

Job Title: Underground Miner
Department: Mine
Reports To: Mine Supervisor
FLSA Status: Non-Exempt
Creation Date: 05/07/2012
Revision Date: 12/05/2018



POSITION SUMMARY

Performs all aspects of mechanized underground hard-rock mining, including work place inspection, prepping, drilling, loading, blasting, muck removal and ground control (rock bolting).

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

Operates the equipment consistent with company and regulatory agency safety standards and performs routine operator and preventative maintenance on the following:

- Electro hydraulic jumbos and Bolters (single and double boom)
- Underground haul trucks (20T and 40T)
- LHD/scoop
- Other mine operations equipment as needed
- Works with and provides support to complete underground development and production mining
- Able to follow basic survey directions, including maps, prints, grade lines, etc; interfaces and interprets data with engineers and geologists
- 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

Education Requirements

High school graduation or equivalent

Experience

Four years' experience operating directly related mining equipment in an underground mining environment.

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.

Abilities Tested

POET Test	Description
Walking test	Begin walking at self-selected pace for 3 minutes. Increase incline to 10 % for 1 minute, 12% for 1 minute, and 15% for 1 minute. Must maintain constant movement, but do not need to move at a certain step speed.
Static Balance	Standing upright, balance on one foot for 30 seconds. Repeat on other side. Allow one toe touch to re-center stability.
Dynamic Balance	Walk heel-toe for 10 feet without losing balance.
Alternate Toe Touches	Standing with feet shoulder width apart, reach hand down towards opposite foot, then return. Repeat on other side. Do six times on each side.
Holding Position	Stoop, squat, or lunge to manipulate objects at knee level for 3 minutes.
Equipment Move Test	Holding 30 pounds, move side to side greater than 1 foot for 1 minute. Failure is unable to perform, or unable to keep continuous movement.
Stair Carry Test	Holding 30 pounds in both hands, step up and down 6 inch step 36 times (self-paced, but continuous).
Max Equipment Lift	75 pound two-handed lift off of floor two times
Cart push	100 pound on sled push 25 feet.
Cart pull	100 pound on sled pull 25 feet.

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
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 Underground Miner position.

Signature and Date

Printed Name