

SEABRIDGE GOLD

WHY ARE PEOPLE ATTRACTED TO THIS CAREER?

Construction Superintendents are drawn to the challenge of leading the construction and implementation of new mine projects. They want to make sure that projects progress on time and on budget.

WORK ENVIRONMENT

Note: conditions vary according to employer and region.

Construction Superintendents work out of a field office at the construction site in all seasons and in a variety of environmental conditions. They monitor a project and make daily decisions about construction activities, report to the Site Project Manager, and conduct team building and conflict resolution activities.

WORK-RELATED SKILLS

- Builds a culture of cooperation and collaboration while motivating teams
- Demonstrates credibility and integrity
- Identifies issues and solve problems
- Understands blueprints, technical drawings and plans
- Works within budget and time constraints
- Embraces new technology
- Highly self-motivated with strong leadership, mentoring, analytical, organizational and communications skills
- Values safety, health, and stays up to date with processes and regulations
- Works well under pressure

JOB REQUIREMENTS

Must Have:

- Post-secondary diploma or degree
- Five to 15 years of related experience
- Good understanding of blueprint reading
- Experience and knowledge of construction planning, productivity analysis, Quality Assurance (QA) processes and Health, Safety and Environment procedures and regulations
- Proficiency with word processing, spreadsheet, email, AutoCAD and presentation software
- In-depth knowledge of construction methods, project management scheduling and cost control
- Valid driver's licence with few infractions
- Experience coordinating work efforts of different groups: direct and indirect construction contractors and internal groups like field engineers, safety and quality professionals
- Must be able to pass a medical and drug test
- Willingness to lead in a diverse environment
- Proficiency in language of operation

Regional Requirement:

- Bilingual French and English (Quebec and New Brunswick)

May be Required:

- Undergo a criminal record check
- Work experience in a construction trade

Assets:

- Red Seal certification
- Work experience as a foreman
- Training in business administration and leadership
- Post-secondary degree in Construction Science or Construction Management
- Willing to relocate
- Other languages

CONSTRUCTION SUPERINTENDENT

Construction Superintendents lead the daily operation of mining construction projects, ensuring that they progress on time and on budget, and mentor teams.

JOB DESCRIPTION

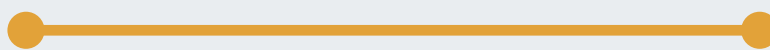
- Plan, organize and control the daily operations of mining construction projects to make sure they are completed safely, on time, and within budget
- Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements
- Hire employees and ensure that new and current employees have all training required
- Ensure adequate resources and equipment are available
- Maintain quality control
- Coordinate and work with subcontractors, Construction Supervisors and specialist engineers
- Conduct safety audits, risk assessments and housekeeping inspections to ensure regulatory, corporate, site and environmental standards are being followed
- Maintain detailed progress reports of construction activities and report project performance to mine management and stakeholders
- May inspect work performed by employees, contractors and sub-contractors
- Participate in project meetings to monitor and support project progress
- Work with trade union(s), supervisors and HR department to avoid and resolve personnel issues and grievances

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

COMPENSATION

\$112,000

\$163,627



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

JOB PROSPECTS



To learn about our current job postings, please visit ksmproject.com/employment-and-suppliers. Seabridge Gold developed its job fact sheets using information from WorkBC's "Explore Careers" Program (www.workbc.ca/Jobs-Careers/Explore-Careers.aspx) and the Mining Industry Human Resources Council's "Jobs in Mining" Program (www.mihr.ca/careers/jobs-in-mining/occupational-profiles).