

MAINTENANCE SUPERINTENDENT

Maintenance Superintendents are part of the mine management team that keeps the mine and mill running smoothly and safely. They manage several teams of people, and are responsible for safety, equipment reliability and control maintenance costs.

Job Description

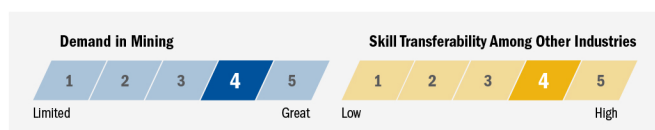
- Oversee all aspects of site maintenance, possibly with specialist teams (mechanical, electrical/electronic, hydraulic, etc.), covering the mine itself, the associated processing mill, and related conveyor systems
- Work with Senior Managers, other Superintendents and their Maintenance Supervisors to ensure safe equipment operations and maximize reliability and minimize costs
- Responsible for all the people (including contractors), equipment, tools, spare parts and materials in area of responsibility
- Prepare and approve preventative maintenance and other plans, allocate work to their teams, oversee progress, solve problems and take corrective action when required
- Prepare and negotiate large budgets, and monitor spending
- Prepare reports and briefs on equipment, safety, progress on projects and other matters
- Lead and participate in meetings and briefings, both formal and informal
- Work with the Engineering department on equipment performance and operations
- Recruit, train and develop employees, with support from Maintenance Supervisors and Human Resource (HR) specialists
- Oversee the development of Maintenance Supervisors, providing support, encouragement, advice and guidance
- Work with trade union(s), supervisors and HR departments to avoid and resolve personnel issues and grievances
- Liaise with suppliers and consultants

Compensation

\$117,500 **\$210,000**

(Source: Canadian Mine Salaries, Wages & Benefits: 2018 Survey Results InfoMine USA, 2018).

Job Prospects



Why are People Attracted to this Career?

Maintenance Superintendents are highly motivated to take on a senior position with increased responsibilities and challenging work. They are ambitious and appreciate the opportunity to work with new technologies, new processes and challenges. They like working with people, and to develop their teams. They also like working with other Senior Managers and the broader perspective on the industry that comes with that collaboration.

What is it Like to Work as a Maintenance Superintendent in Mining?

Note: conditions vary according to employer and region.

Maintenance Superintendents are usually based in an office in (or near) the mine site and spend some of their time in the mine and the processing mill. They also attend and chair mine or mill management meetings.

Success Profile

- ☒ Delegates work to achieve results
- ☒ Maintains respect by demonstrating credibility and integrity
- ☒ Influences people at all levels
- ☒ Makes difficult decisions, solves problems, and communicate the reasons for them
- ☒ Cooperative and positive
- ☒ Enjoys working with large equipment and machinery
- ☒ Understanding and respect for legislation, regulations and procedures concerning safety, employment and environmental protection
- ☒ Organized and a critical thinker
- ☒ Responsible and accountable
- ☒ Strong communication, computer, interpersonal, problem-solving and troubleshooting skills
- ☒ Team player
- ☒ Works well under pressure

Job Entry Requirements

Note: The requirements listed below illustrate what it takes to start the career and do not take into account on-the-job training given to new employees.

Fixed Requirements

- Post-secondary degree or diploma in engineering or mining
- Knowledge of the mining industry
- Minimum of five years of relevant experience including several years as a Maintenance Supervisor in mining or in heavy industry (e.g. oil and gas, petro-chemicals, steel, electricity generation)
- Proficiency with word processing, spreadsheet, email and presentation software
- Must be able to pass a medical test
- Must be able to pass a drug test
- Willingness to lead in a diverse environment
- Proficiency in language of operation

Regional Requirement

- Bilingual French and English (Quebec and New Brunswick)

Assets

- Master's degree in engineering, mining or other relevant degrees
- Willingness to relocate
- Other languages