

PROCESS SUPERINTENDENT

Process Superintendents work with mine management teams to run mill operations and process mined materials. They manage several teams of people and are responsible for safety, environment, production volumes, quality and budgeting.

Job Description

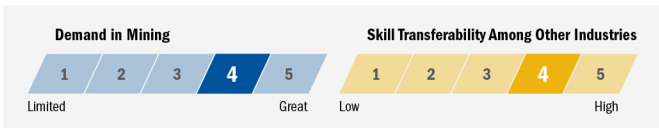
- Responsible for the safety, production, quality and budgets for their processing operations
- Work with senior managers, other superintendents and their process supervisors to control processing machinery to convert mined materials into products
- Processing activities vary with the mineral being mined, but can include the separation of waste, washing, crushing, grinding, leaching, electrical, chemical or metal processing and packaging
- Responsible for people, equipment, tools and materials in their operations
- Prepare production plans, delegate work to their teams, oversee progress, solve problems, and take corrective action when required
- Prepare budgets and monitor spending
- Prepare reports and briefs on production, safety, environment, project progress, and more
- Lead and participate in meetings and briefings
- Recruit, train and develop employees, with support from process supervisors and human resources (HR) specialists
- Oversee the development of supervisors, providing support and guidance
- Work with the maintenance team to ensure optimum asset utilization
- Work with trade union(s), supervisors and HR department to avoid and resolve personnel issues and grievances
- Liaise with suppliers and consultants

Compensation



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

Job Prospects



Why are People Attracted to this Career?

Process Superintendents are highly motivated to take on a senior position with challenging work, involving a mix of office and operational work. They are ambitious and work with new technologies and processes to develop their teams. They collaborate with other senior managers to ensure optimum mine performance, and are well compensated for their efforts.

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

Note: conditions vary according to employer and region.

Process Superintendents work in an office and spend a lot of time in the mill. They attend and chair mill or mine management meetings.

Success Profile

- ☒ Delegates work to achieve results
- ☒ Identifies challenges and solves problems with a positive attitude
- ☒ Influences people at all levels
- ☒ Makes difficult choices, and effectively communicates their results
- ☒ Cooperative
- ☒ Understands and respects legislation, regulations and procedures concerning safety, employment and environmental protection
- ☒ Organized and a critical thinker
- ☒ Responsible and accountable
- ☒ Strong communication, interpersonal and computer 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 in engineering, mining or metallurgy
- Minimum of five years of relevant process experience, including several years as a Process Supervisor in mining
- Proficiency with word processing, spreadsheet and email 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

- Willingness to relocate
- Other languages