HUMAN RESOURCES MANAGER

ABOUT TROILUS GOLD CORPORATION

Troilus Gold Corporation is a growing Canadian mining company dedicated to revitalizing the former Troilus copper-gold mine, located approximately 145 km north of the town of Chibougamau. As one of the largest undeveloped copper-gold projects in Canada, we are positioning ourselves as a future industry leader. With a clear vision and a well-defined strategic plan, we are committed to sustainable production of 50,000 tons per day ("tpd") over a 22-year period. We will create long-term value for our shareholders by producing over 300,000 equivalent ounces of gold annually.

YOUR ROLE

Reporting to the Vice-President Operations and General Manager, the Human Resources Director plays a key role in managing the company's human capital. He/she is responsible for developing and implementing HR strategies aligned with organizational objectives, fostering a safe, inclusive and high-performance work environment.

As an active member of senior management, you will oversee all aspects of human resources, including recruitment, training, compensation, talent management and labor relations.

POSITION
Human Resources Manager

IMMEDIATE SUPERIOR
Vice-President Operation and General Manager

STATUT
Senior Management

WORK LOCATION
Chibougamau office and mining site

SCHEDULE
5/2 to 4/3 depending on development phase

YOUR MAIN RESPONSABILITIES

- Collaborate with senior management to align HR objectives with the company's strategic priorities.

- Participates in the strategic planning and development of objectives for the company and its business sector.

- Develop and implement HR strategies aligned with the company's business objectives.

- Ensure effective workforce planning to meet needs during the development and future phases of the mine site, while respecting strategic priorities.

- Oversee talent management, training and staff development policies.

- Ensure compliance with labor laws and standards.

- Create and supervise recruitment and integration processes for future employees.

- Develop talent attraction and retention programs, especially for technical and strategic positions.

- Collaborate with relevant departments to promote a safe working environment that complies with mining regulations.

- Actively participate in the recruitment, training and development of talent.

- Foster a climate of collaboration, where every team member is involved in continuous process improvement.

- Establish salary, bonus, benefits and other programs.

- Conduct market analysis to ensure competitiveness and pay equity.

- Establish the financial resources required for the HR department (payroll, skills development, etc.)

- Ensure rigorous monitoring of expenses and propose innovative solutions to optimize profitability.

- Participate in corporate social responsibility discussions and initiatives.

- Ensure effective communication with internal and external employees and stakeholders.

REQUIRED PROFILE

- University degree in human resources management, industry, administration or related field.

- Minimum of 10 years' experience in human resources management, including 5 years in a management role.

- Excellent knowledge of labor laws, safety standards and HR best practices.

- Experience working with Eeyou-Istchee communities (a major asset).

- Experience in the mining or industrial sector and on a development project (a major asset).

- Proven team management, strategic leadership and change management skills.

- Excellent communication and decision-making skills.

- Thoroughness, organization and planning skills.

- Experience in budget management, cost optimization and KPI analysis.

- Fluency in French and English (bilingualism required).

APPLICATION

If you're passionate about project development and want to make a real impact on a major mining project, email your application by **June 13, 2025:** cv@troilusgold.com

Troilus Gold is an employer committed to diversity and inclusion. All qualified applications will be considered, regardless of origin, gender or status.