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## About Us

Capstone Copper Corp. is an Americas-focused copper mining company headquartered in Vancouver, Canada. We own and operate the Pinto Valley copper mine located in Arizona, USA, the Cozamin copper-silver mine located in Zacatecas, Mexico, the Mantos Blancos copper-silver mine located in the Antofagasta region, Chile, and 70% of the Mantoverde copper-gold mine, located in the Atacama region, Chile. In addition, we own the fully permitted Santo Domingo copper-iron project, located approximately 30 kilometres northeast of Mantoverde in the Atacama region, Chile, as well as a portfolio of exploration properties in the Americas.

As a Capstone employee, you will become part of a supportive, performance-driven and dynamic environment. You will be given the opportunity to expand your knowledge and skill set working alongside dedicated employees from a variety of backgrounds and cultures. We place the highest priority on employee safety, protecting the environment and enhancing the development of the communities where we operate.

By joining the Capstone team, you will become part of an inclusive team where you will be supported in your career growth through training, diverse opportunities and professional development.

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## Job Title:

Manager, Talent Management

## Position Summary:

Reporting to the Director, Human Resources, the Manager, Talent Management is responsible for the effective development and execution of Capstone's talent management programs, including performance management, succession planning, talent development, diversity & inclusion and employee engagement.

## Position Responsibilities (including but not limited to):

- Act as a champion of Capstone's Values and demonstrate our values in action.
- Develop, implement and manage programs and processes that support the talent management strategy at Capstone.
- Lead Capstone's annual performance management process including templates, training, toolkits, communications, coaching and monitoring of best practices to drive high performance.
- Lead the operations succession planning process in collaboration with the site HR leads to assess talent across all sites, identify successors and gaps.
- Develop and implement a talent development program for Capstone that assesses development needs and links learning and development initiatives to support career growth and succession planning.
- Develop and implement a high potential program that identifies high potential employees and supports their growth and development at Capstone.
- Provide effective training, coaching and tools to leaders and employees to support effective talent management programs at Capstone, including ensuring that leaders and employees are well-equipped to have meaningful discussions around performance and development.
- Monitor and evaluate current global talent management programs to ensure effectiveness.
- Co-create Capstone's Global Mobility Guidelines to ensure we can effectively attract and relocate talent across different countries.
- Monitor talent trends and risks across all Capstone locations and proactively recommend strategies to address them.
- Develop strong relationships with the site HR teams and provide support and guidance around Capstone's global HR frameworks and talent management programs.
- Participate in the Diversity & Inclusion (D&I) Committee and take a lead role in developing and executing Capstone's D&I strategy and work plan.
- Act as the People topic lead for Capstone's annual sustainability reporting process and work in partnership with the site HR teams to deliver on ESG-related reporting, initiatives and activities.

- Develop meaningful recognition programs to foster employee engagement.
- Mentor and coach other corporate HR team members to further their development.
- Act as a sounding board for Director, HR and provide leadership to the corporate HR team in their absence.
- Work collaboratively in the implementation and delivery of Capstone's HR strategy and other corporate HR programs and projects as required.
- Any other projects/duties that may arise from time to time as required by the role and/or at the request of the Director, HR.

**The Ideal Candidate:**

Knowledge

- 7-10 years of experience in human resources, preferably with a focus in talent management.
- Direct experience working with established talent management programs (performance management, succession planning, talent development), preferably in a larger organization.
- Bachelor's degree or diploma in Human Resources Management, Business Administration or a related field, or equivalent experience.
- Previous experience in the mining industry is an asset.
- Spanish fluency is an asset.

Key Competencies / Skills

- Excellent interpersonal, written, and oral communication skills.
- Strong critical thinking, flexibility and adaptability.
- Ability to work collaboratively and build relationships with all levels of the organization.
- Ability to deal with complex issues and provide effective solutions.
- Ability to make a strong impact and influence others skills; not afraid to push back and ensure different perspectives are considered.
- Ability to coach business leaders to take ownership of programs to support ongoing talent management.
- Demonstrated experience in operationalizing HR programs at the corporate level and across multi locations.
- Excellent organization, prioritization and time management skills.
- Exceptional change management skills, including the ability to deal with ambiguity and change while continuing to achieve objectives.
- Ability to handle confidential and sensitive information discretely.

Work Environment

This position is based in Vancouver and eligible for a hybrid work arrangement. Some travel inside and outside of Canada will be required.

**How to Apply:**

- Please send your cover letter and resume to [hr@capstonecopper.com](mailto:hr@capstonecopper.com) and include **Manager, Talent Management** in the subject line of your e-mail response.

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**Our Values:**

Our values reflect who we are, what we believe in and what sets us apart.

- **Safety** – Safety is non-negotiable. Making safe choices ensures we can improve the health and well-being of our people, contractors and communities. Zero harm is the ultimate goal.
- **Accountability** – We take ownership for ourselves and our work. We act with integrity. We do everything honestly, ethically, fairly and transparently.
- **Excellence** – We strive to excel at all we do. We continuously seek innovative ways to improve the business. We are focused on growth and committed to unlocking the full potential of ourselves, our teams and our resources.
- **Caring** – We develop open and constructive relationships. We embrace diversity. We see ourselves as stewards of resources. We care deeply for our people, the environment and communities.

Women, Indigenous Peoples, visible minorities, members of the LGBTQ+ community, veterans and individuals with disabilities are all encouraged to apply. If you need any accommodations or adjustments at any time during the interview process, please let us know. We are dedicated to ensuring everyone feels included.