

# Job Title: Senior Maintenance Trainer

Requisition ID 6021 - Posted - 7000 New Gold - Rainy River - Rainy River Mine - Emo, Ontario

Make an impact at Canada's premier mining company.

When you advance your career at New Gold, you are joining a Canadian-focused intermediate gold mining company engaged in the operation, development and exploration of mineral properties. Our mission is to be a leading intermediate gold producer, driving responsible and profitable mining in a way that creates sustainable value for our employee, shareholders, the communities in which we live and work and our environment. To learn more about New Gold, visit our website at [www.newgold.com](http://www.newgold.com). To learn more about our culture and people practices, visit the Career page.

New Gold 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

## Rainy River Mine

Situated in beautiful northwestern Ontario, 65 km northwest of Fort Frances, the Rainy River Mine is an open pit, 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:** 7/7 – 12 hour days

**Position Reports To:** Mine Maintenance Superintendent

## Position Overview

Reporting to the Mine Maintenance Superintendent, the role of the Senior Maintenance Trainer is to organize, deliver and manage training and training records for the Maintenance team. Ensure training is delivered and completed in accordance with the Common Core Standards and Provincial Regulations.

## Key Responsibilities

- Support trainers and liaise with subject matter experts to ensure quality delivery and outcomes.
- Ensure department training, procedures, and policies are consistent with applicable legislation, and company policies.
- Responsible for direct reports and ensure health and safety protocols are followed.
- Conduct needs assessments for the organization and identify skills and knowledge gaps.
- Analyze existing training plans.
- Design and develop new training programs.
- Deliver reports and feedback to participants and management.
- Organize and schedule internal and external training programs.
- Develop and maintain training system, policies and procedures and maintain training records. (CBT's, SOP's, INX, Matrix, etc.)
- Contribute to the continuous improvement initiatives of the department.
- Ensure employee files are complete, consistent with job tasks and applicable Labour Standards.
- Deliver individual and classroom training.
- Analyze and perform training needs analysis by assessing the skill level, performance, and competence of each learner.
- Conduct ongoing training, assessment and certification of equipment, operation, and maintenance.
- Mentor experienced employees who are providing additional coaching.
- Ensure proper training materials are reviewed by all department employees.
- Provide and monitor all employees with follow-up training.
- Help maintain employee files ensuring that are up to date with all training records.
- Ensure employee files are complete, consistent with applicable Labour Standards.
- Conduct new hire orientations, and common core programs.
- Audit and review training material regularly.

## Requirements

- Grade 12 diploma or equivalent.
- 5 Years' of relevant experience.
- Proficient computer skills (Microsoft Excel, Word, PowerPoint, Outlook).
- Hold Supervisor Common Core and have knowledge of Common Core and Provincial Regulations and Policies.
- Excellent oral and written communication skills.
- Ability to work well in a team and with all levels of the organization.
- Organize and prioritize job duties and tasks.
- Demonstrate ability to train, coach, evaluate, and improve others.

## Why New Gold?

- 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
- Relocation Package provided

We thank all applicants for their interest but will only contact candidates selected to advance in the hiring process. New Gold 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 New Gold will be considered unsolicited and will not be considered.

### **Inclusion, Equal Opportunity, Accessibility**

New Gold 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.