

## ABOUT THIESS

Thiess, originating in Australia in 1933, is now a \$4 billion global organization focusing on sustainable resource solutions, including mining services, land reclamation, and engineering consulting. With 12,000 employees globally, we are committed to creating lasting value for our clients and leading the way toward a more sustainable future.

We are a movement spearheading a journey towards a more sustainable future, and North America is a crucial part of it. Our unique business approach to contract mining currently makes our services available in the United States and Canada. In Canada, our services are available in Sudbury, Ontario, with plans to expand in the Northern Ontario region.

Please get to know us better by watching the following videos about [Our Purpose](#) and [Our Values!](#)

## ROLE OVERVIEW

Thiess is accepting applications for the role of Production Superintendent located in Sudbury, Ontario, Canada. The Production Superintendent is responsible for overseeing daily operations within the production department, ensuring that targets are achieved safely, efficiently, and in alignment with company policies and regulatory standards. Reporting to the Project Manager, this role provides leadership to the production team while working collaboratively across departments to optimize processes and advance continuous improvement initiatives.

## KEY RESPONSIBILITIES

- Lead and supervise the production team to achieve production targets while adhering to safety, health, environmental, and quality standards.
- Develop and implement production plans, schedules, and strategies to optimize resource utilization and maximize productivity.
- Monitor production activities to identify areas for improvement and implement corrective actions as necessary to enhance efficiency and minimize downtime.
- Ensure compliance with regulatory requirements and company policies related to mine operations, safety, and environmental stewardship.
- Collaborate with maintenance, engineering, and other departments to coordinate equipment maintenance and repair activities to minimize disruptions to production.
- Foster a culture of safety, teamwork, and continuous improvement among production personnel through effective communication, training, and development programs.
- Prepare and analyze production reports, KPIs, and performance metrics to track progress against targets and identify opportunities for improvement.
- Manage budgetary and cost control activities for the production department, including labor, equipment, and supplies.
- Work collaboratively with the Union and manage in a manner that is supportive and compliant with collective agreement obligations
- Support the implementation of new technologies, processes, and systems to enhance production efficiency and effectiveness.
- Participate in meetings, reviews, and audits to provide updates on production performance, challenges, and initiatives.
- Work in compliance at all times with the Occupational Health and Safety Act, including participation in risk assessments, adherence to safe work practices and reporting hazards as per the Internal Responsibility System.
- Contribute positively to a respectful work environment in compliance with the Code of Conduct and the Healthy, Safe and Respectful Workplace policy.
- Work in compliance with all policies and procedures and the Employee Handbook
- Performs other related duties as assigned.

## REQUIRED SKILLS

- Strong leadership and supervisory skills with the ability to motivate and develop a diverse team of production personnel.
- Excellent communication and interpersonal skills with the ability to collaborate effectively with colleagues at all levels of the organization.
- Sound decision-making and problem-solving abilities with a proactive approach to identifying and resolving issues.
- Thorough understanding of surface mining operations, including drilling, blasting, hauling, and processing of metal and non-metal ores.
- Proficiency in mine planning and scheduling software, as well as Microsoft Office Suite.
- Knowledge of health, safety, and environmental regulations applicable to mining operations in Ontario.
- Ability to prioritize tasks, manage multiple projects simultaneously, and work effectively under pressure to meet deadlines.
- Strong analytical and numerical skills with the ability to interpret production data and performance metrics.

## JOB REQUIREMENTS

- Minimum of 5 years of experience in a production leadership role within the mining industry, preferably in an open pit operation.
- Surface Common Core and Completion of Generic First Line Supervisor Common Core
- Experience managing in a unionized workplace preferred
- Strong working knowledge of OHSA
- Familiarity with relevant surface mining equipment, processes, and technologies.
- Must be fluent in the English language.
- Authorization to work lawfully in Canada without sponsorship from Thies is required (Applicants who qualify as an Intra-Company Transfer under the International Mobility Program may receive assistance from Thies)

## EDUCATION

- Bachelor's degree in mining engineering, Geological Engineering, or a related field
- Experience in lieu of a degree will be considered.

## ADDITIONAL INFORMATION

- Currently based out of the Stobie Open Pit Mine in Sudbury, Ontario, Canada
- Work schedule: 8 on / 6 off, 12-hour day shifts; may be required to flex hours on occasion based on business needs.
- Occasional local travel as needed.
- Valid driver's license and access to a personal vehicle

Thies is committed to fostering a diverse, equitable, inclusive and anti-racist workplace culture where all employees are valued, respected, and empowered to contribute their unique perspectives and talents. We recognize that diversity and inclusion are essential to our success and are committed to creating an environment where everyone thrives and is protected from harm.

Thiess is an equal opportunity employer, and we value the importance of diversity, dignity and worth of every individual in the workplace. Thiess is committed to creating a respectful, inclusive, and barrier-free workplace that allows all of our people to reach their full potential. Thiess will engage in reasonable workplace accommodation, short of undue hardship, for any successful candidate who has a documented exemption under the Ontario Human Rights Code.

Thiess offers accommodation for applicants with disabilities in its recruitment processes. If you are contacted by Thiess regarding a job opportunity, please advise prior to the interview if you require accommodation. We welcome all qualified candidates to apply and hope you will choose Thiess as your employer of choice.

We thank all applicants, however, only those selected for an interview will be contacted.

Application deadline: end of business day **October 10, 2025**