



TSXV: NGC | OTC: NGPHF | XSTU: 0NG | FRA: 0NG

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## JOB DESCRIPTION

**Job Title:** Pit Superintendent

**Superior:** General Manager

**Subordinates:** Mine Technician, Pit Supervisor, (Mine Planner, Grade Control Geologist)

## LOCATION

Lac-des-Îles Mine, Quebec (Mont-Laurier, Quebec)

## POSITION SUMMARY

The Pit Superintendent is accountable for overseeing daily open-pit production execution in alignment with the mine plan, working through the Pit Supervisor and in coordination with Technical Services. The role focuses on safe and efficient delivery of mining activities including drilling, blasting, loading, hauling, and short-term plan compliance. The Superintendent ensures that supervisory and technical teams are aligned, KPIs are tracked, and continuous improvement is fostered.

## KEY RESPONSIBILITIES

### 1. PRODUCTION EXECUTION OVERSIGHT

- Lead execution of daily ore and waste movement through the Pit Supervisor.
- Review daily production and performance against plan, with corrective actions as needed.
- Ensure that drill and blast sequences are scheduled and executed in coordination with the Mine Planner.
- Coordinate with Maintenance and contractors to ensure equipment availability and readiness.

### 2. TEAM COORDINATION & COMMUNICATION

- Chair daily pit coordination meetings with Pit Supervisor, Grade Control Geologist, Mine Planner, and Mine Technician.
- Ensure alignment of pit activities with the short-term mine plan and grade control requirements.
- Communicate field adjustments and priorities across departments in a clear and timely manner.

### 3. COMPLIANCE & SAFETY LEADERSHIP

- Promote a culture of safety, environmental stewardship, and regulatory compliance.
- Conduct field inspections and track close-out of safety actions.

- Ensure compliance with permit conditions, pit design parameters, and geotechnical controls.

#### **4. DATA-DRIVEN REPORTING & IMPROVEMENT**

- Review production KPIs, shift reports, and pit conditions with Pit Supervisor and Technician.
- Collaborate with Technical Services to support reconciliation and reporting workflows.
- Identify operational bottlenecks and support continuous improvement initiatives.

#### **5. LEADERSHIP & OPERATIONAL READINESS**

- Provide leadership and mentorship to the Technical Services team, Pit Supervisor and operational crews.
- Support training and succession planning.
- Assist the GM in readiness planning for pit expansion and increased production rates.

## **QUALIFICATIONS | EDUCATION**

- Bachelor's degree in Mining Engineering, Geology or related field.
- 10+ years' experience in open-pit mining, including at least 3 years in a superintendent or senior supervisory role.
- Proficient in Microsoft Office and familiar with Deswik.
- Demonstrated ability to manage production in a lean team environment.
- Familiarity with drill/blast operations, equipment productivity, and ore control execution.
- Strong leadership, communication, and coordination skills.
- Technically competent with an understanding of mine planning and grade control principles.
- Valid driver's license and ability to work in a remote site environment.

## **KEY PERFORMANCE INDICATORS (KPIs)**

- Production compliance (% of plan achieved – ore and waste)
- Dig plan compliance (daily ore loss and dilution metrics)
- Safety performance (inspections, incidents, corrective actions)
- Equipment availability and productivity metrics
- Cross-department communication and daily meeting participation.

## **APPLY**

Please submit your resume and application details by email. Use the title of the job description as the subject line.

Email Human Resources at [hr@northerngraphite.com](mailto:hr@northerngraphite.com)