

Job Title: Surface Equipment Operator
Department: Surface
Reports To: Surface Shift Supervisor
FLSA Status: Non-Exempt
Creation Date: 02/12/18
Revision Date: 06/12/18



POSITION SUMMARY

As a member of the Greens Creek Surface Operations team, the incumbent will operate heavy equipment and perform manual labor as assigned. Equipment operation will include off-road tractor/trailer rigs, dump trucks, and may include excavators/backhoes, forklifts, and dozers depending on available work and the skills of the successful candidate. Equipment operation is predominantly done to haul and place tails and waste material per the operating plan in support of mine operations. In addition, installing and maintaining sediment control, shoveling and other manual labor type work is a requirement of the position.

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

- Proficiently operates in any weather condition: large tractor truck with trailers, dump trucks, loaders, dozers, forklifts, backhoes, and excavators.
- Works on civil projects as assigned, such as environmental remediation, earth moving, sediment control, equipment and utility installations and other project assignments.
- Must be proficient at learning new equipment and jobs tasks related to the surface operations, such as ship loading, sediment control, fuel offloading, snow clearing, freight hauls and housekeeping.
- Understands basic road construction and hazards associated with large haulage vehicles in close proximity to personnel and property.
- Has pertinent decision-making skills to inspect and operate equipment, report maintenance issues, assist in maintenance work, adapt work plans and convey project status to others.
- 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.
- Requires a high degree of positive interaction with all departments of the operation.

QUALIFICATIONS

Education and/or Experience

High school diploma or equivalent. At least three years of heavy equipment operation as described above, and heavy equipment maintenance experience is helpful.

Training or Special Skills *(please document in application)*

Class A CDL and HAZMAT is preferred.

Other Qualifications

Pass a pre-employment physical and drug screen

Pass a position-specific physical demands assessment

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 - fire extinguisher	X			35 lb	Two Hands	Floor		Shoulder	
Lifting - Pick-Up Tire and Rim	X			85 lb	Two Hands	0 in		38 in	
	Occ	Freq	Cons	Weight	Side	Distance			
Carrying - Fire Extinguisher	X			35 lb	Two Hands	50 ft			
	Occ	Freq	Cons	Force	Side	Height	Rotation	Grip Pattern	Hand Spread
Pushing - Close Hood haul truck MT 11 - 13 new	X			104.8 lb	Two Hands	49 in	Pronated	Cylinder	
Pulling - Welding Cart	X			70.5 lb	Two Hands	46 in	Pronated	Cylinder	12 in
Pulling - Open Hood haul truck MT 11 - 13 new	X			71 lb	Two Hands	43 in	Pronated	Cylinder	

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 – Constant:

- Able to clearly hear and comprehend radio communications while operating equipment

Hearing - Occasional:

- Must wear hearing protection when necessary

WORK ENVIRONMENT & JOB SCHEDULE

Employees will be frequently exposed to; 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 occasionally 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
Mailing address: P.O. Box 115514, Juneau, AK 99811-5514
In Person: 10002 Glacier Hwy #100, 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
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 Surface Equipment Operator position.

Signature and Date

Printed Name