



FIRST MINING GOLD

Job Category: Environmental Superintendent

Employment Type: Employee (Full-time)

Location: Springpole Project, Ontario

Application Deadline: October 30, 2026

First Mining Gold Corp. (First Mining) is guided by its values of safety, integrity, responsibility and collaboration. We develop and operate our projects safely, reliably and with care for our impact on the environment. With our presence in Ontario and Québec, our people play an active role in building strong communities.

We are proud of how our hard work and commitment to sustainability sets us apart and benefits communities where we operate. We are looking for a new team member who shares our values and is ready to take on exciting challenges.

The opportunity

We are seeking a highly organized and resourceful environmental professional to take on the role of Environmental Superintendent with a focus on our Springpole Project in Ontario. The Environmental Superintendent will report to the Director, Environment & Community Relations. The position will be based remotely with an expectation to travel to the Project site on a regular basis. This position does not qualify for relocation allowance. Some travel will be required for meetings with local Indigenous communities near the project site. Surrounding towns include Sioux Lookout, Dryden, Kenora and Thunder Bay, Ontario.

What you will do

As Environmental Superintendent, your primary duties and responsibilities will be as follows:

- Lead and oversee all environmental field programs for the Springpole Project, providing direction to the Environmental Coordinator and ensuring programs are planned, executed, and documented to a high standard.
- Ensure full compliance with corporate environmental policies and all applicable federal, provincial, and municipal regulations, guiding the Environmental Coordinator in maintaining required environmental protection practices at the project site.
- Oversee and verify environmental data collection and QA/QC procedures, ensuring data generated is accurate, consistent, and defensible for reporting and regulatory use.
- Direct and participate in field monitoring activities, including surface water sampling, groundwater monitoring, wildlife surveys, air monitoring, and aquatic studies, ensuring the day-to-day field operations are in alignment with regulatory and project requirements.
- Manage program budgets, field schedules, and resource allocations, ensuring efficient, cost-effective delivery of environmental programs.
- Prepare and review internal environmental performance reports and all reporting obligations related to monitoring, compliance, and regulatory requirements are completed on time.

- Provide mentorship, technical guidance, and performance oversight to the Environmental Coordinator and Environmental Monitors, promoting safe, consistent, and high-quality environmental field practices.
- Support and participate in Indigenous and community consultation meetings, ensuring respectful, transparent engagement.
- Perform additional duties as required and aligned with responsibilities expected at the Superintendent level within a mineral exploration and development company.

Preferred Qualifications and Education

- Bachelor's Degree or Diploma in Environmental Science, Environmental Engineering, Natural Resource Management, or a related discipline.
- Minimum of ten (10) years of progressive environmental experience, including demonstrated competency in meeting and maintaining compliance with federal and provincial regulatory requirements. Direct experience in the mining industry is considered a strong asset.
- Proven experience in Indigenous and community liaison work, including participation in consultation processes, relationship development, and supporting culturally appropriate engagement activities.
- Proficiency with environmental and communication software, including platforms used for environmental data management, field monitoring programs, reporting, and stakeholder engagement.
- Strong knowledge of Indigenous and local communities, including environmental conditions, cultural and heritage resources, land rights, traditional land use, community development considerations, stakeholder engagement processes, and the roles of relevant government departments.
- Valid Class G driver's licence (or equivalent), a clean driving record, and reliable access to an insured vehicle to support travel to project sites and community meetings.

Key Competencies

- Strong interpersonal and relationship-building skills, with the ability to work collaboratively with colleagues, consultants, Indigenous partners, regulators, and community stakeholders.
- Ability to work independently and within a multidisciplinary team, demonstrating sound judgment, professionalism, and a solutions-focused mindset while providing guidance and support to the Environmental Coordinator.
- Excellent problem-solving and critical-thinking abilities, including the capacity to assess field conditions, evaluate risks, and implement practical and innovative environmental solutions.
- Effective communication skills in both written and verbal formats, with the ability to interpret and convey technical information clearly for diverse audiences, including community members, regulators, and internal leadership.
- Exceptional organizational and time-management skills, with the capacity to oversee multiple field programs, reporting deadlines, and consultation activities in a fast-paced and evolving project environment.
- Proven ability to plan, coordinate, and participate in events, such as community meetings, open houses, and engagement sessions, while preparing the Environmental Coordinator to support these activities.
- Cultural awareness and sensitivity, with demonstrated ability to engage respectfully and constructively with Indigenous communities and address complex or sensitive environmental or land-use issues.
- High level of professionalism, integrity, and work ethic, with a strong commitment to safety, environmental stewardship, and fostering a positive team culture. Proficiency in Microsoft Office

and environmental monitoring/data management software, supporting efficient reporting, analysis, and field program oversight.

- Adaptability and resilience, with the ability to work in variable field conditions, manage shifting priorities, and maintain composure under pressure.

About First Mining Gold Corp.

First Mining is a Canadian gold developer focused on the development and permitting of the Springpole Gold Project in northwestern Ontario. Springpole is one of the largest undeveloped gold projects in Canada. The results of a positive Pre-Feasibility Study for the Springpole Gold Project were announced by First Mining in January 2021 (updated November 18, 2025), and the federal Environmental Assessment for the Springpole Project was approved in June 2026. As well, First Mining Gold owns the Duparquet Gold Project in Quebec, a PEA-stage development project located on the Destor-Porcupine Fault Zone in the prolific Abitibi region. First Mining also owns a 20% project interest in the Pickle Crow Gold Project in Ontario and large equity interest in Seva Mining Corp. First Mining was created in 2015 by Mr. Keith Neumeyer, founding President and CEO of First Majestic Silver Corp.

Apply now!

First Mining offers an attractive employee package, including a base salary range of \$125,000 to \$150,000 per year, commensurate with experience and qualifications, 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@firstmininggolds.com **by 5 p.m. (Pacific Time) on October 30th**.

Learn more

Visit us at www.firstmininggolds.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.
- This posting is for an existing vacancy.
- First Mining does not use artificial intelligence (AI) to screen, assess or select applicants for this position.
- 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, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, marital / family status, sexual orientation, gender identity, Indigenous identity, age, disability or persons who may require an accommodation, to apply. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, accommodation is available on request for candidates taking part in all aspects of the selection process. Please contact careers@firstmininggolds.com to request accommodation.