

**Job Title:** Entry-level Miner – Backfill/Bullgang  
**Department:** Mine  
**Reports To:** Backfill/Bullgang Supervisor  
**FLSA Status:** Non-Exempt  
**Creation Date:** 5/7/2012  
**Revision Date:** 10/18/2017



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## POSITION SUMMARY

**Backfill:** Preparation of ground, loading and placement of backfill (waste material) to be placed underground, through the operation of D-4 CAT, truck, and front-end loader equipped with jamming plates to push backfill into place.

**Bullgang:** Operates and maintains underground construction and road maintenance equipment.

*These are entry level positions that will provide the incumbent(s) significant experience in a working underground mine. The training and resulting skills gained in this position may be useful for future advancement to positions of increasing responsibility and pay.*

## SAFETY, HEALTH & ENVIRONMENTAL RESPONSIBILITIES AND ACCOUNTABILITIES

All Hecla personnel shall strive to achieve best practice in safety and health, and assist in the control of incidents, injuries and loss. Duties include, but are not limited to:

- Complying with all necessary requirements put in place to prevent incidents, injuries or losses
- Ensuring the safety and health of themselves and others in the workplace by being responsible for their actions and taking due care while performing their work
- Identifying, eliminating, and reporting hazards as soon as practicable
- Reporting incidents and accidents as soon as practicable
- Disclosing all information regarding incidents and cooperating in incident investigations
- Assisting in the resolution of health and safety matters in a positive and timely manner
- Using and maintaining PPE
- Providing suggestions for improving work processes
- Assisting Management by supporting change to achieve desired targets
- Ensuring that plant and equipment operate within their safe working limits
- Ensuring that correct equipment is used for the job
- Participating in risk assessment methodology
- Participating in safety initiatives
- Receiving training and instruction as required
- Maintaining good housekeeping standards

## ESSENTIAL FUNCTIONS

- Operate and maintain underground construction and road maintenance equipment
- Cleans, performs routine maintenance on trucks, jammers, batch plant, and other equipment as required
- Welding
- Fabrication
- Mechanical Ability
- Slings and rigging
- Working at heights
- Troubleshooting mechanical and hydraulic systems
- Equipment operation
- Must be able to trouble shoot and maintain mechanical and hydraulic systems; weld and fabricate objects for installation as permanent mine infrastructure; be proficient with jacklegs and hand tools
- Conforms with HSEQ standards and practices relating to job assignments; prepares appropriate paperwork and work area inspections; other duties as assigned by management
- Employees must comply with attendance, safety, environmental and HR policies. Successful candidate must demonstrate the following behavioral skills: productive communication, cooperation, productivity, initiative, creativity, dependability

## QUALIFICATIONS

Must be able to obtain ATF Employee Possessor clearance.

## Education Requirements

High school or GED.UG MSHA Certification helpful, but not required. Related vocational training preferred.

## Experience

One year or more of heavy equipment operation experience preferred. Can substitute vocational training from certified school, or combination of training and experience.

## PHYSICAL DEMANDS

While performing the duties of this job, employees may be frequently required to stand, walk, or sit for extended periods of time; use hand and fingers to handle or feel; reach with hands and arms; climb and balance; stoop, kneel, crouch, and crawl. The employee must be able to talk and hear.

Strength	Frequency			Weight/ Force	Side	Parameters			
	Occ	Freq	Cons			Height From		Height To	
Lifting - 5 Gallon Bucket	X			40 lb	One Hand & Either	Floor		Knuckle	
Lifting - 5 Gallon Bucket of D-scent	X			45.3 lb	One Hand & Either	Floor		Knuckle	
Lifting - Drill Steel 10 foot	X			28 lb	Two Hands	Floor		Shoulder	
Lifting - Ready 8 Electric Pump	X			33.4 lb	Two Hands	0 in		40 in	
Lifting - Fire Extinguisher	X			35 lb	Two Hands	Floor		Shoulder	
Lifting - 5 Gallon Bucket of D-scent	X			45.3 lb	Two Hands	20 in		49 in	
Lifting - 13 HP Flygt Pump	X			95 lb	Two Hands	34 in		38 in	
Lifting - Wilden Pump 15	X			107 lb	Two Hands	0 in		40 in	
Lifting - Jackleg Drill	X			116.3 lb	Two Hands	Floor		Waist	
Lifting - 8 HP Flygt Pump	X			134 lb	Two Hands	26 in		30 in	
Lifting - Scaling Bar		X		9 lb	Two Hands	Floor		Shoulder	
Lifting - Bundle of Plates		X		23 lb	Two Hands	Floor		Shoulder	
Lifting - Steel Bolts		X		42.3 lb	Two Hands	Floor		Shoulder	
Lifting - Galvanized Split Set Bolts		X		45.4 lb	Two Hands	Floor		Shoulder	
Lifting - 14' Drill Steel		X		60 lb	Two Hands	Floor		Shoulder	
	Occ	Freq	Cons	Weight	Side	Distance			
Carrying - 5 Gallon Bucket	X			40 lb	One Hand & Either	20 ft			
Carrying - 5 Gallon Bucket of D-scent	X			45.3 lb	One Hand & Either	50 ft			
Carrying - Drill Steel 10 foot	X			28 lb	Two Hands	20 ft			
Carrying - Ready 8 Electric Pump	X			33.4 lb	Two Hands	20 ft			
Carrying - Fire Extinguisher	X			35 lb	Two Hands	50 ft			
Carrying - Wilden Pump 15	X			107 lb	Two Hands	20 ft			
Carrying - 8 HP Flygt Pump	X			134 lb	Two Hands	20 ft			
Carrying - Scaling Bar		X		9 lb	Two Hands	50 ft			
Carrying - Bundle of Plates		X		23 lb	Two Hands	50 ft			
Carrying - Steel Bolts		X		42.3 lb	Two Hands	50 ft			
Carrying - Galvanized Split Set Bolts		X		45.4 lb	Two Hands	50 ft			
Carrying - 14' Drill Steel		X		60 lb	Two Hands	20 ft			
	Occ	Freq	Cons	Force	Side	Height	Rotation	Grip Pattern	Hand Spread
Pushing - Dumpster	X			148.7 lb	Two Hands	52 in	Pronated	Hook	

Pulling - Hose on ground	X		65 lb	Two Hands	Elbow/Chest	Neutral	Cylinder	
Pulling - Slump Test Ball Valve	X		93.2 lb	Two Hands	52 in	Neutral	Cylinder	
Pulling - Dumpster	X		173.4 lb	Two Hands	52 in	Supinated	Hook	
Pulling - 13 HP Flygt Pump	X		190 lb	Two Hands	34 in	Pronated	Cylinder	

## Other Physical Demands

### Vision - Constant:

- Able to judge distances and spatial relationships to avoid accidents while driving and walking underground
- Have clarity of vision while operating machinery, reading gauges, and placing tools
- Have clarity of vision for distances while navigating within the mine and access roads efficiently and safely
- Able to adjust varying points of reference while safely navigating the terrain, maintaining awareness of traffic, and operating tools and machinery
- Able to identify vehicles, machinery, and people in peripheral vision

### Speaking - Occasional:

- Able to clearly communicate with co-workers and supervisors on the radio and in person

### Hearing - Occasional:

- Must wear hearing protection while working in the mine

## WORK ENVIRONMENT & JOB SCHEDULE

Employees may be frequently exposed to underground work environments; outside weather conditions, wet and/or humid conditions; extreme cold, extreme heat, potentially hazardous wildlife; moving mechanical parts; high precarious places; fumes or airborne particles, toxic or caustic chemicals; risk of electrical shock; explosives and vibration. The noise level in most work environments is usually very loud. This position may require work on nights, weekends and rotating shifts; shift schedules may require residency in on-island camp during work rotations.

## ABOUT US

### Greens Creek

The Greens Creek Mine, located on Admiralty Island, 18 miles south of Juneau, is an underground polymetallic mine employing approximately 425 people. The mine is owned and operated by Hecla Mining Company, headquartered in Coeur d'Alene, Idaho. Established in 1891, Hecla has a rich history as a distinguished and respected precious metals producer. Winner of numerous safety and environmental awards, Greens Creek is seeking new team members committed to professional growth and success.

## Community

Juneau, Alaska's capital, is the third largest city in the state. Like Alaska, Juneau is full of contrasts, a sophisticated cosmopolitan city in the heart of the Tongass National Forest. Nestled at the base of mountains overlooking the Gastineau Channel, Juneau is surrounded by intercoastal waterways, lush rain forests, rugged mountainsides, and awe-inspiring glaciers. This small city has it all, the adventure of the "last frontier" as well as a good education system, year-round cultural and sports activities, a wide variety of entertainment, world class fishing and wildlife viewing, temperate weather, and a strong sense of community. Juneau is rich in mining history and Greens Creek is proud to contribute to that heritage by operating in a safe and environmentally responsible manner.

## Compensation & Benefits

Hecla Greens Creek offers competitive pay based on experience and an excellent low-cost benefits package for medical, prescription, dental, and vision insurance as well as other coverages such as disability coverage and life insurance. Retirement benefits include a pension plan and 401(k) with company match.

## APPLICATIONS & RESUMES

Applicants must possess current authorization to work in the United States. Resumes are welcome but **must be attached to an application form**. Applications are available at the Juneau Job Center or <http://www.hecla-mining.com/careers/>. Completed applications should be forwarded to:

**Juneau Job Center  
10002 Glacier Hwy #200  
Juneau, Alaska 99801**

Phone: 907.465.4562

Fax: 907.465.2984

Hecla Greens Creek is an Equal Opportunity Employer.  
Please visit Hecla's website at [www.hecla-mining.com](http://www.hecla-mining.com)  
and our recruiting page at  
<http://www.hecla-mining.com/careers/>

**ACKNOWLEDGMENT**

I have received my job description and understand I will be evaluated on the requirements of the Entry-level Miner – Backfill/Bullgang position.

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Signature and Date

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Printed Name