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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 supporting the effective development and execution of talent management processes to attract, develop and retain the talent required to achieve Capstone's business strategy. Key areas of focus include performance management, succession planning, diversity, equity & inclusion ("DE&I"), employee engagement, internal communications and training & development.

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

- Act as a champion of Capstone's Values and demonstrate our values in action.
- Lead the coordination, implementation and monitoring of the annual performance management process at the corporate office, ensuring the quality of the feedback to all employees enables them to achieve their full potential.
- Lead the coordination, implementation and monitoring of the annual succession planning process at the corporate office and across all operations so that the quality of the talent assessments, timeliness of the scheduled completion steps throughout the year, and development plans are completed as planned and scheduled.
- Design internal communication plans, tools and training material to support the annual performance management and succession planning processes and facilitate online and in-person employee training sessions as necessary.
- Monitor and evaluate current talent management processes to ensure effectiveness and make recommendations on how to improve and enhance.
- Act as a key resource for corporate and site HR teams when seeking guidance on Capstone's talent management processes so that they are effectively equipped to have meaningful and actionable conversations.
- Partner with the Director, Human Resources to identify and develop DE&I initiatives to support the achievement of Capstone's DE&I strategy and work plan.



- Participate in the Global DE&I Committee and take a lead role in managing the committee, including the development of agendas, discussion topics and DE&I initiatives.
- Manage the employee engagement survey process across the organization to identify opportunities to improve engagement and culture.
- Lead the coordination and preparation of the global and corporate quarterly townhall meetings to provide context and meaning to business results and develop an aligned understanding of Capstone's purpose, values and strategy.
- Manage the annual Code of Conduct sign-off process across the corporate office and all operations, including developing training materials and communications.
- Research, recommend and coordinate ad hoc training and development initiatives to support employee development.
- Act as the talent management subject matter expert for HRIS implementation.
- Stay abreast of best practices and industry trends in talent management and recommend changes as necessary to ensure that Capstone remains competitive and innovative in attracting, developing and retaining top talent.
- Act as a sounding board for Director, Human Resources and provide leadership to the corporate HR team in their absence.
- Given the dynamic nature of Capstone Copper, there will be requirements from time to time to assign projects outside the scope described in this role description, so responsibilities may include other projects/duties as required by the Director, Human Resources.

### **The Ideal Candidate:**

#### Knowledge

- 7-10 years of experience in Human Resources.
- Direct experience working with established talent management processes, preferably within companies of similar or larger size than Capstone Copper.
- Bachelor's degree or diploma in Human Resources Management, Business Administration or a related field, or equivalent experience.
- Previous experience in the mining industry or resources sector 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; not afraid to push back and ensure different perspectives are considered.
- Ability to coach business leaders to take ownership of processes to support ongoing talent management and engagement.
- 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.