- Regular travel to site as required
- Comfortable working in a mining and industrial environment
- Combination of office-based and field-based HR support

Schedule

1911 Gold currently operates under multiple scheduling models due to the nature of a start-up environment. Mine operations follow a 14 days on / 14 days off rotation.

The Senior HR Generalist will maintain regular site attendance, particularly during the first several months in the role to ensure strong integration with the team.

We are open to discussing a flexible hybrid schedule that meets the needs of both the site and the successful candidate. As the HR function and site operations mature, increased flexibility may be considered.

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.

Email resume and cover letter to careers@1911Gold.com