

Lead, Community Relations Sault Ste. Marie, ON

COMPANY INFORMATION

Wesdome Gold Mines has had over 30 years of continuous gold mining operations in Canada. The Company is 100% Canadian focused with a pipeline of projects in various stages of development. The Company's strategy is to build Canada's next intermediate gold producer, producing 200,000+ ounces from two mines in Ontario and Quebec. The Eagle River Complex in Wawa, Ontario is currently producing gold at the Eagle River Underground Mine. Wesdome started production at the Kiena Complex in Val d'Or, Quebec in December 2022. The Company trades on the Toronto Stock Exchange under the symbol "WDO".

SUMMARY

The Lead, Community Relations is an individual who is familiar with and has experience with mining and has an educational background supportive of developing and implementing a variety of Agreements with communities and indigenous groups. In accordance with Company protocols and policies, this role will manage existing and future relationships associated with the company's projects and activities, including innovations and strategies for continuous improvement on portraying transparency and environmental performance. The role will include strategizing, presenting company profile and performance for internal and external stakeholders. This role is responsible for community outreach and public presentations including participation in a variety of meetings and strategic implementations and Agreements.

The over-time eligible position reports to and works under the direction and management of the Site Lead for Environment and will coordinate closely with other teams on and off-site including staff and leadership at the Eagle River mine.

POSITION RESPONSIBILITIES

Accountabilities and duties will include but not limited to the following:

- Serve as key point of contact and be visible and available for community members and Indigenous groups, coordinating engagement activities across the Eagle River Complex site to ensure timely and transparent two-way dialogue between Wesdome and external parties;
- Establish and maintain positive external relationships with key groups, individuals, businesses, political and community-based organizations to support Wesdome's community and Indigenous relations goals and objectives, and broader ESG strategy;
- Manage the implementation of Eagle River's agreements with Indigenous and other groups, ensuring that commitments and responsibilities are clearly understood by all internal parties involved and agreement obligations are upheld in a timely and fulsome manner;
- Support the development and successful implementation of consultation plans and related activities including planning meetings, preparing presentation materials, tracking commitments made and reporting on all activities;

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- Develop and manage a Stakeholder Engagement Plan for Eagle River, including building and maintaining external contact lists, and tracking and reporting on activities;
- Develop and assist in the implementation of stakeholder and indigenous group engagement strategies for the timely acquisition of site-related permits;
- Develop and implement and manage sound, strategic budgets to successfully manage community relations;
- Manage the successful implementation of the Eagle River Feedback Mechanism through tracking, responding to, and reporting on external feedback, and coordinating the resolution of complaints and grievances, when applicable;
- Support and/or organize events and prepare presentations and/or speaking notes for Senior Management public appearances in different communities;
- Coordinate and when required, participate in site visits and tours of Eagle River Complex by Indigenous groups, community members, and other external parties;
- Provide strategic advice to General Manager and Department Heads with respect to community and Indigenous relations risks and opportunities;
- Collaborate with departments across Eagle River to promote and enhance understanding of the importance of community and Indigenous relations;
- Act as an internal ambassador for Wesdome's ESG strategy at Eagle River by establishing and maintaining effective relationships with other departments involved in the implementation of Wesdome's ESG goals and objectives, and coordinating projects as required;
- Demonstrate Wesdome's commitment to equity, diversity, inclusion, transparency, and accountability;
- Be a courageous safety leader, leading by example and fostering a proactive safety and sustainability culture based on common values of health, safety, environment, and communities (HSEC) shared by Wesdome;
- Work collaboratively with project team members, identifying appropriate opportunities and utilizing members' expertise in contributing to community events and other engagement opportunities. Support team members in these opportunities, sharing knowledge of the community, and building bridges between the project team and the community in an appropriate and respectful manner;
- Promote the company's commitment to sustainability, the environment, and health and safety; lead by example, and demonstrate honesty, sincerity, and openness to feedback.

QUALIFICATIONS & EXPERIENCE

- Post-secondary qualifications in Social Sciences, Sustainability or related field;
- Self-starter with excellent leadership, project management skills, excellent verbal and written communication skills;
- Five or more years of relevant professional experience, including direct hands-on experience working in communities and with Indigenous groups, and experience in the mining industry;
- Knowledge of principles, best practices and ethics of community relations, regulatory affairs/consultation, sustainability and communications;
- Familiarity with implementation of a variety of Impact Benefit Agreements is a benefit;

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- Excellent communication and interpersonal skills are required, including the ability to present to a variety of audiences, write clear and concise reports, represent the company in potentially challenging public settings and develop and implement communication strategies, including on any identified social media platforms;
- Possess an eye for detail and strong organizational skills, particularly handling and prioritizing multiple assignments and projects;
- Ability to communicate with internal and external constituencies in a professional manner, including articulating Wesdome’s message with clarity and enthusiasm;
- Ability to maintain confidentiality and respect in all situations;
- Direct experience and understanding of Indigenous and northern communities in Ontario is considered an asset;
- Proficiency in MS Office is required, particularly WORD, EXCEL, POWERPOINT;
- Valid Driver’s License.

WORK SCHEDULE

- Position based in Sault Ste. Marie, ON;
- Position requires regular travel to the Eagle River Mine and local communities as needed;
- Position is typically a 5x2 but may require additional time and travel on short notice;
- Time-bound projects and possibly short-notice deadlines.

We wish to thank all applicants for their interest and effort in applying for the position. However, only candidates selected for interviews will be contacted.

APPLICATION PROCESS ▶ Email: HR.Resumes.Eagle@wesdome.com

Wesdome prides itself on being an equal opportunity employer committed to responsible mining practices and building a diverse and inclusive workforce. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, disability, or Aboriginal status.

Wesdome is committed to accessibility for people with disabilities. We will work with applicants requesting accommodation at any stage of the recruitment and selection process. If you require accommodations, please contact us at [Wesdome Gold Mines Ltd. - People & Careers - Accessibility](#)

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (the “Act”), Wesdome is committed to hosting and maintaining an accessible environment.

To be eligible for this position, you must be legally permitted to work in Canada without any additional sponsorship support from Wesdome.



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