

Job Title: Human Resources Business Partner - Travel & Camp Provided

Requisition ID **8017** - Posted - **Emo, Ontario**

Make an impact at an all-North American precious metals producer. New Gold is now part of Coeur Mining. Visit www.coeur.com to learn more.

Coeur Mining attracts and hires highly skilled individuals. By joining our team, you can look forward to:

- A stimulating values-based work environment
- A culture of collaboration and inclusion
- Inspiring colleagues and approachable leaders
- Career development opportunities
- A deeply rooted commitment to responsible mining, health and safety and community engagement
- A competitive total compensation program
- A comprehensive benefits package including a retirement savings plan

About Coeur Mining:

Coeur Mining is a growing, all-North American precious metals producer with seven operations: the Las Chispas silver-gold mine and Palmarejo gold-silver complex in Mexico, the Rochester silver-gold mine in Nevada, the Kensington gold mine in Alaska, the Wharf gold mine in South Dakota, the Rainy River gold mine in Ontario, Canada, and the New Afton copper-gold mine in British Columbia, Canada. In addition, Coeur owns the Silvertip silver-zinc-lead exploration project in British Columbia.

Coeur offers a flexible, hybrid work model and a culture built on safety, collaboration, and real opportunities to develop your career for those who want to grow alongside a company that is doing the same.

Rainy River

Situated in beautiful northwestern Ontario, 65 km northwest of Fort Frances, the Rainy River mine is an open pit and underground, gold and silver producing, residential mine site.

The Rainy River mine, located adjacent to the Ontario/Minnesota border is 65 kilometers northwest of Fort Frances, Ontario and is situated half way between Winnipeg, Manitoba and Thunder Bay, Ontario. The area is home to more than 130 species of birds and large populations of moose, black bear and deer. If you enjoy outdoor activities including hunting, fishing, winter sports and lake country then this is an area you will love to live and work in.

Applicants who reside in Northwestern Ontario and have experience working in a cross-cultural environment, coupled with knowledge of the unique challenges and opportunities presented to those living in the Northwest Ontario, are assets. Hiring priority will be given to qualified applicants who are beneficiaries of the Impact Benefits Agreement (IBA) and to qualified applicants residing in the Northwest Ontario communities. (Indigenous) Members must clearly identify their status on the online job application and resume if they wish to receive priority consideration.

About The Role

Schedule: 14 days in, followed by 14 days off

Position Reports To: Superintendent, HR

Position Overview

As an integral part of Coeur's Rainy River Human Resources team, the Human Resources Business Partner will provide support and guidance to client group departments and employees on employee relations, performance management, policies and procedures. The Human Resources Business Partner will be responsible for building successful, trusting relationships with all levels of the organization to ensure that all employees understand and demonstrate the values and culture of Rainy River.

Key Responsibilities

- Advise and provide guidance to client group departments on HR issues and be a trusted resource at all levels of the organization

- Promote and maintain a results-driven, continuous improvement, performance culture throughout the operation and recommend solutions and improvements to current HR processes and programs
- Provide guidance to supervisors and above regarding Human Resources policies, procedures and legislation
- Coach employees to develop understanding of themselves and others in building positive team relationships
- Provide regular training to all levels of Supervision across site on various HR related topics
- Work collaboratively with the Community Team to foster positive working relationships and maximize employment
- Promote a positive health, safety, and environment culture

Employee & Labour Relations

- Accountable for all Employee & Labour relation investigations
- Ensures all policies, procedures, employment legislation are adhered to
- Ensures a consistent approach to problem resolution and discipline
- Ensures a consistent approach to investigation of employee misconduct
- Develops and delivers education to Leaders on Employee, Labour & Human Rights education in alignment with current Policy and Legislation

Performance & Talent Management

- Assist business in providing employees with development opportunities that align with current and future performance standards
- Provide expert advice and coaching to Managers when appropriate
- Facilitate a strong leadership and coaching culture
- Evaluate reports, decisions, and results of department in relation to established goals
- Participate in developing department goals, objectives, and systems, and recommend necessary changes

Qualifications

- Degree or diploma in Human Resources Management, Business Administration or other related discipline
- 2 - 4 years' experience in a Human Resources Generalist role or equivalent
- Ability to handle large administrative workload and balance competing priorities
- Customer service orientation at all levels of the organization
- High level of integrity and accountability
- Attention to detail with excellent organizational skills
- Sound judgment in resolving issues
- Excellent oral and written communication skills with internal and external contacts
- Ability to work with all levels of the organization
- Intermediate software skills (Word, PowerPoint, Excel)

Compensation

The anticipated salary range for this position will be between \$100,000.00 - \$125,000.00.

**Note: this employment opportunity is based on an actual current vacancy, not just for future consideration*

Why Coeur?

- Highly competitive base salary, compensation programs and a quarterly incentive program
- Extended Health & Dental Benefit
- Short-term and long-term disability insurance benefit
- Defined match contribution to group registered retirement savings account
- Camp & Travel Allowance provided depending on residence

We thank all applicants for their interest but will only contact candidates selected to advance in the hiring process. Coeur Mining does not accept resumes from employment placement agencies, head-hunters or recruitment suppliers that are not in a formal contractual arrangement with the Company. Any resume or other information received from a supplier not approved by Coeur Mining will be considered unsolicited and will not be considered.

Inclusion, Equal Opportunity, Accessibility

Coeur Mining is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans' status, Indigenous status or any other legally protected factors. Disability-related accommodations during the recruitment process are available upon request.

Additional Information

Visit our LinkedIn Career Page or follow us on [LinkedIn](#).