

### **MILL SUPERVISOR**

The Lucky Friday Mine is a deep underground silver, lead, and zinc mine located one mile east of the town of Mullan in the Coeur d'Alene Mining District in northern Idaho. The Lucky Friday has been owned and operated by Hecla Mining Company, headquartered in Coeur d'Alene, Idaho, since 1958. Established in 1891 in one of the world's most prolific silver-producing districts, northern Idaho's Silver Valley, Hecla Mining Company's rich history of mining has distinguished it as a respected precious metals producer. Hecla is the oldest U.S.-based precious metals mining company in North America and the largest producer of silver in the U.S. Headquartered in Coeur d'Alene, Idaho, with a sister office in Vancouver, B.C., our international, publicly traded company is 125 years old.

The Mill Supervisor directs mill operations shift crews in a manner that meets safety, environmental, efficiency and cost objectives while maximizing production rates of ore and recovery of metals.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.

- Provides hands-on mill supervision and coordination with mill maintenance and the mill technical group to maximize optimum process performance. Performs activities of workers supervised, per the collective bargaining agreement, in the case of an emergency, when necessary to instruct employees in their duties, for minor work that is unreasonable to assign to a bargaining unit employee, or to provide training for salaried personnel.
- Interprets company policies to workers and enforces safety and environmental regulations; analyzes and resolves work problems, or assists workers in solving work problems, per the grievance procedure as detailed in the bargaining agreement; initiates or suggests plans to motivate workers to achieve work goals.
- Performs various job duties as assigned by the Concentrator Superintendent and Plant Operations Manager.
- Ensures that a high level of housekeeping is maintained in all work areas and travel ways.
- Cross-trains hourly crew employees to establish flexible and versatile skill sets that will minimize the impact of absenteeism.
- Utilizes appropriate controls to ensure that production, recovery, and cost objectives are met.
- Cooperates with and utilizes the mill maintenance department in achieving operational goals.
- Supervises tailings pond facilities in a manner which meets overall mill Department objectives.
- Supervises water treatment plant facilities in a manner which meets overall environmental department objectives.
- Participates in Risk Assessment activities as required.
- Participates in the development of Standard Operating Procedures (SOP's) as required.
- Follows and understands MSHA rules and regulations, environmental rules and regulations, SOP and work area instructions, participates in safety and environmental activities. Leads by example by adhering to rules and regulations, and ensuring compliance to rules and regulations established by the Concentrator department.
- Must be able to work and communicate with other members of the work team.
- Must be willing to comply with all company policies and procedures, especially with regard to Safety, Human Resources, and Environmental.

### **SUPERVISORY RESPONSIBILITIES**

Directly supervises employees on a mill crew. Carries out supervisory responsibilities in accordance with the organization's policies, applicable laws, and the bargaining agreement. Responsibilities include training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

## QUALIFICATIONS

- Bachelor's degree in metallurgy or a related field, or an equivalent combination of education and experience preferred.
- Minimum three years' experience in mining, metallurgy, or mineral processing industry or similar relevant experience.
- A background that includes experience in mining or construction.

Hecla Lucky Friday is pleased to offer competitive compensation and a comprehensive benefits program. Interested candidates must possess current authorization to work in the United States.

Resumes may be sent via e-mail to [resume@hecla-mining.com](mailto:resume@hecla-mining.com), faxed to 208.545.3327, or mailed to:

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Hecla Lucky Friday is an Equal Opportunity Employer