



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 Copper 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.

Job Title:

Manager, Health, Safety & Environment (“HSE”) Systems

Position Summary:

Reporting to the Vice President, HSE, the Manager, HSE Systems is responsible for supporting Capstone through the development, execution, and day-to-day management of the HSE systems, governance and data reporting activities. Key areas of focus include HSE performance analysis and response, content development and the execution of a decentralized HSE management model that provides governance and oversight of Capstone’s operating assets.

Position Responsibilities (including but not limited to):

- Act as the Corporate HSE data and system owner.
- Collate and analyze HSE performance data and provide feedback that will drive consistency in reporting.
- Develop and prepare identified dashboards, information, reports and presentation materials for the HSE leadership forums, Site General Managers & HSE teams, Executive Committee (ExCo), annual organizational level report input and Board and Governance Committees reporting.
- Foster a HSE culture by ensuring data-driven key learnings and improvements are identified, shared and implemented across locations.
- Assist the Vice President, HSE in designing, writing and implementing an overarching HSE management system, processes and documents that will provide a decentralized governance and oversight model for an expanding mining organization.
- Any other projects/duties that may arise from time to time as required by the role and/or at the request of the Vice President, HSE.

The Ideal Candidate:

Knowledge

- 7-10 years of experience in managing Health, Safety, and Environment systems, preferably within the mining industry.
- Post-secondary degree or diploma in a HSE related discipline or equivalent experience.
- High level of formal knowledge and execution experience in HSE systems, governance programs, risk management, HSE auditing and activities at an organizational level.



- Strong track record of successfully engaging and influencing others to implement process and system changes.
- Prior experience working in a multicultural environment.
- Advanced proficiency in Microsoft Office Suite (specifically Excel and Visio) and Power BI.
- English and Spanish fluency is required.

Key Competencies / Skills

- Data-driven with strong analytical capabilities.
- Ability to work collaboratively and build relationships with all levels of the organization.
- Ability to influence site operations teams to executive organizational requirements while allowing flexibility at the local level.
- Ability to execute process improvements in a decentralized management model.
- Ability to deal with complex issues and provide effective solutions.
- Excellent organization, prioritization and time management skills.

Work Environment

- This position may be based in Phoenix, AZ (USA), Santiago (Chile), Vancouver, BC (Canada) or Toronto, ON (Canada).
- Frequent travel to Capstone's offices and mines in Canada, the USA, Mexico and Chile will be required.

How to Apply:

- Please send your cover letter and resume HumanResources@capstonecopper.com. Please include Manager, HSE Systems 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.