

Ready to build a rewarding career in an industry that is transforming the future?

Who We Are

We are Vale Base Metals – a global supplier of the critical minerals transforming the future.

With industry-leading reserves of copper and nickel in Canada, Brazil, and Indonesia, and state-of-the-art infrastructure in the U.K., Canada, and Japan, VBM delivers a secure and responsible supply of high-quality products to customers across Europe, the Americas, and Asia.

Global demand for critical minerals is growing exponentially. From energy to aerospace, batteries to magnets, robotics to artificial intelligence, a secure and responsible supply of critical minerals is fundamental to power modern technologies. And at Vale Base Metals, we are transforming our business to provide a secure and responsible supply of these minerals.

Join our diverse team of 13,000 talented individuals committed to providing mineral security to a world in transition. We invite you to put your skills to work, driving meaningful and enduring change while enjoying a rewarding career.

The Opportunity

We are currently seeking a Senior Process Engineer to join our **Technical** team in Long Harbour, NL. Relocation to Newfoundland & Labrador will be required for this role.

The role is a permanent on-site position, working a 4x10 (Monday to Thursday) or 5x8 (Monday to Friday) schedule at the Long Harbour Operations site.

As a Senior Process Engineer, you will work collaboratively with the Technical, Engineering and Operations Departments and cross functionally with all other areas of the plant to complete tasks in the area of accountability in the execution of the overall production plan.

The Senior Process Engineer will assist with a wide variety of tasks related to technical and operational support for Long Harbour Operations as well as study aspects of operational efficiency and quantify and develop strategies for mitigating risks. In addition, you will perform analysis, troubleshooting, optimization, process and engineering data collection, quality monitoring, performance evaluation, mass balance preparation and plant operation coordination/planning.

Additionally, in this position you will:

- Assist in the diagnosis of technical problems related to the plant's operation, and complete metallurgical test work to support recommendations.
- Work to improve and support safety systems and identify, quantify, and develop strategies for mitigating risks with various business units.
- Monitor plant system production performance and integrity; communicate with the various groups to ensure processes are in place to sustain and build production capability and to meet targets outlined in the business plan.
- Lead improvement projects with operations, technical services and other support groups focused on efficiency improvement, cost savings, and capacity improvement.

- Provide mentoring, training, and coaching to Engineers in Training, peers and colleagues
- Prepare technical reports and presentations.

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)
- Flexible work arrangements
- Work culture dedicated to safety, diversity & inclusion, and career growth
- Employee Family Assistance Program
- Virtual Healthcare online
- Online training and career development opportunities
- Relocation Assistance
- A Bus Service to Long Harbour departing from the St. John's vicinity

About You

Education:

- An undergraduate degree in Chemical, Process or Metallurgical Engineering is required.
 - Professional Engineer (P.Eng) designation with PEGNL is required.

Experience:

- 8 years of total experience is required, with 4 years as a P.Eng.
- Working knowledge and experience in a hydrometallurgical processing plant is an asset.

Skills:

- Knowledge in design of experiment and utilities systems.
- Strong organizational, analytical and problem-solving skills.
- Excellent communication (verbal & written) and interpersonal skills.
- Able to build and maintain strong positive relationships across multiple groups.

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 Vale Base Metals' integrated operations play a crucial role.

At Long Harbour, we operate a state-of-the-art processing plant, which refines nickel concentrate from Vale Base Metals' Voisey's Bay mine, located in Labrador, into 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 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 can act like owners, being their authentic selves and empowering them to deliver results. Vale Base Metals 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.

Pay Grade: F5T

Apply by: Thursday, March 12th, 2026

#ValeBaseMetals

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