



POSITION TITLE: PROJECT CONTROLS MANAGER

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.

Reports To:

Vice President, Exploration and Project Operations, with a functional reporting relationship to the Chief Financial Officer (CFO).

POSITION OVERVIEW

The Project Controls Manager/Director will play a critical role in advancing two of Canada's largest undeveloped open-pit gold projects, the Springpole Gold Project in Ontario and the Duparquet Gold Project in Quebec.

This role will be accountable for establishing and managing world-class project controls functions, including cost management, scheduling, risk management, and progress reporting. The successful candidate will ensure that project development is delivered on schedule, within budget, and in alignment with the Company's commitments to safety, environmental stewardship, and operational excellence.

The successful candidate will operate at a manager level, with responsibilities ranging from hands-on implementation of project controls systems to providing executive-level insights that support decision-making by the leadership team, Board, and project stakeholders.

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

Project Controls Leadership

- Develop and lead the overall Project Controls strategy for the Springpole and Duparquet Gold Projects, from feasibility through construction.
- Establish, maintain, and optimize cost control, estimating, scheduling, and risk management systems in alignment with corporate and industry best practices.
- Oversee, or where required, directly manage the preparation and maintenance of the project master schedule, integrating engineering, procurement, construction, and commissioning activities.
- Provide actionable project controls insights to support executive and Board-level decision-making.

- Identify opportunities to improve project controls processes, systems, and reporting, and implement lessons learned from past projects.
- Oversee the implementation and maintenance of project controls tools and software (e.g., Primavera P6, SAP) to ensure accurate integration of cost, schedule, and risk data.

Cost & Contract Management

- Manage project budgets and forecasts, tracking committed and incurred costs against approved budgets.
- Oversee cost estimating for all project phases and verify contractor/vendor estimates.
- Monitor cost trends and variances, providing early warnings and recommending corrective actions.
- Prepare, review, and negotiate contracts, agreements, and amendments with clients, vendors, partners, and subcontractors.
- Ensure contract terms align with business objectives, risk allocation, and legal requirements.
- Oversee contract administration, maintaining organized records, tracking milestones, deliverables, renewals, expirations, and changes.
- Support procurement and resource planning activities by providing cost, schedule, and risk data to inform vendor selection and contract strategies

Schedule Management

- Oversee the development, integration, and maintenance of detailed project schedules, ensuring logic, sequencing, and resources are optimized for execution.
- Monitor progress and performance against baselines, highlighting critical path and risks.
- Prepare scenario analyses to evaluate alternative execution strategies.

Risk and Change Management

- Lead the development, ownership, and ongoing review of the project risk register, including qualitative and quantitative risk analysis.
- Implement and oversee robust change management processes to evaluate and control scope, cost, and schedule changes.
- Facilitate periodic risk review workshops with internal and external stakeholders.
- Collaborate with internal teams, external partners, and Indigenous communities to ensure project planning and execution align with social, environmental, and regulatory commitments.

Reporting and Governance

- Deliver clear and timely project performance reports for internal management, Board reporting, and external stakeholders.
- Maintain governance processes to ensure data accuracy, consistency, and traceability across all Project Controls functions.
- Support audits and reviews in accordance with corporate policies and external partner requirements.

QUALIFICATIONS

Education & Certification

- Bachelor's degree in Engineering, Project Management, Business, or related discipline (MBA or advanced degree considered an asset).
- Certification in Project Management (PMP), Scheduling (PSP), or Cost Engineering (CCP) preferred.

Experience

- 10+ years of progressive experience in Project Controls for large-scale mining or industrial projects, including at least 5 years in a leadership or senior technical role.
- Direct experience managing cost and schedule control for projects exceeding CAD\$500M in value.
- Strong understanding of mining project development stages, from feasibility through commissioning.
- Familiarity with Canadian permitting processes and northern/remote project execution considered an asset.

Skills & Competencies

- Expertise in cost estimating, scheduling, earned value management, and risk analysis.
- Proficiency in industry-standard project controls tools (e.g., Primavera P6, Prism G2, Microsoft Project, or integrated cost-schedule-risk systems) and advanced Excel.
- Exceptional analytical and problem-solving skills with a focus on accuracy and attention to detail.
- Strong leadership, communication, and stakeholder engagement capabilities including experience working with Indigenous communities and external partners.

WHY JOIN US

- Take a leadership role in shaping project controls 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 \$120,000 to \$160,000 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 by 5 p.m. (Pacific Time) on **September 24, 2025**.

Learn more

Visit us at 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.