

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 **Production Area Coach** to join our **Refinery Department** in **Long Harbour, NL**.

This **permanent** position will be on a 12-hour rotating schedule working at the Long Harbour Operations site in Long Harbour, NL.

The Production Area Coach is responsible for the overall performance, delivery, and development of the crew in meeting the organizational objectives. You will act as a director, initiator, mentor and supporter to the crew as it progresses and develops through different phases of capability. Your experience will assist in developing and sustaining a productive working relationship between all members of Long Harbour Operations while supporting the safe production of the world's best nickel.

Additionally, in this position you will:

- Ensure Home Safe behaviors are integral in all crew member activity. Coach crews consistently to achieve ALARA (as low as reasonably achievable) and to take corrective action to address noncompliance.
- Supervise daily work of production employees
- Develop the crew to be self-sufficient in operating and maintaining the day-to-day operations, while ensuring compliance with all regulations, standards, organizational concepts and philosophies.
- Be accountable for leading and training Star Point (Personnel, Asset Care, Operations Planning, Responsible Care, Process) crew members to allow the self-management of related matters to ensure compliance to schedules, policies, procedures, and standards.
- Create a work environment that generates ownership and initiative in crew members that are actively engaged and understand their role in sustaining the core processes.

- Guide and audit the work practices utilizing VPS and 5S Work Practices to approve, plan, schedule and execute tasks within the area(s).
- Monitor work efficiency through the auditing of KPIs.
- Participate in emergency and breakdown situations as required, by providing troubleshooting, problem identification, materials procurement, and resource allocation knowledge as required to correct the situation as efficiently and effectively as possible to minimize production impact.

About You**Education:**

- High school diploma required.
- Post-secondary education within a related field is preferred.

Experience:

- A minimum of 5 years' experience in a supervisory role is preferred.
- Industrial and/or operating environment preferred.
- Previous metallurgical knowledge and experience an asset.
- An equivalent combination of education and experience will also be considered.

Skills:

- Strong organizational skills.
- Supervisory, leadership and mentoring abilities.
- Excellent communication and team building 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, flex 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
- Online training and career development opportunities

Why Newfoundland and Labrador

Newfoundland and Labrador, Canada's easternmost province, is known for its rugged coastline, rich cultural heritage, and significant natural resources. The province's economy is bolstered by a robust mining sector, where our operations play a crucial role. At Long Harbour, we operate a state-of-the-art processing plant, which refines nickel concentrate from the Voisey's Bay mine into finished nickel, copper, and cobalt products. This plant is a cornerstone of our commitment to value-added processing in Canada. Meanwhile, the Voisey's Bay mine, located in Labrador, is one of the world's most substantial nickel deposits. It provides high-quality nickel, copper, and cobalt, essential for the 21st century economy.

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.

Accommodation is available throughout our recruitment process for applicants with disabilities

Interested applicants must submit their application online at <https://vale.eightfold.ai/careers>.

Pay Grade: 17V

Apply by: Sunday, May 18th, 2025

#ValeBaseMetals