

Hecla Lucky Friday Mine is recruiting a dynamic leader who embraces advances in technology and is looking for an opportunity to be part of a collaborative team.

### **CONCENTRATOR SUPERINTENDENT**

The Concentrator Superintendent is responsible for providing leadership and guidance to Concentrator operations and the associated support staff, ensuring that production goals are achieved at optimum efficiency and minimum cost while maximizing production rates of ore and recovery of metals, directing the Concentrator technical groups to maximize availability and optimize process performance, all consistent with safe operating procedures, applicable laws and sound business practices.

#### **Job duties include:**

- Directs overall Concentrator operations in a manner which meets safety, environmental, efficiency and cost objectives while maximizing production rates of ore and recovery of metals.
- Directs a safety program which establishes in each supervisor, professional and operating employee the expectation of working injury-free - setting the example for others to follow - and provides the skills and ability to do so through adequate training.
- 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 collective bargaining agreement; initiates or suggests plans to motivate workers to achieve work goals.
- As a key member of the Lucky Friday management team, collaborates closely with other members of the senior management team in achieving overall Lucky Friday operation goals and objectives, and conferring with management personnel to establish production and quality control standards.
- Maintains courteous, professional relationships with company hourly and staff employees, suppliers, customers, and government agencies.
- Coordinates production activities with procurement, maintenance, and engineering activities to obtain optimum production and utilization of human resources, machines, and equipment.
- Coordinates activities with outside contractors, suppliers, and vendors to assure that the operation is cost effectively purchasing goods and services.
- Provides overall Concentrator management including direction of the Concentrator technical groups and Assay Lab to maximize availability and optimize process performance;
- Develops a participative work environment that actively engages supervision, professionals, and hourly operating personnel within the Concentrator as well as the inclusion of Hecla personnel from other Lucky Friday departments as appropriate.
- Performs project work as assigned, including various activities as delegated by the VP & General Manager, Lucky Friday.
- Provides the proper framework and working environment for positive hourly and salaried employee relations.
- Directs Concentrator supervision in the training and education of hourly operating employees in order to ensure flexible and versatile skill sets that will maximize performance and minimize the impact of crew fluctuations due to vacations and other days off for crew members.
- Continuously oversees the performance of Concentrator supervision and hourly operating employees with respect to established job performance standards.
- Ensures that appropriate controls are utilized to make certain that production, recovery and cost objectives are met; implements operating methods and procedures designed to eliminate operating problems and improve performance.
- Prepares and oversees Concentrator operations budgets, reviewing and authorizing expenditures, and ensuring that budgets are maintained within established limits.
- Administers HR policies and the collective bargaining agreement to ensure consistent compliance; investigates problems and grievances in order to achieve effective resolution, referring unresolved problems or grievances to site HR and VP & General Manager for advice and counsel.
- Oversees supervision of tailings pond facilities in a manner which meets overall Concentrator Department objectives.
- Oversees supervision of water treatment plant facilities in a manner which meets overall Environmental Department objectives.

- 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.

**Minimum qualifications include:**

- Bachelor's degree from four-year college or university in metallurgy, chemical engineering, or other relevant technical discipline – advanced degree preferred.
- Seven or more years related experience in mining, metallurgy or mineral processing industry or similar relevant experience; or equivalent combination of education and experience.
- Organizational/planning skills will be necessary to organize, schedule and prioritize work activities to manage time effectively and ensure timely completion of projects, programs, and objectives and that the same satisfy operational objectives.
- Analytical and statistical skills are needed to evaluate opportunities for process improvement or optimization, process or quality trends.
- Computer skills include proficiency with Microsoft Office Suite (Word, Excel, Power Point, & MS Project).
- Interpersonal skills are necessary in order to facilitate teamwork while working with internal and external contacts.
- Self-motivation and initiative.
- Proven communications skills to effectively interact with others at all levels of the organization as well as external contacts.
- Administrative skills are required to manage paperwork, meet reporting requirements, and oversee various systems.
- Detail-oriented and the ability to multi-task.
- Planning skills are needed to ensure the timely completion of programs and objectives.
- Financial skills are necessary to manage operations budget, explain variances, evaluate projects and prioritize allocation of resources.
- Training and team building skills are used to supplement and develop the skills of our workforce.
- Delegation skills are necessary to plan, direct and assign work.
- Knowledge of safety, health and environmental methods, rules, regulations and procedures, and related behavioral competencies.
- Knowledge of metallurgical science, practices, and principles. Knowledge of minerals processing technology.
- Knowledge of developing technology, preferably specific knowledge of the mineral/metals business.

**About Hecla and the Lucky Friday Mine**

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 over 125 years old.

Hecla Limited, Lucky Friday Mine is pleased to offer competitive compensation commensurate with education and experience, and a comprehensive benefits program.

Interested candidates must possess or be able to obtain authorization to work in the United States. Applications and/or 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:

Human Resources  
Hecla Limited, Lucky Friday Mine  
P.O. Box 31  
Mullan, ID 83846

Hecla Limited, Lucky Friday Mine is an Equal Opportunity Employer

Visit our website at [www.hecla-mining.com](http://www.hecla-mining.com) for more information about Hecla and the Lucky Friday Mine.