



About Us

Capstone Copper Corp. is a premier copper producer operating innovatively in the Americas. From exploration to mine development to operations, we are focused on creating growth and generating value for our investors, employees and communities as we meet the surging global copper demand.

We own and operate the Pinto Valley copper-molybdenum mine located in Arizona, USA, the Cozamin copper-silver-zinc-lead mine located in Zacatecas, Mexico, the Mantos Blancos copper-silver mine located in the Antofagasta region, Chile, and 70% of the Mantoverde copper mine, located in the Atacama region, Chile. Capstone's growth pipeline includes the fully permitted Santo Domingo copper-iron-gold project, located approximately 30 kilometres northeast of Mantoverde in the Atacama region, Chile, as well as a portfolio of exploration properties in the Americas. Our head office is located in Vancouver, Canada.

Your journey with Capstone starts here. At Capstone, our people are the heart of our organization. We are focused on growth and are committed to unlocking the full potential of ourselves, our teams and our resources. We invest in our people to develop a skilled and engaged workforce, not only for today, but for the future.

By joining the Capstone Copper team, you will become part of a purposeful, performance-driven and dynamic work environment.

Job Title:

IT Manager

Position Summary:

Reporting to the Director, Technology & Global Applications, the IT Manager will be responsible for developing, implementing and managing the network and data center infrastructure and cloud-based operations across Capstone. In addition, this role will be responsible for overseeing IT operations at the corporate office, including the management of key service management functions, IT hardware, software, applications and equipment, vendors and consultants.

Position Responsibilities (including but not limited to):

Operations (Outsourced, Cloud and On Premise)

- Manage the deployment, maintenance, upgrade, and support of all network and data center infrastructure.
- Partner with the Sites' IT Leads and consultants to develop and implement network and data center infrastructure that are aligned with IT and business requirements.
- Manage the capacity of the network and data center to ensure optimal capacity levels are maintained to meet Capstone's requirements.
- Develop and implement all functional policies and procedures relating to data center, outsourced and cloud-based operations.
- Ensure monitoring, alerting and logging is in place for all network and data center infrastructure to enable proactive management of issues.
- Act as the key point of contact for network-related incidents, ensuring swift resolution and effective communication with all stakeholders.
- Ensure all network, data center and operations support processes and technology documentations are established and kept current.
- Collaborate on and support the delivery of organizational and IT operations-sponsored projects, ensuring timely completion within budget.



Service Management

- Champion and manage core IT operations service management functions, including IT change, incident and problem management.
- Develop, implement, execute, improve and maintain key IT operational processes and supporting services.
- Establish and enhance network and operations support KPIs and reporting to drive actions and initiatives relating to productivity, efficiency and performance improvement.
- Manage asset and access management for IT hardware, software, applications and equipment.
- Engage, evaluate and manage IT vendors and consultants, in terms of service delivery, performance and continuous improvement.

Strategy and Planning

- Collaborate in the preparation and management of the Technology departmental budget.
- Develop and maintain process and technology roadmaps for each key service delivered to Capstone.
- Lead department operational planning and projects and organize and negotiate the allocation of departmental resources.
- Manage vendor agreements, service level agreements, program compliance and metrics for all network, data center infrastructure, cloud and managed service contracts technology partners.

Any other projects/duties that may arise from time to time as required by the role and/or at the request of the Director, Technology & Global Applications.

The Ideal Candidate:

Knowledge

- Minimum of 7 years of experience in IT.
- Post-secondary degree or diploma in Computer Science, Information Systems or a related field, or equivalent experience.
- A proven track record of implementing systems and process improvements.
- Knowledge in cloud technologies.
- Knowledge in virtualization and operating systems.
- Knowledge of network infrastructures and cybersecurity.
- Knowledge of IoT and automation.
- Previous experience with vendor management, QA and change management process.
- Previous experience in the mining industry is an asset.
- Spanish language capabilities (both written and oral) considered an asset but not required.

Key Competencies / Skills

- Ability to manage and improve processes.
- Strong communication skills, both verbal and written with a high attention to detail.
- Sound interpersonal skills and ability to liaise with internal and external stakeholders.
- Ability to work collaboratively and build relationships with all levels of the organization.
- Strong problem solving and analytical skills.
- Excellent time management and organization skills, with a proven ability to multi-task and reprioritize based on business demands.
- Ability to excel in a dynamic and fast-paced work environment.
- Ability to negotiate and manage vendors and outsourced technical services.



Work Environment

- This position will be based in the Vancouver Head Office and eligible for a hybrid work arrangement. Travel inside and outside of Canada will be required.

How to Apply:

- Please send your cover letter and resume to HumanResources@capstonecopper.com and include IT Manager 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.