

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 **Shift Superintendent** to join our **Production** team in Long Harbour, NL.

The role is a permanent on-site position, working rotating 12-hour shift schedule.

As a Shift Superintendent, you will monitor, identify and implement opportunities to reduce variation in control processes and systems. The role will identify common causes of variation to be corrected in collaboration with area Manager and other Superintendents. The role will oversee holistic shift operations and shift maintenance efforts in line with overall short term and strategic goals.

The Shift Superintendent works collaboratively with other Superintendents, Managers and Supervisors within the functional and cross functional areas of the Operation, to achieve capital, operating and maintenance project goals. Additionally, this role will ensure that direct reports and area of accountability meet all requirements with regards to legislated regulations, company policies and practices, and agreements.

Additionally, in this position you will:

- Ensure the holistic operation of the Long Harbour Processing Plant from an operations, maintenance, and technical perspective.
- Audit and analyze systems within the area(s) of accountability to achieve the following outputs:
 - Zero harm to employees, the business, the environment and the community;
 - Achieve/exceed production quality and quantity targets while maximizing economic resource recovery;
 - Achieve total product and unit cost, and capital expenditure targets.

- Verify compliance with established Service Level Agreements (SLA) and required standards.
- Work with the HSE Committee to develop actions to improve safety, health and environmental performance.
- Develop weekly and monthly production and/or maintenance plans and update forecasts as required. Escalate when plans and/or forecasts will not be achieved.
- Support development of and coordinate annual planned production and maintenance periods.
- Identify any required changes to the established production and/or maintenance schedules, that will impact either upstream or downstream customers.
- Contribute to asset Integrity reviews and support development of action plans to address 'at risk' assets.
- Provide input for the development of the annual and 5-year capital plans.
- Provide performance feedback to team members and coach and counsel employees on the standards of behaviour and take corrective action as required.
- Contribute to the implementation of new systems/processes and provide guidance, auditing, mentoring, and analysis support to the management team.

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
- Online training and career development opportunities
- A Bus Service departing from the St. John's vicinity

About You

Education:

- Post-secondary education within a related field.
 - An undergraduate degree in Engineering (Process or Chemical) is strongly preferred.

Experience:

- A minimum of 8 years' experience in a similar role.
- Working in an Industrial and/or operating environment is considered an asset.
- Metallurgical knowledge and experience is considered an asset.

Skills:

- Strong organizational, supervisory, leadership, and mentoring abilities.
- Excellent communication (written and oral), as well as interpersonal skills.
- Ability to multitask, change priorities, problem solve, and resolve conflict.
- Ability to lead and motivate a team of people to effectively manage assigned accountabilities.

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: 15V

Apply by: Tuesday, March 17th, 2026

#ValeBaseMetals

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