

Manager, Environment & Regulatory Affairs

Date Posted: April 18, 2024

Reference #: 2024-006

Location: Goliath Gold Complex (near Dryden, ON)

Position Status: Full-time Permanent

Work Arrangements: Site-based with occasional travel

Schedule: Monday to Friday, 7am – 3pm CST

Who We Are:

Treasury Metals Inc. is an exploration and development company currently advancing their flagship property, the Goliath Gold Complex through the development process. The Goliath Gold Complex has the potential to be Canada's newest gold mine and is located close to the beautiful city of Dryden, a well-appointed community with all the amenities for raising a family and an outdoors person's dream with fishing, hiking, biking, and skiing at its doorstep.

The Opportunity:

Based at Goliath Gold Complex office near Dryden, ON, we currently have an exciting opportunity for a Manager of Environment & Regulatory Affairs to join our Treasury Metals team, reporting to the Director of Environment & Regulatory Affairs or designate.

The Manager of Environment & Regulatory Affairs will work closely with the site management team and senior leaders to lead site-based environmental programs and contribute to the management of permitting and environmental approvals for the Goliath Gold Complex. They will implement departmental policies and programs at the Goliath Gold Complex ensuring alignment with the Treasury Metals Corporate Vision. Drawing on strong technical expertise, the Manager will be accountable for environmental compliance, performance, risk management, and making recommendations for improvement.

Key Responsibilities:

Environment & Regulatory Affairs

- Implement all Environment and Regulatory Affairs policies and programs at the Goliath Gold Complex in alignment with the overall company strategy, ensuring they are understood and followed.
- Collaborate with the corporate team in the development of Environment and Regulatory Affairs policies and programs at site, ensuring they are informed by the needs and perspectives of local communities and industry best practices.
- Partner with the corporate team in the development of a comprehensive Environment and Regulatory Affairs strategy, including the engagement and consultation approach with Indigenous and local communities and government agencies.
- Contribute to the environmental approvals and permitting programs for the Goliath Gold Complex, including liaising with government regulators and approval boards to maintain communications and ensure expedient permitting outcomes.
- Provide technical support to the Community Relations team related to Environment and Regulatory Affairs and collaborate where relevant for the planning and implementation Indigenous and public engagement programs for the Goliath Gold Complex.
- Partner with the Community Relations team to ensure the successful implementation of Agreements negotiated throughout the life of mine as related to Environment and Regulatory Affairs.
- Ensure that all environmental and related community consultation data is suitably entered, validated, and securely retained in the relevant databases, and run reports as required to support regulatory applications and other requirements.
- Develop, implement, and maintain environmental data management and monitoring systems required to comply with all regulatory, permits, monitoring, and reporting requirements.
- Co-lead environmental committee meetings as part of the Agreements negotiated throughout life of mine.
- Ensure Environment and Regulatory Affairs inquiries and concerns are responded to in a timely and effective manner.
- Manage monitoring programs, specialized projects, and technical studies in disciplines such as geochemistry, water/wastewater management, mine waste management, and reclamation, including development of scopes of work, contractor selection, AFE preparation, budget considerations, invoicing, and reporting, etc.
- Work with the site management team and senior leadership on approaches for addressing complex and sensitive Environment and Regulatory Affairs issues and support an understanding of effective regulatory compliance and environmental performance.

- Ensure all environmental hazards, near-misses, and incidents are reported and investigated in accordance with relevant procedures and appropriate remedial actions implemented in a timely manner.
- Support risk assessments for critical infrastructure (e.g. tailings storage facilities, water management infrastructure, and waste rock storage facilities).

ESG Program

- Contribute to the company's annual ESG Reporting program, as related to Environment and Regulatory Affairs.
- Implement environmental performance standards, systems, processes/tools, and objectives in relation to the Goliath Gold Complex.
- Guide compliance audits against permit/license requirements and social obligations.
- Design and deliver performance improvement programs where required to address capacity gaps internally and/or keep pace with changing external expectations of environmental performance.

Other

- Responsible for managing the day-to-day operations of the Goliath Gold Complex's Environment & Regulatory Affairs department, including enabling employee development and setting performance objectives, expectations and priorities for team members.
- Manage staff and consultants to effectively leverage skillsets and provide opportunities for learning and collaboration.
- Oversee the safety of environmental staff, contractors, and consultants and spend time directly in the field as required.
- Demonstrate a commitment to safety and excellence while championing and promoting the company's vision, values, and goals.
- Contribute to the development, management, reviews and reporting for annual department budgets and quarterly forecasts.
- Contribute to monthly management and quarterly board reporting.
- Represent Treasury Metals on relevant committees and working groups where appropriate.
- This position requires occasional business travel.
- Additional responsibilities or tasks as assigned by the Company from time-to-time.

What You Bring:

Must-Haves

- A minimum of a bachelor's degree in science or engineering in an environmental-related field.
- A minimum of 8 years' progressive experience in the management of environment and regulatory affairs for a mine.
- Experience in mine permitting and compliance in Ontario.
- Experience working in a mine site environment.
- Possess a wide breadth of expertise in environmental management in the mining industry, such as environmental management systems, regulatory approvals, water quality management, air quality management, mine waste management, biodiversity, ecological or human health risk assessments, noise, and closure/reclamation.
- Expertise in developing and maintaining environmental and risk management systems.
- Advanced proficiency in supporting operational leadership and technical/project teams to incorporate environmental performance matters and risks into their work.
- Excellent knowledge of relevant Ontario and federal legislation and regulations.
- A thorough understanding of the environmental impacts of mining and milling processes.
- Expert communication and presentation skills, particularly with presenting technical information in plain language and report writing.
- Ability to synthesize and interpret complex data.
- Strong interpersonal and relationship building skills with the ability to influence others to accept practices and approaches, including site management and senior leadership.
- Effective problem resolution involving a high degree of independent judgement.
- Effective strategic planning and project management skills with a demonstrated ability to achieve deadlines and manage priorities.
- Strong analytical thinking, capable of macro-level and detailed-level analyses.
- Ability to maintain confidentiality and respect in all situations.



- Effective computer skills including Microsoft Office and electronic database management.
- Ability to perform physically demanding outdoor activities in inclement weather on an occasional basis.
- Ability to safely operate UTVs, snowmobiles, boats, and other field equipment or willingness to learn.
- Valid driver's license (equivalent to "Class G" in Ontario).
- Ability and willingness to travel occasionally to local communities as needed.

Ideally

- Understanding of Indigenous and northwestern communities in Ontario preferred.
- Knowledge of Treaty 3 Nation-relations is considered an asset.
- Proficiency with consultation and/or community engagement tracking software preferred.
- Professional designation (e.g. P. Eng., EP) is considered an asset.

What We Offer:

- Attractive compensation package with base salary and eligibility for discretionary bonus and equity programs
- Relocation supports available
- Company-paid benefits coverage (health, dental, vision, out-of-country, employee & dependent life insurance, AD&D)
- Employee & Family Assistance Program
- Disability insurance plan
- Competitive vacation entitlements with access from Day 1
- Training and career development opportunities

What You Can Expect:

Respect

We treat each other with respect and value each person's unique contributions and perspectives.

Teamwork

We collaborate and hold each other accountable for our mutual success. We believe that nothing is worth doing if we cannot do it safely and we speak up if we have concern for ourselves or others.

Excellence

We are solution-focused and seek continuous improvement. Holding ourselves to the utmost safety, regulatory and ethical standards are non-negotiables.

Alignment

Leaders at Treasury Metals are committed to bringing our people along in the journey. Employees are encouraged to ask questions and provide feedback, all while supported by an experienced management team. Let's grow together.

Send resumes to: careers@treasurymetals.com

Treasury Metals welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

