

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 **Control & Automation Engineer** to join our **Maintenance Engineering & Reliability Team** in **Long Harbour, NL**.

This is a permanent on-site position, working a 4x10s Monday to Thursday schedule at our Long Harbour Operations Site.

As a Control & Automation Engineer, you will provide technical leadership for the site's Distributed Control System (DCS), Programmable Logic Controllers (PLC), Human Machine Interfaces (HMI), and industrial network infrastructure. You will be responsible for maintaining, optimizing, and continuously improving automation systems to support safe, reliable, and efficient plant operations. As well as work closely with Operations, Maintenance, Process Engineering, and external vendors, lead troubleshooting efforts, support commissioning and startup activities, implement control system enhancements, and optimize process performance through advanced control strategies, loop tuning, and logic modifications.

Additionally, in this position you will:

- Provide technical expertise and support for DCS, PLC, HMI, and industrial network systems, ensuring high levels of system reliability, availability, and performance across the operation.
- Lead troubleshooting and root cause analysis of complex automation, control system, and process control issues, providing timely solutions that minimize production downtime and support the safe restoration of operations.
- Identify, develop, and lead automation improvement initiatives that enhance process control, operational efficiency, equipment reliability, and overall plant performance.
- Develop engineering scopes of work, technical specifications, and cost estimates for control system modifications, upgrades, and capital improvement projects, evaluating technical alternatives and recommending optimal solutions.

- Design, configure, test, and implement changes to PLC logic, DCS control strategies, HMI applications, alarms, and industrial communication networks in accordance with site standards and change management procedures.
- Commission, validate, and integrate new automation and control system equipment, ensuring systems operate safely and meet operational and performance requirements.
- Manage technical interfaces with OEMs, system integrators, engineering consultants, and equipment vendors to support project execution, system enhancements, and the adoption of automation best practices.
- Monitor and analyze control system and process performance data to identify opportunities for optimization, variability reduction, and improved production outcomes.
- Maintain accurate automation system documentation, backups, standards, and lifecycle management plans to ensure long-term system integrity and reliability.
- Provide technical coaching and guidance to operations and maintenance personnel on automation systems, troubleshooting techniques, and control system best practices.
- Stay current with emerging automation technologies, software platforms, and industry developments, recommending and implementing solutions that improve safety, reliability, and operational effectiveness.

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
- Relocation Assistance
- A Bus Service departing from the St. John's vicinity

About You

Education:

- A Bachelor of Engineering Degree in Electrical Engineering, Automation Engineering, Instrumentation Engineering, Systems Engineering, or related discipline is preferred.
- Professional Engineer (P.Eng.) designation or eligibility for registration with PEGNL is considered an asset

Experience:

- Minimum 5 years of progressive experience in industrial automation, process control systems, or industrial networking within a manufacturing, processing, mining, or heavy industrial environment
- Experience with Emerson DeltaV Distributed Control System and Allan Bradley PLC is preferred.

Skills:

- Strong written and verbal communication skills.
- Excellent teamwork and collaboration skills.

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.

Employees engaged by the Company must be lawfully able to work for the Company in the country where the role is located. The Company does not provide immigration, work permit, or permanent residence sponsorship or assistance.

Pay Grade: F5T

Apply by: Thursday, September 3rd, 2026

#ValeBaseMetals

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