

Job Posting Title

Business Improvement Specialist - Mine Operations

Posting Date

October 13, 2017

Application Deadline

November 30, 2017

Company

New Gold is a Canadian intermediate gold mining company listed on the Toronto Stock Exchange (TSX) and the New York Stock Exchange (NYSE MKT) under the symbol NGD. At New Gold, our values drive every decision and action we take:

Integrity: Do what's right

Creativity: Lead with innovation

Commitment: Deliver

Develop our employees: Commitment to personal development

Teamwork: Leverage our collective skills

New Gold is committed to ensuring that all Applicants are able to participate equally in relation to New Gold's recruitment, assessment and selection materials and processes. New Gold encourages all Applicants with disabilities to let their New Gold recruitment contact know if they require accommodation during the recruitment process. For more information on New Gold's compliance with the Accessibility for Ontarians with Disabilities Act, 2005, please visit our website at <http://newgold.com/LegalNotice/default.aspx#sixteen>.

Project

We are looking for experienced and dynamic individuals who want to relocate to the local area and be a part of the development and start-up of one of Canada's premier mining operations.

The Rainy River Project, located 65 km northwest of Fort Frances, ON, contemplates a combined open pit and underground mine, processing 21,000 tonnes per day.

Our residential mine site allows individuals to maintain a work / family - life balance with an outdoors lifestyle.

Department

Mining

Tasks

Understand and apply Newgold's Business Improvement (BI) toolkit including:

- Completing annual (or as required) Diagnostic Process:

- o Agreeing focus areas for site wide improvement (process, throughput and cost),
- o Creating baseline Value Driver Trees (VDTs),
- o Setting targets and sizing opportunities (pareto),
- o Generating ideas through Idea Generation Sessions (IGSs),
- o Prioritising and assigning resources

- Driving Idea Implementation:

- o Signing on to Idea Charters,
- o Implementing ideas to deliver KPIs,
- o Actively follow up and drive implementation of action plans,
- o Completing regular reviews with Idea Owners, and
- o Making ideas sustainable and signing off the Idea Charter

- Updating and managing the Ideas Pipeline:

- o Updating the Ideas Tracker weekly to identify the critical actions for the week ahead
- o Ensuring the idea pipeline is stocked with sufficient ideas at each phase (evaluating, implementing and locked in) to deliver against targets
- o Adding and linking in any new ideas to the Idea Tracker
- o Communicating the Ideas Pipeline health and status to department personnel

- Coaching and Capability Building:

- o Fostering Idea Owners and Idea Leader ownership to deliver ideas through to locked in
- o Completing BI training and coaching department and site personnel on the BI toolkit
- o Supporting Idea Owners to complete key analyses to value and track ideas,
- o Supporting Idea Owners to develop and embed simple reporting templates and tools to track and report on key ideas

- Supporting Alignment:

- o Support BI Superintendent in the annual development of the site and department 1 year plans
- o Support BI Superintendent in completing Quarterly Business Plan Reviews (QBPRs)
- o Leading Department Weekly Reviews and preparing the weekly BI update
- o Coordinating the monthly closing out and setting of Department Monthly Priorities
- o Coordinating the weekly review of Department Monthly Priorities
- o Leading focused BI Team check-ins (e.g. setting daily workplans)
- o Supporting front line Alignment – e.g. Visuals Boards
- o Leading Idea Owner and Idea Leader check ins to drive completion of implementation plans and coordinate quick and efficient completion of actions
- o Leading communication to Department Managers and site on improvement ideas (process, throughput and cost)

Requirements

Competency, Knowledge and Skills

- Ability to influence key stakeholders and demonstrate tenacity to drive ideas through to locked in
- Willingness to learn Newgold's Business Improvement toolkit and deliver targeted coaching to Rainy River personnel (especially Idea Owners and Idea Leaders) to drive a site wide Business Improvement culture at Rainy River
- Basic to intermediate PowerPoint and Excel skills
- Basic to intermediate analyses skills relating to financial and performance data

Qualifications & Licenses

- 5+ years experience in the mining sector
- Mine engineering degree desired OR field experience in a supervisory position

Contract Type

Permanent

Employment Fraction

Full-time