



## POSITION TITLE: DIRECTOR OF ENGINEERING

### Location:

The preferred location for this role is at First Mining Gold's head office in Vancouver, British Columbia. However, flexible work arrangements, including remote work within Canada, may be considered for the right candidate. The position will require periodic travel to the Springpole Project in Northwestern Ontario, the Duparquet Project in Quebec, as well as to consultant and partner offices as project needs dictate.

## POSITION OVERVIEW

The Director of Engineering will provide strategic leadership and technical oversight for all engineering activities on the Springpole Gold Project and the Duparquet Gold Project, two of Canada's largest undeveloped open-pit gold projects. This role will oversee the coordination, integration, and delivery of multi-disciplinary engineering designs from pre-feasibility through to construction readiness, ensuring alignment with cost, schedule, safety, environmental, and permitting objectives.

The ideal candidate will have a proven track record in delivering large-scale mining projects in challenging northern climates, with strong leadership, communication, and stakeholder engagement skills.

Success in this role will also require working collaboratively across the organization including an industry leading Sustainability team to ensure that project planning and execution reflect First Mining's strong commitment to building and maintaining respectful, transparent, and mutually beneficial relationships with local Indigenous communities.

## PRIMARY RESPONSIBILITIES

### Engineering Leadership

- Lead and manage all engineering disciplines (mine, process, infrastructure, environmental, geotechnical, tailings, power, and water management) for the Springpole and Duparquet Projects.
- Direct and oversee engineering deliverables for pre-feasibility studies, feasibility studies, basic/detailed engineering, and construction packages.
- Ensure engineering solutions align with project economics, permitting commitments, safety standards, and operational excellence.

### Project Integration & Delivery

- Coordinate work between internal project teams, engineering consultants, and EPCM contractors.
- Manage project budgets and forecasts, tracking committed and incurred costs against approved budgets.
- Identify and mitigate technical risks through proactive design reviews and peer assessments.

**Stakeholder Coordination**

- Collaborate with environmental, permitting, and community engagement teams to ensure engineering designs meet regulatory and Indigenous/community commitments.
- Represent the engineering function in meetings with regulators, Indigenous partners, and key external stakeholders.

**Quality, Safety, & Sustainability**

- Champion a culture of safety and sustainability within all engineering and design activities.
- Ensure designs are developed in compliance with applicable Canadian codes, standards, and best practices for responsible mining.
- Embed ESG principles into engineering design to minimize environmental footprint and support long-term closure objectives.

**QUALIFICATIONS****Education & Certification**

- Bachelor's degree in Mining, Mechanical, Civil, Process, or related Engineering discipline (Master's degree considered an asset).
- Professional Engineer (P.Eng.) designation in respective Canadian project jurisdiction (or eligibility for registration).
- Project Management certifications a strong positive

**Experience**

- 10+ years of progressive engineering and project delivery experience in the mining industry, with at least 5 years in a senior leadership role.
- Proven track record delivering large-scale (>US\$500M) mining or mineral processing projects from study design through feasibility and construction.
- Strong knowledge of Canadian permitting processes, Indigenous engagement requirements, and environmental management.
- Experience in open-pit gold projects, northern/remote operations, and tailings facility design considered strong assets.

**Skills & Competencies**

- Exceptional leadership and people management skills.
- Strong project management capabilities, including budget control, scheduling, and risk management.
- Excellent communication and stakeholder engagement abilities.
- Strategic thinking with a focus on practical, constructible, and cost-effective solutions.

## WHY JOIN US

- Take a leadership role in shaping engineering and project advancement for two of Canada's largest undeveloped gold projects, from feasibility studies through execution and into production.
- Influence high-impact decisions by providing strategic insights to senior management and the Board, helping guide multi-hundred-million-dollar capital projects.
- Collaborate with a highly experienced, multidisciplinary team of mining and project professionals, where technical excellence, innovation, and ESG principles guide project execution.
- Engage with external partners as well as local and Indigenous communities to build respectful, long-term relationships that support sustainable project development.
- Enjoy a competitive compensation package, including performance incentives, comprehensive benefits, and potential relocation support.
- The expected salary for this position is from \$180,000 to \$230,000 based on the richness and diversity of the candidate's experience, training, skills and internal equity. The position or associated salary could vary depending on the profile of the candidate.

### Apply now!

First Mining offers an attractive employee package, including competitive base salary, participation in our Share-Based Compensation Plan and short-term incentive plan, extended health benefits and excellent career growth prospects. If you are interested in joining a growing and exciting company, please submit a **COVER LETTER** and **RESUME** to [careers@firstmininggold.com](mailto:careers@firstmininggold.com) by 5 p.m. (Pacific Time) on **October 6, 2025**.

### Learn more

Visit us at [www.firstmininggold.com](http://www.firstmininggold.com) and connect with us on our social media channels for our latest news, employee stories, community activities, and other updates.

Thank you for choosing First Mining in your career search.

- We thank all applicants; however, only those selected for an interview will be contacted.
- Applicants must have legal authorization to work in the country in which the position is based with no restrictions.
- First Mining is an equal opportunity employer committed to building a diverse workforce representative of the communities in which we operate. We are pleased to consider and encourage all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age, disability or persons who may require an accommodation, to apply.